

CURRICULUM VITAE
Robert R. Sinclair, Ph.D.

Contact Information

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Positions

2013-Present: Professor of Industrial-Organizational Psychology, Clemson University
2008-2013: Associate Professor of Industrial-Organizational Psychology, Clemson University
2005-2008: Associate Professor of Industrial-Organizational Psychology, Portland State University
2000-2005: Assistant Professor of Industrial-Organizational Psychology, Portland State University
1995-1999: Assistant Professor of Industrial-Organizational Psychology, University of Tulsa
1990-1995: Graduate Research/Teaching Assistant, Wayne State University

Education

1995 Ph.D. in Industrial/Organizational Psychology, Wayne State University, Detroit, MI.

Doctoral Dissertation: *Citizenship in companies and unions: Extending the nomological net.*
Advisor: Lois E. Tetrick

1993 MA in Industrial/Organizational Psychology Wayne State University, Detroit, MI.

Master's Thesis: *The relations of union instrumentality and union support perceptions with union commitment: An exchange based perspective.* Adviser: Lois E. Tetrick.

1990 BA in Psychology University of Maine at Farmington, Farmington, ME (*cum laude*)

Current Professional Affiliations

American Psychological Association (Division 5, 14, 19)
Association for Psychological Science
Society for Industrial-Organizational Psychology (Inducted as Fellow in 2014)
Society for Occupational Health Psychology (Founding Member; President 2008-2009)

Editorial Board Memberships

Accident Analysis and Prevention (2012-Present)
Journal of Business and Psychology (2012-Present)
Journal of Occupational Health Psychology (2005-Present)
Journal of Occupational and Organizational Psychology (2012-Present)
Journal of Organizational Behavior (2007-Present)
Journal of Management (2008-Present)

Honors, Awards, Invited Addresses

Fellow, Society for Industrial-Organizational Psychology. Inducted at Annual Conference of the Society for Industrial-Organizational Psychology (May 2014). Honolulu, HI.

Distinguished Contribution to Occupational Health Psychology Award. Received from the Society for Occupational Health Psychology, NIOSH, and the American Psychological Association at Work Stress and Health 2011: Work and Well-being in an Economic Context (May, 2011). Orlando, FL.

Keynote speaker for the 8th annual River Cities Industrial Organizational Psychology Conference. For R. R. Sinclair (October, 2010). The economic context of occupational health psychology. Chattanooga, TN.

Best paper award: Human Resources Management Division of the annual conference of the Institute of Behavioral and Applied Management for Martin, J. E., Sinclair, R. R., Lechhook, A., Wittmer, J., & Charles, K. E. (October, 2010). Working different shifts and employee retention. San Diego, CA.

Keynote speaker for the 9th Conference of the European Association for Occupational Health Psychology, Sinclair, R. R. (March, 2010). Money, models, and mental health: Implications of economic stress for Occupational Health Psychology. Rome, Italy.

Keynote speaker for the XIth European Conference on Organizational Psychology and Human Service Work: New challenges and interventions in human services. Sinclair, R. R. (October, 2009). Promoting positive work experiences in nursing: Models, outcomes, and interventions. ISCTE, Lisbon, Portugal.

Nominee for Rosabeth Moss Kanter Award for Excellence in Work and Family Research as one of the 20 best papers on Work and Family Research in 2005 for Hammer, Cullen, Neal, Sinclair, & Shafiro, (2005). The longitudinal effects of work-family conflict and work-family positive spillover on experiences of depressive symptoms among dual-earner couples. *Journal of Occupational Health Psychology*, 10, 138-154.

Portland State University Scholarship of Teaching & Learning with Technology Award for Sinclair, R. R. (2003). PsychWeb: On-line resources to promote learning in psychology.

Portland State University Center for Academic Excellence Civic Engagement Award for Sinclair, R. R., Mankowski, E. S., & Hammer, L. B. (2002). Excellence in departmental civic engagement: Psychology in partnership with the community.

Wherry Award, Society for Industrial and Organizational Psychology for Hannigan, M. A., & Sinclair R. R. (March, 1995). Self-assessment as a mediator between work role stressors and life satisfaction. *Best paper presented at the annual Industrial and Organizational Psychology and Organizational Behavior graduate student conference*. Boulder, CO.

Publications

Books

Leka, S., & Sinclair, R. R. (Eds.) (2014). *Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice* (Volume 3). Chichester: Wiley-Blackwell.

Sinclair, R. R., & Britt, T. W. (Eds.) (2013). *Building Psychological Resilience in Military Personnel: Theory and Practice*. Washington DC: American Psychological Association.

Sinclair, R. R., Wang, M., & Tetrick, L. E. (Eds.) (2012). *Research Methods in Occupational Health Psychology: Measurement, Design, and Data Analysis*. New York, NY: Routledge.

Houdmont, J., Leka, S., & Sinclair, R. R. (Eds.) (2012). *Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice* (Volume 2). Chichester: Wiley-Blackwell.

Referred Articles

Cheung, J. H., Sinclair, R. R., Shi, J., Wang, M., (In Press). Do job demands of Chinese manufacturing employees predict positive or negative outcomes? A test of competing hypotheses. *Stress and Health*.

Sliter, M., Boyd, L., Sinclair, R. R., Cheung, J. H., & McFadden, A. (In Press). Inching toward inclusiveness: Diversity climate, interpersonal conflict and well-being in women nurses. *Sex Roles*.

Sliter, M., Sinclair, R. R., Zhuang, W., & Mohr, C. D. (2014). Don't fear the reaper: Effects of trait death anxiety on burnout and engagement. *Journal of Applied Psychology*, 99, 759-769

Wright, R. R., Mohr, C. D., & Sinclair, R. R. (2014). Conflict on the treatment floor: A qualitative investigation of interpersonal conflict experienced by nurses. *Journal of Research in Nursing*, 19, 26-37.

Wittmer, J., Sinclair, R. R., Martin, J. E., Tucker, J., Lange, J. (2013). Shared aggression concerns and organizational outcomes: The moderating role of resource constraints. *Journal of Organizational Behavior*, 34, 370-388.

Martin, J. E., Sinclair, R. R., Lechhook, A., Wittmer, J., & Charles, K. E. (2012). Nonstandard work schedules and retention in the entry-level hourly workforce. *Journal of Occupational and Organizational Psychology*, 85, 1-22.

Sinclair, R. R., Martin, J. E., & Sears, L. E. (2010). Labor unions and safety climate: Perceived union safety values and retail employee safety outcomes. *Accident Analysis and Prevention*, 42, 1477-1487.

- Tucker, J. S., Sinclair, R. R., Mohr, C. D., Adler, A. B., Thomas, J. L., Salvi, A. D. (2009). Stress and counterproductive behavior: Multiple relationships between demands, control, and Soldier indiscipline over time. *Journal of Occupational Health Psychology, 14*, 257-271.
- Cullen, J. C., Hammer, L. B., Neal, M. B., & Sinclair, R. R. (2009). Development of a typology of dual-earner couples caring for children and aging parents. *Journal of Family Issues, 30*, 458-483.
- Tucker, J. S., Sinclair, R. R., Mohr, C. D., Adler, A. B., Thomas, J. L., Salvi, A. D. (2008). A temporal investigation of the direct, interactive, and reverse relations between demand and control and affective strain. *Work & Stress, 22*, 81-95.
- Martin, J. E., & Sinclair, R. R. (2007). A typology of the part-time workforce: Differences on job attitudes and turnover. *Journal of Occupational and Organizational Psychology, 80*, 301-319.
- Sinclair, R. R., Tucker, J. S., Cullen, J. C., & Wright, C. (2005). Performance differences among four organizational commitment profiles. *Journal of Applied Psychology, 90*, 1280-1287.
- Tucker, J. S., Cullen, J. C., Sinclair, R. R., & Wakeland, W. W. (2005). Dynamic systems and organizational decision-making processes in nonprofits. *Journal of Applied Behavioral Science, 41*, 482-502.
- Sinclair, R. R., Leo, M. C., & Wright, C. (2005). Benefit system effects on employees' benefit knowledge, use, and organizational commitment. *Journal of Business and Psychology, 20*, 3-29.
- Tucker, J. S., Sinclair, R. R., & Thomas, J. L. (2005). The multilevel effects of occupational stressors on soldiers' well-being, organizational attachment, and readiness. *Journal of Occupational Health Psychology, 10*, 276-299.
- Hammer, L. B., Cullen, J. C., Neal, M. B., Sinclair, R. R., & Shafiro, M. V. (2005). The longitudinal effects of work-family conflict and work-family positive spillover on experiences of depressive symptoms among dual-earner couples. *Journal of Occupational Health Psychology, 10*, 138-154.
- Sinclair, R. R., Fleming, W., Radwinsky, R., Clupper, D. C., & Clupper, J. H. (2002). Understanding patients' reactions to services: The role of personal service values in heart patient satisfaction and wellness. *Journal of Applied Social Psychology, 2*, 424-442.
- Sinclair, R. R., Martin, J. E., & Croll, L. W. (2002). A threat appraisal model of employees' fears about antisocial workplace behavior. *Journal of Occupational Health Psychology, 7*, 37-56.
- Newman, E., Willard, T., Sinclair, R. R., & Kaloupek, D. (2001). Empirically supported ethical research practice: The costs and benefits of research from the participants' view. *Accountability in Research, 8*, 309-329.
- Martin, J. E., & Sinclair, R. R. (2001). A multiple motive perspective on strike propensities. *Journal of Organizational Behavior, 22*, 387-407.
- Sinclair, R. R., & Tetrick, L. E. (2000). Implications of item wording for hardiness structure, relation with neuroticism, and stress buffering. *Journal of Research in Personality, 34*, 1-25.
- Tetrick, L. E., Slack, K. J., DaSilva, N., & Sinclair, R. R. (2000). A comparison of the stress-strain process for business owners and non-owners: Differences in job demands, emotional exhaustion, satisfaction, and social support. *Journal of Occupational Health Psychology, 5*, 464-476.

- Sinclair, R. R., Martin, J. E., & Michel, R. P. (1999). Full-time and part-time subgroup differences in job attitudes and demographic characteristics. *Journal of Vocational Behavior*, 55, 337-357.
- McHale, J. P., Johnson, D., & Sinclair, R. R. (1999). Family dynamics, preschoolers' family representations, and preschool peer relationships. *Early Education and Development*, 10, 373-401.
- Hogan, R. T., & Sinclair, R. R. (1997). For love or money? Character and consulting. *Consulting Psychology Journal: Practice and Research*, 49, 256-267.
- Hirshorn, B. A., Tetrick, L. E., & Sinclair, R. R. (1996). Understanding the provision of post-retirement health care and pension benefits: Which firm characteristics are most explanatory? *The Gerontologist*, 36, 637-648.
- Hogan, R. T., & Sinclair, R. R. (1996). Intellectual, ideological, and political obstacles to the advancement of organizational science. *Journal of Applied Behavioral Sciences*, 32, 378-389.
- Sinclair, R. R., & Hogan, R. T. (1996). The answer is still yes: But what was the question? *Journal of Applied Behavioral Sciences*, 32, 443-440.
- Sinclair, R. R., & Tetrick, L. E. (1995). Social exchange and union commitment: A comparison of union instrumentality and union support perceptions. *Journal of Organizational Behavior*, 16, 669-680.
- Shore, L., Tetrick, L. E., Sinclair, R. R., & Newton, L. (1994). Validation of a measure of perceived union support. *Journal of Applied Psychology*, 79, 971-979.

Articles Under Review

- Baughman, B. C., Basso, M. R., Sinclair, R. R., Combs, D. R., & Roper, B. L. (Revise and Resubmit). Staying on the job: The relationship between work performance and cognition in individuals diagnosed with Multiple Sclerosis. *Journal of Experimental and Clinical Neuropsychology*.
- Foran, H., Wright, K., Eckford, R., & Sinclair, R. R. (Under Review). Child mental health symptoms following parental deployment. *Journal of Marriage and Family*.
- Sinclair, R. R., Cheung, J., Arpin, S., & Mohr, C. D. (Under Review). Personal benefits of strong community ties: Health, engagement, and retention. *Journal of Community Psychology*.
- Sinclair, R. R., Sliter, M., Mohr, C. D., Sears, L. E., Deese, M. N., Wright, R., R., Cadiz, D., & Jacobs, L. (Revise and Resubmit). Bad versus good, what matters more on the treatment floor? Relations of positive and negative events with burnout and engagement. *Research in Nursing and Health*.
- Sliter, K. A., Sinclair, R. R., Cheung, J. H., & McFadden, A. C., (Revise and Resubmit). Physical activity as a buffer of the negative effects of workplace stressors. *International Journal of Stress Management*.
- Wright, R. R., Mohr, C. D., Sinclair, R. R., & Yang, L-Q. (Revise and Resubmit). Coping effectively with work stress: New evidence for the matching hypothesis. *Journal of Organizational Behavior*.

Peer Reviewed Journal Articles In Preparation

- Jennings, K., Sinclair, R. R., & Mohr, C. D. (In Preparation). Who benefits from family support? Work schedule and family differences. Target: *Journal of Occupational Health Psychology*.

- Sinclair, R. R. & Martin, J. E. (In Preparation). Why employees support union contracts: Motivational antecedents of contract ratification votes. Target: *Journal of Labor Research*.
- McGurk, D., Sinclair, R. R., Thomas, J., Merrill, J., Bliese, P., & Castro, C. A. (In Preparation). Destructive and supportive leadership in *Extremis*: Relationships with post-traumatic stress during combat deployments. Target: *Psychological Services*.
- Sinclair, R. R., Mohr, C. D., Waitsman, M., Sears, L. E., Wright, R. R., & Deese, M. N. (In Preparation). Effects of expressive writing on nurses' organizational and occupational commitment: A quasi-experimental study. Target: *Journal of Business and Psychology*.
- Sinclair, R. R., Cheung, J. H., & Sears, L. E. (In preparation). Perceived income adequacy: Development and test of a multidimensional model of financial stressors. Target: *Journal of Economic Psychology*.
- Zhou, L., Wang, M., Sinclair, R. R., Shum, C., & Shi, J. (In Preparation). Antecedents of subordinate-focused destructive leadership behavior: Leader's attitude, subjective norms, and policy clarity. Target: *Personnel Psychology*.

Peer Reviewed Conference Proceedings

- Martin, J. E., Sinclair, R. R., Lechhook, A., Wittmer, J., & Charles, K. E. (2010). Working different shifts and employee retention. *Best papers proceedings of the annual conference of the Institute of Behavioral and Applied Management* (pp. 206-213). San Diego, CA.
- Sinclair, R. R., & Martin, J. E. (1997). Dual commitment measurement: Changing definitions, changing conclusions. In P. B. Voos (Ed.), *Proceedings of the 49th annual meeting of the Industrial Relations Research Association* (pp. 295-304). Madison, WI: Industrial Relations Research Association.

Book Chapters/Encyclopedia Entries

- Sinclair, R. R. & Cheung, J. H. (Forthcoming). Occupational health. In S. K. Whitbourne (Ed.). *The Encyclopedia of Adulthood and Aging*. Wiley-Blackwell.
- Sinclair, R. R., Stanyar, K. R., McFadden, A. C., Brawley, A. M., & Huang, E., (2014). The role of communication in occupational safety and health management. In V. D. Miller & M. E. Gordon (Eds.) *Meeting the Challenges of Human Resource Management: A Communication Perspective* (pp. 179-191). New York, NY: Routledge.
- Sinclair, R. R., & Britt, T. W. (2013). Military resilience: Remaining questions and concluding comments. In R. R. Sinclair & T. W. Britt (Eds.). *Building Psychological Resilience in Military Personnel: Theory and Practice* (pp. 237-251). Washington, DC: APA Books.
- Britt, T. W., Sinclair, R. R., & McFadden, A. C. (2013). Introduction: The meaning and importance of military resilience. In R. R. Sinclair & T. W. Britt (Eds.). *Building Psychological Resilience in Military Personnel: Theory and Practice* (pp. 3-17). Washington, DC: APA Books.
- Sinclair, R. R., Waitsman, M., Oliver, C. M., & Deese, N. (2013). Personality and psychological resilience in military personnel. In R. R. Sinclair & T. W. Britt (Eds.). *Building Psychological Resilience in Military Personnel: Theory and Practice* (pp. 21-46). Washington, DC: APA Books.

- Sinclair, R. R., Probst, T. M., Hammer, L. B., & Schaffer, M. M. (2013). Low income families and occupational health: Implications for work-family conflict research and practice. In A. Antoniou & C. Cooper, (Eds.). *The Psychology of the Recession on the Workplace* (pp. 308-324). Northampton, MA: Edward Elgar.
- Jiang, L., Probst, T. M., & Sinclair, R. R. (2013). Perceiving and responding to job insecurity: The importance of multilevel contexts. In A. Antoniou & C. Cooper, (Eds.). *The Psychology of the Recession on the Workplace* (pp. 176-195). Northampton, MA: Edward Elgar.
- Sinclair, R. R., Wang, M., & Tetrick, L. E. (2012). Looking toward the future of occupational health psychology research. In R. R. Sinclair, M. Wang, & L. E. Tetrick (Eds.). *Research Methods in Occupational Health Psychology: Measurement, Design, and Data Analysis* (pp. 395-414). New York: Psychology Press/Routledge.
- Wang, M., Sinclair, R. R., Zhou, L., & Sears, L. E. (2012). Person-centered analysis: Methods, applications, and implications for Occupational Health Psychology. In R. R. Sinclair, M. Wang, & L. E. Tetrick (Eds.). *Research Methods in Occupational Health Psychology: Measurement, Design, and Data Analysis* (pp. 349-373). New York: Psychology Press/Routledge.
- Landsbergis, P., Sinclair, R. R., Dobson, M., Hammer, L. B., Jauregui, M., Olson, R., Schnall, P. L., Stellman, J., & Warren, N. (2011). Occupational health psychology. In Anna, D. (Ed.). *The Occupational environment: Its evaluation control and management* (3rd Ed.). American Industrial Hygiene Association White Book (pp. 1086-1127). American Industrial Hygiene Association.
- Sinclair, R. R., & Charles, K. E. (2011). Non-standard work schedules and retention management. In A. Antoniou & C. Cooper, (Eds.) *New Directions in Organizational Psychology and Behavioral Medicine: Psychological and Behavioral Aspects of Risk* (pp. 259-285). Burlington, VT: Gower.
- Wang, M., Sinclair, R. R., & Deese, M. N. (2010). Understanding the causes of destructive leadership: A dual process model. In T. Hansbrough & B. Schyns (Eds.). *When leadership goes wrong: Destructive leadership, mistakes and ethical failures* (pp. 73-97). Charlotte, NC: Information Age Publishing.
- Sinclair, R. R., Sears, L. E., Probst, T., & Zajack, M. (2010). A multilevel model of economic stress and employee well-being. In J. Houdmont & S. Leka (Eds.) *Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice* (pp. 1-20). Chichester: Wiley-Blackwell.
- Sinclair, R. R., & Oliver, C. M. (2006). Hardiness. In S. Rogelberg (Ed.). *Encyclopedia of Industrial/Organizational Psychology*. London: Sage.
- Sinclair, R. R., Miller-Jones, D., & Sommers, J. A. (2006). Assessment of quantitative reasoning in applied psychology. *Supporting Assessment in Undergraduate Mathematics* (pp. 65-69). The Mathematical Association of America.
- Sinclair, R. R., & Tucker, J. S. (2006). Stress-CARE: An integrated model of individual differences in soldier performance under stress. In A. Adler, T. Britt, & C. Castro (Eds.). *Military Life: The Psychology of Serving in Peace and Combat* (Vol. 1, pp. 202-231). Greenwood Publishing Group.
- Sinclair, R. R., & Tetrick, L. E. (2004). Pay and benefits: The role of compensation systems in workplace safety. In J. Barling and M.E. Frone (Eds.). *The Psychology of Workplace Safety* (pp. 181-201). Washington, DC: APA Books.

Martin, J. E., & Sinclair, R. R. (2004). Strike propensities: A multiple motive approach. In S. Shohov (Ed.). New York: Nova Science Publishers, *Advances in Psychology Research*, Vol. 28 (pp. 131-150). New York: Nova Science Publishers.

Sinclair, R. R., Martin, J. E., Tetrick, L. E., & McMillian, M. (1997). Modeling the influence of steward satisfaction and steward participation on steward performance. In M. Sverke (Ed.), *The Future of trade unionism: International perspectives on emerging union structures* (pp. 295-306). Aldershot, UK: Ashgate.

Sinclair, R. R., Hannigan, M. A., & Tetrick, L. E. (1995). Benefit coverage and employees' attitudes: A social exchange perspective. In L. E. Tetrick and J. Barling (Eds.), *Changing employment relations: Behavioral and social perspectives* (pp. 163-185). Washington, DC: APA Books.

Alexander, S., Sinclair, R. R., & Tetrick, L. E. (1995). The role of organizational justice in defining and maintaining the employment relationship. In L. E. Tetrick and J. Barling (Eds.), *Changing employment relations: Behavioral and social perspectives* (pp. 61-89). Washington, DC: APA Books.

Published Technical Reports

Dezsofi, J. A., & Sinclair, R. R. (2006). *Validation of a measure of non-commissioned officer leadership*. Technical report prepared for the Walter Reed Army Institute of Research. Silver Springs, MD. Contract Number: DAMD17-04-0271. Available at www.dtic.mil/dtic/tr/fulltext/u2/a562800.pdf.

Sinclair, R. R. & Oliver, C. M. (2003). Development and validation of a short measure of hardiness. *Technical report prepared for Walter Reed Army Institute of Research*. Silver Springs, MD. Contract Number: W81xWH-05-0002. Available at www.dtic.mil/dtic/tr/fulltext/u2/a562799.pdf.

Reprinted Articles

Hogan, R. T., & Sinclair, R. R. (2006). Intellectual, ideological and political obstacles to the advancement of organizational science. *Journal of Applied Behavioral Sciences*, 32, 378-389. [Reprinted in P. Johnson and M. Clark (Eds.) *Business and Management Research Methodologies*, London: Sage.]

Book Reviews

Tetrick, L. E., & Sinclair, R. R. (1994). [Review of the book: *International Review of Industrial and Organizational Psychology*]. *Journal of Organizational Behavior*, 15, 473-482.

Research Grants and Contracts

External Funded/Proposed

Sinclair, R. R. (2014). Internship supervision and research agreement. Liberty Mutual Research Institute for Safety. Amount: \$13,702.

Sinclair, R. R. (2011). *Using Student Characteristics to Forecast Academic Retention and Performance: A Proof-of-Concept Study of the Umatch System*. Contract with Umatch, Inc. Amount: \$21,726. Role: PI.

Merritt, P., Sinclair, R. R., & McCubbin, J. (2010). *Examining the effects of physical fitness and acute exercise on cognitive functioning: Implications for workplace safety initiatives*. Pilot project grant submitted to Sunshine Education and Research Center University of South Florida. Amount funded: \$10,200. Role: Co-PI/Mentor (0% effort).

- Sinclair, R. R., & DuBose, S. (2010). Occupational Safety and Health Administration Graduate Internship. Amount funded: \$9,607.53. Role: PI (Intern supervisor, 0% effort).
- Sinclair, R. R., & Deese, M. N. (2009). Occupational Safety and Health Administration Graduate Internship. Amount funded: \$9,350. Role: PI (intern supervisor, 0% effort).
- Sinclair, R. R., Mohr, C. D., & Davidson, S. (2007-2009). The Oregon Nurse Retention Project: Toward a better understanding of how nurses' work experiences influence retention and turnover. *Northwest Health Foundation* (Proposal Number 14180). Amount funded: \$62,035. Role: Principal Investigator (18% effort during AY 07/08).
- Hammer, L. H., & Sinclair, R. R. (2005-2010). Graduate training in occupational health psychology. *National Institute for Occupational Safety and Health: Training Program Grant*. Amount funded: \$400,000. Grant Number T01 OH008435-02. Role: Co-Principal Investigator 2005-2008 (7% percent effort for AY05/06 – AY 07/08).
- Hammer, L. H., & Sinclair, R. R. (2003). Society for Occupational Health Psychology program conference. *American Psychological Association Conference Contract*. Portland State University, Portland, OR. Amount funded \$33,500. Role: Co-PI.
- Hammer, L. H., & Sinclair, R. R. (2002-2004). Graduate training in occupational health psychology. *National Institute for Occupational Safety and Health: Training Program Grant*. Portland State University, Portland, OR. Amount funded: \$189,500. Role: Co-PI (7% effort).
- Sinclair, R. R., Hammer, L. H., & Frost, D. F. (2001). Follow-up funding request for occupational health psychology. *American Psychological Association/National Institute for Occupational Safety and Health*. Portland State University, Portland, OR. Amount funded: \$7,020. Role: PI.
- Frost, D., Hammer, L., Sinclair, R. R. (2000). Application to develop a training program in occupational health psychology. *American Psychological Association/National Institute for Occupational Safety and Health*. Portland State University, Portland, OR. Amount funded, \$24,230. Role: Co-PI.
- Sinclair, R. R. & Roberts, B. W. (1997-2000). Evaluation sub-contract for the Oklahoma Teacher Education Collaborative. *National Science Foundation Subcontract* (Principal Investigator, Robert Howard). University of Tulsa, Tulsa, OK. Amount funded, \$156,000. Role: PI.

Internal Funded/Proposed

- Sinclair, R. R. (2013). Money and mental health: A multi-institutional collaborative study of personal and contextual factors in occupational health. *Clemson University Department of Psychology Summer Grant*. Amount funded: \$14,8790. (Role Principal Investigator).
- Sinclair, R. R. (2012). Financial stressors experienced by acute care nurses: Implications for occupational health and the employment relationship. *Clemson University Department of Psychology Summer Grant*. Amount funded: \$9,934 (Role Principal Investigator).
- Sinclair, R. R. (2009). Effects of expressive writing on nurses' occupational health during the socialization process. *Clemson University College of Business and Behavioral Sciences Summer Grant Program*. Amount funded \$9,506. Role: Principal Investigator (5% effort in summer).

Truxillo, D., Davidson, S., Hammer, L. & Sinclair, R. R. (2002). Development of criteria and materials for the assessment of community-based learning. *Portland State University Community Engagement Grant*. Amount funded: \$3,400.

Sinclair, R. R., Mankowski, E. S., Martorell, G. (2001). Toward a community partners network in psychology. Promoting departmental engagement through applied research. *Portland State University Community Engagement Grant*. Amount funded: \$8,700.

Kaufman, K., & Sinclair, R. R. (2001). Working smarter to enhance student learning outcomes: Department of psychology. *Portland State University President's Action Council*. Amount funded: \$14,525.

Sinclair, R. R. (1998). Violence in the workplace. *University of Tulsa Research Development Award*. Amount Funded, \$750.

Sinclair, R. R. (1997). Behavioral and volitional differences among full and part-time workers. *University of Tulsa Research Development Award*. Amount Funded, \$450.

Sinclair, R. R. (1996). Development and empirical test of a hierarchical involvement model of organizational citizenship behavior. *University of Tulsa Research Development Award*. Amount Funded, \$3900.

Sinclair, R. R. (1992). Social exchange and union commitment: A comparison of union support and union instrumentality. *Wayne State University Student Research Support*. Amount Funded, \$200.

Other Research Contracts and Agreements

Sinclair, R. R. (2004-2006). *Effects of stress on soldiers' counterproductive behavior*. Department of the Army Educational Partnership Agreement W81xWH-05-0002. Sponsored by Walter Reed Army Institute of Research. (Data sharing agreement, no direct funding involved).

Sinclair, R. R. (2004-2006). *Validation of a combat leadership measure*. Department of the Army Educational Partnership Agreement DAMD17-04-0271. Sponsored by Walter Reed Army Institute of Research. (Data sharing agreement, no direct funding involved).

Sinclair, R. R. (2003-2004). *Development and validation of measures of group stress, occupational hardiness, and fears of terrorism*. US Army Non-personal services solicitation DABN03-03-T-0462. Amount funded. \$15,000.

Conference Workshops, Symposia, and Presentations

Workshops/Seminars

Tetrick, L. E., Sinclair, R. R., & Hammer, L. B. (April, 2009). Occupational health and safety: Current directions in research and practice. *Seminar conducted at the 24th annual conference of the Society for Industrial and Organizational Psychology*. New Orleans, LA.

Hammer, L. B., & Sinclair, R. R. (March, 2006). Graduate training in Occupational Health Psychology. *Workshop presented at Work, Stress, and Health 2006: Making a Difference in the Workplace*. Miami, FL.

Chaired Symposia/Paper Sessions

- Sinclair, R. R. (Chair, May 2013). Trauma and resilience in the military. *Paper session presented at Work Stress and Health 2013: Protecting and promoting Total Worker Health*. Los Angeles, CA.
- Sinclair, R. R., & Thomas, J. L. (Co-Chairs, May, 2011). Evidence-based practice in developing and maintaining resilience in the US Army. *Symposium presented at Work Stress and Health, 2011: Work and Well-being in an Economic Context*. Orlando, FL.
- Sinclair, R. R. (Chair, May, 2011). Expanding conceptions of economic stress: Implications for occupational health. *Symposium presented at Work Stress and Health, 2011: Work and Well-being in an Economic Context* Orlando, FL.
- Sinclair, R. R., & Sears, L. E. (Co-chairs, April, 2011). Profiles in commitment: Person-centered approaches to occupational and organizational attachment. *Symposium presented at the 26th annual conference of the Society for Industrial Organizational Psychology*. Orlando, Florida.
- Sinclair, R. R. (Chair, November, 2009). Methods in workplace violence. *Paper session presented at Work Stress and Health 2009: Global Concerns and Approaches*. San Juan, Puerto Rico.
- Deese, M. N., Wang, M., & Sinclair, R. R. (Co-chairs; April, 2009). Destructive leadership: Measurement, antecedents, and outcomes. *Symposium presented at the 24th annual conference of the Society for Industrial and Organizational Psychology*. New Orleans, LA.
- Sinclair, R. R. (Chair; March, 2008). Mental health effects of combat deployments: Intervention-focused military research. *Symposium presented at Work, Stress, and Health 2008: Health and Safe Work Through Research, Practice, and Partnerships*. Conference sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health. Washington, DC.
- Sinclair, R. R., & Hunt, S., (Co-Chairs; May, 2006). Staffing the entry-level workforce: Selection, fit, and climate considerations. *Symposium presented at the 21st annual conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
- Sinclair, R. R., & Jolton, J., (Co-Chairs; April, 2004). Business leaders' insights into I/O Psychology's image, visibility, and identity. *Invited symposium presented at the 19th annual conference of the Society for Industrial and Organizational Psychology*. Chicago, IL.
- Sinclair, R. R., & Thomas, J. L. (Co-Chairs; March, 2003). Modeling military stressors: The WRAIR occupational stress research program. *Symposium presented at Work, Stress, and Health, New Challenges for a Changing Workplace*. Conference Sponsored by the National Institute for Occupational Safety and Health. Toronto, Canada.
- Newman, E., & Sinclair, R. R., (Co-Chairs; November, 1998). A primer in workplace violence: Evidence, policy, and prevention programs. *Symposium presented at the 14th annual conference of the International Society for Traumatic Stress Studies*. Washington, DC.

Invited Discussant/Panelist/Speaker

- Discussant: Krauss, A. M. (May, 2014). Widening the safety lens by exploring macro-organizational factors. *Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.

- Discussant: Boyd, E. M. (May, 2014). Socioeconomic considerations in the work-family interface. *Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.
- Discussant: Shen, W. & Klieger, D. M. (May, 2014). Exploring the utility of resilience in I/O research and practice. *Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.
- Discussant: Kabanis, A. H., & Bergman, M. (April, 2013). Profiles in commitment: Person-centered approaches to organizational commitment. *Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology*, Houston, TX.
- Panelist: Schmit, M. (Chair, April 2012). Workplace flexibility programs and special populations. *Panel discussion at the 27th annual conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
- Panelist: Miller, A., & Clayton, T. J. (Co-chairs, April, 2012). Overcoming common obstacles to strong theses and dissertations. *Panel discussion at the 27th annual conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
- Panelist: Frame, M. (Chair, April, 2011). How I managed the tenure process and remained reasonably sane/Do's and don'ts as a junior faculty. *Industrial Organizational Psychology Junior Faculty Consortium: Annual conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- Panelist: Cunningham, C. J. L., & Petschonek, S. (April, 2011). Just what the doctor ordered: Strategies for linking I-O and healthcare. *Panel discussion at the 26th annual conference of the Society for Industrial and Organizational Psychology*. Orlando, Florida.
- Invited speaker: Sinclair, R. R. (February, 2011). Economic stress and occupational health: Implications for organizational science and practice. *North Carolina Industrial and Organizational Psychology Association*. Winston-Salem, NC.
- Discussant: Ford, M., & Yang, L., (Co-Chairs, April, 2010). Beneficial forms of social support and implications for employee well-being. *Symposium presented at the 25th annual conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.
- Panelist: Charles, K. (Chair, April, 2010). Work schedules and I/O psychology: Industry, organizational and employee perspectives. *Panel discussion at the 25th annual conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.
- Panelist: O'Shea, G. (Chair, April, 2010). Pattern-oriented methodology in I-O psychology: Taking the next step. *Panel discussion at the 25th annual conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.
- Panelist: Watad, G. (Chair; November, 2009). Academics and practitioners' perspectives on transferring OHP-related knowledge. *Roundtable presented at Work Stress and Health 2009: Global Concerns and Approaches*. San Juan, Puerto Rico.

Panelist: Krauss, A. (Chair; April, 2008). Individual-organizational health: Selecting for health and safety. *Invited symposium presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.

Discussant: Britt, T. W., & Thomas, J. (Co-chairs; March, 2008). Deriving benefits from stressful work: The case of combat veterans. *Symposium presented at Work, Stress, and Health 2008: Health and Safe Work Through Research, Practice, and Partnerships. Conference sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health*. Washington, DC.

Discussant: Probst, T. M. (Chair; May, 2006). New directions in organizational safety research. *Symposium presented at the 21st annual conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.

Papers and Posters

Martin, J. E., & Sinclair, R. R. (May, 2014). Satisfaction with union negotiated health care on the eve of the Affordable Health Care Act. *Paper to be presented at the 66th annual conference of the Labor and Employment Relations Association*, Portland, OR.

Cheung, J. H., Cadiz, D. M., Truxillo, D. M., & Sinclair, R. R. (May 2014). Effects of ageism climate and support on older nurses' retention. *Paper presented at the 29th annual conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.

Brawley, A. M., Pury, C. L. S., & Sinclair, R. R. (May, 2014). Situational taxonomies at work: Theoretical fit and ideal uses. *Paper presented at the 29th annual conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.

Jennings, K., Sinclair, R. R., & Mohr, C. D. (May, 2014). Who benefits from family support? Work schedule and family differences. *Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.

Tetrick, L. E., Chen, X., Dong, Y., Cheung, J. H., Sinclair, R. R., & McFadden, A. C. (May, 2014). Understanding continuance commitment among older workers. *Paper presented at the 29th annual conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.

Jennings, K., Sinclair, R. R., & Mohr, C. D. (May, 2014). Who benefits from family support? Work schedule and family differences. *Poster presented at the second annual Clemson University Graduate Research and Discovery Symposium*, Clemson, SC. **(Note: Selected as 2nd place in peer reviewed CBBS competition).**

Jacobs, L. M., Mohr, C. D., & Sinclair, R. R. (February, 2014). Health behavior reactivity and well-being: Do relationships between weekly stressors, exercise, and drinking link to subsequent outcomes? *Society for Personality and Social Psychology*. Austin, TX. (Selected as data blitz presentation - top 5% of submissions).

Sliter, K., Sliter, M., & Sinclair, R. R. (May 2013). Inconspicuous intolerance: The relationship between incivility, discrimination, and negative psychological outcomes. *Poster presented at Work, Stress, and Health 2013: Protecting and promoting total worker health*. Los Angeles, CA.

- McFadden, A. C., Sinclair, R. R., & Martin, J. E. (May 2013). Financially fragile families: Implications for work-family conflict? *Poster presented at Work, Stress, and Health 2013: Protecting and promoting total worker health*. Los Angeles, CA.
- Cheung, J. H., Sinclair, R. R., Wang, M., & Shi, J. (May 2013). Effects of economic dependency on the relationship between job stressors and job satisfaction: A study of Chinese manufacturing workers. *Poster presented at Work, Stress, and Health 2013: Protecting and promoting total worker health*. Los Angeles, CA.
- Wright, R. R., Mohr, C. D., Sinclair, R. R., & Yang L. Q. (May 2013). Coping effectively with work stress: Evidence of a new perspective. *Paper presented at Work, Stress, and Health 2013: Protecting and promoting total worker health*. Los Angeles, CA.
- Sinclair, R. R., Mohr, C. D., & Arpin, S. N. (May 2013). Expressive writing interventions in occupational health: Issues and opportunities. *Paper presented at Work, Stress, and Health 2013: Protecting and promoting total worker health*. Los Angeles, CA.
- Martin, J. E., & Sinclair, R. R. (May 2013). Why employees vote to ratify union contracts. *Paper presented at the 16th Congress of the European Association of Work and Organizational Psychology*, Münster, Germany.
- Gillespie, S. K., Sinclair, R. R., Burnette, C. M., & Martin, J. E. (April, 2013). Effects of benefits on commitment among full and part-time employees. *Poster presented at 28th annual conference of the Society for Industrial and Organizational Psychology*, Houston, TX.
- Cadiz, D., Truxillo, D., & Sinclair, R. R. (April, 2013). Ageism climate, chronological age, and employability perceptions among nurses. *Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology*, Houston, TX.
- Sinclair, R. R., Mohr, C. P., Sliter, M., & Arpin, S. N. (April, 2013). Positive work experiences in nursing: Structure, outcomes, and interventions. *Paper presented at the 28th annual conference of the Society for Industrial and Organizational Psychology*, Houston, TX.
- Cheung, J. H. & Sinclair, R. R. (April, 2013). The effects of income adequacy on job search behaviors: A test of moderated mediation. *Poster presented at the first annual Clemson University Graduate Research and Discovery Symposium*, Clemson, SC.
- Sinclair, R. R., Hammer, L. B., & Thomas, J. L. (June, 2012). Military veterans as a vulnerable worker population: Occupational health challenges and opportunities. *Poster presented at workshop on Research Translation with Vulnerable Worker Populations*, Colorado State University: Fort Collins, CO.
- Zajack, M., Sinclair, R. R., & Martin, J. E. (April 2012). Objective and subjective antecedents of economic stress. *Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
- Sinclair, R. R., McGurk, D., Thomas, J. L., Merrill, J., Bliese, P., & Castro, C. (April, 2012). Destructive and supportive leadership: Mental health effects during combat deployments. *Paper presented at the 27th annual conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.

- Burnette, C. M., Sinclair, R. R., Wang, M., & Shi, J. (April, 2012). How leadership affects well-being: Roles of LMX and social support. *Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
- Martin, J. E., & Sinclair, R. R. (April, 2012). An examination of multiple models of strike propensity. *Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
- Stanyar, K., Merritt, P., Sinclair, R. R., McCubbin, J. A., & Cook, G. (November, 2011). Physical fitness and performance on the ANT and O-Span tasks: Implications for workplace safety. *Poster presented at the Psychonomic Society, Seattle, WA*.
- Sinclair, R. R., Wright, K., Eckford, R. D., & Burnette, C. M. (August, 2011). Crossover effects of post-deployment mental health among soldiers and their children. *Paper presented at the Annual Conference of the American Psychological Association*. Washington, DC.
- Waitsman, M., Sinclair, R. R., Gillespie, S. K., Moore, D., Sears, L., & Mohr, C. D. (August, 2011). CSE, PsyCap, and Hardiness: Different names for dispositional resilience? *Poster presented at the Annual Conference of the American Psychological Association*. Washington, DC.
- Stanyar, K. R., Sinclair, R. R., & Mohr, C. D. (May 2011). Improving nurses' quality of sleep through personal and organizational factors. *Poster presented at Work Stress and Health, 2011: Work and Well-being in an Economic Context*. Orlando, FL.
- Waitsman, M. C., Gillespie, S. K., Sinclair, R. R., Wang, W., & Shi, J. (May 2011). Meaning making matters more: Dispositional commitment as a predictor of job attitudes and health outcomes. *Poster presented at Work Stress and Health, 2011: Work and Well-being in an Economic Context*. Orlando, FL.
- Sinclair, R. R., Bascom, E., & Martin, J. E. (May, 2011). Money matters: Financial demands and the employment relationship. *Paper presented at Work Stress and Health, 2011: Work and Well-being in an Economic Context*. Orlando, FL.
- Cadiz, D., Truxillo, D., Sinclair, R. R., & Bauer, T. (April 2011). Age moderates the relationship between core self-evaluations and turnover intentions and organizational commitment. *Paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology*. Chicago, IL.
- Burnette, C. M., Sinclair, R. R., Wang, M., & Shi, J. (April, 2011). Curvilinear effects of leader member exchange on subordinate well-being. *Poster presented at the 26th annual conference of the Society for Industrial and Organizational Psychology*. Chicago, IL.
- Sears, L. E., & Sinclair, R. R. (April 2011). Predictors and outcomes of occupational commitment profiles among nurses. *Paper presented at the 26th Annual conference of the Society for Industrial and Organizational Psychology*. Chicago, IL.
- Wright, R. R., Mohr, C.D., Sinclair, R. R. (October, 2010). Conceptualizing the interpersonal conflict construct: A nursing perspective. *Poster presented at the annual meeting of Northwest ECO/Community Psychology Conference*. Portland, OR.
- Martin, J. E., Sinclair, R. R., Lelchook, A., Wittmer, J., & Charles, K. E. (October, 2010). Working different shifts and employee retention. *Paper presented at the annual conference of the Institute of Behavioral and Applied Management*. San Diego, CA.

- Sears, L. E., Cadiz, D., Wright, R. R., Sinclair, R. R., & Mohr, C. D. (April, 2010). Incivility and support in the workplace. What matters more? *Paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.
- Cadiz, D., Truxillo, D., & Sinclair, R. R. (April, 2010). Commitment as a mediator between morale age and withdrawal intentions. *Poster presented at the 25th annual conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.
- Sinclair, R. R., Waitsman, M. C., Deese, M. N., Sears, L. E., & Mohr, C. D. (April, 2010). A quasi-experimental study of expressive writing and nurses' job attitudes. *Poster presented at the 25th annual conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.
- Jacobs, L. M., Mohr, C. D., Sinclair, R. R., Wright, R. R., & Brannan, D. (January, 2010). *Interpersonal conflicts on the job and nurses' alcohol consumption*. *Poster presented at the 11th annual conference of the Society for Personality and Social Psychology*, Las Vegas, NV.
- Wright, R. R., Mohr, C. D., & Sinclair, R. R. (January, 2010). Evaluation of the interpersonal conflict construct: Implications for measurement. *Poster presented at the 11th annual conference for the Society for Personality and Social Psychology*. Las Vegas, NV.
- Sears, L. E., Sinclair, R. R., Wang, M., & Shi, J. (November, 2009). A model of economic stress and employee outcomes. *Paper presented at Work Stress and Health 2009: Global Concerns and Approaches*. San Juan, Puerto Rico.
- Deese, M. N., & Sinclair, R. R. (November, 2009). Personal resources as mediators of the resources-engagement relationship. *Paper presented at Work Stress and Health 2009: Global Concerns and Approaches*. San Juan, Puerto Rico.
- Waitsman, M. C., Sears, L. E., Sinclair, R. R., & Davidson, S. B. (November, 2009). The moderating effects of staffing constraints on withdrawal from nursing. *Paper presented at Work Stress and Health 2009: Global Concerns and Approaches*. San Juan, Puerto Rico.
- Wright, R. R., Mohr, C. D., & Sinclair, R. R. (November, 2009). Evaluation and comparison of a typology and checklist of nurse workplace interpersonal conflict. *Paper presented at Work Stress and Health 2009: Global Concerns and Approaches*. San Juan, Puerto Rico.
- Martin, J. E., & Sinclair, R. R. (November, 2009). Union member strike support and contract ratification voting: Testing five theoretically-based models. *Poster presented at Work Stress and Health 2009: Global Concerns and Approaches*. San Juan, Puerto Rico.
- Sinclair, R. R., Sears, L. E., Hahn, D., & Charles, K. E. (November, 2009). Development and validation of a measure of work schedule justice. *Paper presented at Work Stress and Health 2009: Global Concerns and Approaches*. San Juan, Puerto Rico.
- Deese, M. N., Sears, L. E., Sinclair, R. R., Wright, R., R., Cadiz, D., Jacobs, L., Mohr, C. D., & Davidson, S. (April, 2009). Bad vs. Good: Do positive work experiences predict nurses' engagement? *Poster presented at the 24th annual conference of the Society for Industrial and Organizational Psychology*. New Orleans, LA.

- Wang, M., Sinclair, R. R., Deese, M. N., & Shi, J. (April, 2009). Social antecedents of destructive leadership in the Chinese military. *Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology*. New Orleans, LA.
- Cadiz, D. M., Truxillo, D. M., Sinclair, R. R. (April, 2009). Subjective age, core self-evaluations, and workplace outcomes among nurses. *Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology*. New Orleans, LA.
- Seitz, R., Truxillo, D. M., Bauer, T. N., & Sinclair, R. R. (August, 2008). Interpersonal sensitivity and information sharing during layoffs: Effects on job seekers. *Paper presented at the annual conference of the Academy of Management*. Anaheim, California
- Sinclair, R. R., Martin, J. E., & Sears, L. E. (April, 2008). Retail employees' perceived safety climate and hazard exposure outcomes. *Paper presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
- Sears, L. E., Sinclair, R. R., Wang, M., & Shi, J. (April, 2008). Economic stress and turnover in American and Chinese employees. *Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
- Charles, K. E., & Sinclair, R. R. (March, 2008). Work schedule fit in long-term care employees. *Paper presented at Work, Stress, and Health 2008: Healthy and Safe Work Through Research, Practice, and Partnerships. Conference sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health*. Washington, DC.
- Schwartz, S. L., & Sinclair, R. R. (March, 2008). Engagement, burnout, and turnover: A model of social worker retention. *Paper presented at Work, Stress, and Health 2008: Healthy and Safe Work Through Research, Practice, and Partnerships. Conference sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health*. Washington, DC.
- Sears, L. E., Murphy, L. A., Sinclair, R. R., Davidson, S. B., & Wang, M. (March, 2008). Insufficient staffing: Missed breaks, overtime, and safe nursing care delivery. *Paper presented at Work, Stress, and Health 2008: Healthy and Safe Work Through Research, Practice, and Partnerships. Conference sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health*. Washington, DC.
- Sinclair, R. R., Ford, D. K., Hahn, D. I., Buck, M. A., & Truxillo, D. M. (April, 2007). Work schedule justice effects on employee health and well-being outcomes. *Poster presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology*, New York, NY.
- Charles, K. E., & Sinclair, R. R. (April, 2007). Examining work-schedule management for direct-care workers in the long-term care industry. *Paper presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology*, New York, NY.
- Martin, J. E., Charles, K. E., & Sinclair, R. R. (March, 2007). Work schedules and employee turnover. *Paper presented at the 38th annual conference of the Southwest Decision Sciences Institute*. San Diego, CA.
- Sinclair, R. R. (November, 2006). Decisions and dilemmas in constructing an OHP training programme. *Paper presented at the 7th full conference of the European Academy of Occupational Health Psychology*. Dublin, Ireland.

- Tucker, J. S., Sinclair, R. R., Mohr, C. D., Adler, A. B., Thomas, J. L., & Salvi, A. D. (May, 2006). Multilevel effects of occupational stress on Soldiers' counterproductive work behavior. *Poster presented at the 21st annual conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
- Sinclair, R. R., & Martin, J. E. (May, 2006). Examining some assumptions about lower income entry-level workers. *Paper presented at the 21st annual conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
- Charles, K. E., Sinclair, R. R., & Martin, J. E. (March, 2006). The effects of work schedules and perceived mobility on employee retention. *Paper presented at Work, Stress, and Health 2006: Making A Difference in the Workplace. Conference sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health*. Miami, FL.
- Tucker, J. S., Sinclair, R. R., Mohr, C. D., Adler, A. B., Thomas, J. L., Salvi, A. D., & Castro, C. A. (March, 2006). The temporal effects of occupational stress on affective strain. *Paper presented at Work, Stress, and Health 2006: Making A Difference in the Workplace. Conference sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health*. Miami, FL.
- Sinclair, R. R., Hammer, L. B., Oeldorf-Hirsch, A., Brubaker, T. (March, 2006). Do academics and practitioners agree on Occupational Health Psychology priorities? *Paper presented at Work, Stress, and Health 2006: Making A Difference in the Workplace. Conference sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health*. Miami, FL.
- McGurk, D., Castro, C. A., Thomas, J. L., Messer, S. C., & Sinclair, R. R. (November, 2005). Leader behaviors for combat veterans and non-combat Soldiers. *47th Annual Conference of the International Military Testing Association*. Singapore.
[On-line: <http://www.internationalmta.org/Documents/2005/2005013P.pdf>]
- Hammer, L. B., & Sinclair, R. R. (April, 2005). Graduate Training in Occupational Health Psychology Graduate Training Programs. *Paper presented at the Fourth International Conference on Work Environment and Cardiovascular Diseases*. Newport Beach, CA.
- Charles, K. E., Dezsofi, A., Sinclair, R. R., & Martin, J. E. (April, 2005). The effects of multiple mobility measures on retail employee turnover. *Poster presented at the 20th annual conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.
- Sinclair, R. R., & Hammer, L. B. (August, 2004). Occupational Health Psychology at Portland State University. In L. B. Hammer (Chair) *Expanding Horizons: Bringing Occupational Health Psychology into the Workplace. Paper presented at the 112th annual conference of the American Psychological Association*. Honolulu, HI.
- Sinclair, R. R., Oliver, C. M., Bliese, P. D., Castro, C. A., & Stetz, M. (August, 2004). Hardiness and stress effects on soldiers' well-being, attachment, and readiness. *Poster presented at the 112th annual conference of the American Psychological Association*. Honolulu, HI.
- Sinclair, R. R., Sommers, J. A., Bliese, P. B., Durand, D. B., Thomas, J. L., & Dezsofi, A. (April, 2004). Multilevel effects of occupational stress among activated National Guard soldiers. *Poster presented at the 19th annual conference of the Society for Industrial and Organizational Psychology*. Chicago, IL

- Charles, K. E., Sinclair, R. R., & Martin, J. E. (April, 2004). Effects of night and mixed shift work on turnover. *Poster presented at the 19th annual conference of the Society for Industrial and Organizational Psychology*. Chicago, IL
- Baughman, B., Basso, M. R., Ghormley, C. O., Lowery, N., Sinclair, R. R., Tett, R., Arnett, P., & Johnson, J. (2004, February). Neuropsychological Deficit Predicts Work Function in Employed Patients with M.S. *Paper presented at the 32nd annual convention of the International Neuropsychological Society*, Baltimore, MD.
- Cullen, J. C., Hammer, L. B., Neal, M. B., & Sinclair, R. R. (August, 2003). Development of a typology of dual-earner couples in the sandwiched generation. *Poster presented at the annual conference of the Academy of Management*. Seattle, WA.
- Martin, J. E., & Sinclair, R. R. (August, 2003). Understanding the organizational attachments of diverse part-time retail workers. *Poster presented at the annual conference of the Academy of Management*. Seattle, WA.
- Sommers, J. A., Cullen, J. C., Sinclair, R. R., & Wakeland, W. (August, 2003). Using systems dynamics modeling to guide organizational change: A case study from the non-profit sector. *Paper presented at the annual conference of the Academy of Management*. Seattle, WA.
- Sommers, J. A., & Sinclair, R. R. (June, 2003). The Portland State University Student Engagement Survey: A New Tool for Assessing Academic Programs. *Poster presented at the annual meeting of the American Association for Higher Education*. Seattle, Washington.
- Sinclair, R. R., Sommers, J. A., Cullen, J. C., & Wright, C. (April, 2003). Demographic and performance differences among four organizational commitment configurations. *Poster presented at the 18th annual conference of the Society for Industrial and Organizational Psychology*. Orlando, FL.
- Morahan, M., Leo, M. C., Sinclair, R. R., & Martin, J. E. (April, 2003). Some surprising results in predicting voluntary turnover with commitment. *Poster presented at the 18th annual conference of the Society for Industrial and Organizational Psychology*. Orlando, FL.
- Sinclair, R. R., Radwinsky, R. L., & Brubaker, T. L. (April, 2003). Psychological contract differences between temp-to-hire and regular contingent workers. *Poster presented at the 18th annual conference of the Society for Industrial and Organizational Psychology*. Orlando, FL.
- Cullen, J. C., Sommers, J. A., Hammer, L. B., Neal, M. B., & Sinclair, R. R. (April, 2003). Effects of affect balance and job role quality on depression and job attitudes. In C. Wallace (Chair) Occupational Health and Safety: Encompassing Personality, Emotion, Teams, and Automation. *Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology*. Orlando, FL.
- Lewy, C. S., Sinclair, R. R., Oliver, C. M., Leo, M. C., & Clupper, D. C. (March, 2003). The Patient Needs Assessment Protocol: Internal validity evidence and gender differences in undergraduates. *Poster presented at the annual conference of the Society for Behavioral Medicine*. Washington, DC. **NOTE: Selected as Meritorious Student Poster.**
- Hammer, L., & Sinclair, R. R. (March, 2003). Occupational Health Psychology at Portland State University. In L. B. Hammer and L. E. Tetrick (chairs). Occupational Health Psychology in the US: Training and Industry Perspectives. *Symposium presented at Work, Stress, and Health, New Challenges for a Changing*

Workplace. Conference sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health. Toronto, Canada.

- Sommers, J. A., Sinclair, R. R., & Thomas, J. L. (March, 2003) Contextual effects of occupational stressors on soldiers' health and performance. In R. R. Sinclair & J. L. Thomas, Chairs. Modeling military stressors: The WRAIR Occupational Stress Research Program. *Symposium presented at Work, Stress, and Health, New Challenges for a Changing Workplace. Conference Sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health. Toronto, Canada.*
- Sinclair, R. R., Sommers, J. A., Martin, J. E., & Ippolito, J. (March, 2003). Do perceptions of aggression affect teachers' attitudes or students' performance? *Paper presented at Work, Stress, and Health, New Challenges for a Changing Workplace. Conference sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health. Toronto, Canada.*
- Sinclair, R. R., Wakeland, W. W., & Skinner, E. (August, 2002). Collaborative teaching of dynamic systems concepts in applied psychology: Reflections from three instructors. *Paper presented at the annual conference of the Society for Chaos Theory in Psychology and Life Sciences. Portland, OR.*
- Oliver, C. M., Sommers, J. A., Cullen, J. C., Sinclair, R. R., & Banas, C. (August, 2002). Health-related personality constructs as antecedents of stress and performance. *Poster presented at the 110th annual conference of the American Psychological Association. Chicago, IL.*
- Ippolito, J., Sommers, J. A., Croll, L., Hall, D., Sinclair, R. R., Newman, E. (August, 2002). A stress-appraisal framework of PTSD-related responses to workplace aggression. *Poster presented at the 110th annual conference of the American Psychological Association. Chicago, IL.*
- Hammer, L. B., Cullen, J. C., Caubet, S. L., Johnson, J. S., Neal, M. B., & Sinclair, R. R. (April, 2002). The effects of work-family fit on depression: A longitudinal study. *Poster presented at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Ontario, Canada.*
- Sommers, J. A., Thomas, J. L., & Sinclair, R. R. (April, 2002). Examining ambient stress effects on military readiness, attachment, and well-being. *Poster presented at the 17th annual conference of the Society for Industrial and Organizational Psychology. Toronto, Canada.*
- Sommers, J. A., Leo, M. C., Cullen, J. C., Kozachok, K., & Sinclair, R. R. (April 2002). Beyond linearity: Motivational configurations of job performance and citizenship behavior. *Poster presented at the 17th annual conference of the Society for Industrial and Organizational Psychology. Toronto, Canada.*
- Steffensmeier, J., & Sinclair, R. R. (April, 2001). The effects of situational constraints on contextual performance. *Poster presented at the 16th annual conference of the Society for Industrial and Organizational Psychology. San Diego, CA.*
- Sinclair, R. R., & Michel, R. P. (April, 2001). A construct oriented approach to modeling entry-level job performance. *Poster presented at the 16th annual conference of the Society for Industrial and Organizational Psychology. San Diego, CA.*
- Newman, E., Walker, E., Kaloupek, D., Willard, T., & Sinclair, R. R. (November, 1999). Ethical decision making among trauma researchers. In E. Newman (Chair): *Trauma-related research: Is research good for participants?* Symposium presented at the 15th annual convention of the International Society for Traumatic Stress Studies. Miami, FL.

- Newman, E., Willard, T., Sinclair, R. R., & Kaloupek, D. (November, 1999). Reactions to research and participation. In E. Newman (Chair). *Bridging the gap among theory, research, and practice: Ethics and trauma-related research*. Symposium presented at the 15th annual convention of the International Society for Traumatic Stress Studies, Miami, FL.
- Sinclair, R. R., Croll, L., & Martin, J. E. (August, 1999). Violence in public schools: Risk factors, consequences, and intervention strategies. *Paper presented at the annual conference of the Academy of Management, Chicago, IL.*
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- Sinclair, R. R. (1994). Multiphase steward survey analysis. *Technical report prepared for Local 951 of the United Food and Commercial Workers.* Grand Rapids, MI.

Professional Newsletter Articles

- Sinclair, R. R. (2010). When in Rome...Go to a conference. *Society for Occupational Health Psychology Newsletter*, 9, 12.
- Sinclair, R. R. (2010). Parting comments. *Society for Occupational Health Psychology Newsletter*, 8, 13-14.
- Sinclair, R. R. (2009). SIOP Programming Highlights for the 117th Annual APA Conference. *The Industrial/Organizational Psychologist*, 46, 123-124.
- Sinclair, R. R. (2009). The future of OHP: The experts speak – Part II. *Society for Occupational Health Psychology Newsletter*, 6.
- Sinclair, R. R. (2009). The future of OHP: The experts speak. *Society for Occupational Health Psychology Newsletter*, 5, 11-13.
- Sinclair, R. R. (2008). Across the Pond. *The Occupational Health Psychologist*, 5, 4-5.
- Sinclair, R. R. (2008). Call for Papers: APA 2009 Conference. *The Industrial Psychologist*, 46(2), 155.
- Sinclair, R. R. (2008). The Presidential Perspective. *Society for Occupational Health Psychology Newsletter*, 3.
- Sinclair, R. R. (2008). Looking toward the future of SOHP. *Society for Occupational Health Psychology Newsletter*, 2.
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Sinclair, R. R. (2006). Learning to lead. *PSU Psychology Alumni Newsletter*, Spring, 2006.

Sinclair, R. R. (2002). Reflections on the Psychology Assessment Initiative. *Faculty Focus*, 12, 2-3.

Professional Service

Journal of Occupational Health Psychology

Editor Selection Committee (2009)

Journal of Organizational Behavior

Best JOB Paper Committee (2009, 2010)

Ad Hoc Reviewer

Accident Analysis & Prevention

American Journal of Industrial Medicine

Applied Psychology: An International Review

BMC Public Health

British Journal of Psychology

British Medical Journal

Community Mental Health Journal

Economic and Industrial Democracy

Educational Psychology – An international journal of experimental educational psychology

European Management Journal

European Journal of Work and Organizational Psychology

Group and Organization Management

Health Psychology

Human Relations

Human Performance

Human Resource Management Review

International Journal of Manpower

International Journal of Selection and Assessment

International Journal of Stress Management

Journal of Applied Psychology

Journal of Applied Social Psychology

Journal of Business and Psychology

Journal of Family Issues

Journal of Management & Organization

Journal of Managerial Issues

Journal of Managerial Psychology

Journal of Occupational and Organizational Psychology

Journal of Occupational Health Psychology

Journal of Personality

Journal of Personality and Social Psychology

Journal of Vocational Behavior

Leadership

Leadership Quarterly

Personality and Individual Differences

Personnel Psychology

Social Science Journal

Transportation Research Part F: Traffic Psychology and Behavior

Work Stress and Health Conference

Conference Planning Committee (2008 to 2013)
Scientific Organizing Committee (2003, 2006, 2008 to Present)

National Institute for Occupational Safety and Health (NIOSH)

NIOSH/CDC Safety and Occupational Health Study Section (2010-2014).
NIOSH/CDC Grant Reviewer (2008). *Disease, Disability, and Injury Prevention and Control Special Emphasis Panel*.
NIOSH/CDC Grant Reviewer (2005). *Applications to Establish Centers for Excellence to Promote a Healthier Workforce*.
NIOSH/CDC Review Panel (2003). *Safety and Occupational Health Study Special Emphasis Section*.

Society for Occupational Health Psychology (SOHP)

Past President (2010-2011)
President (2008-2009)
President-Elect (2006-2007)
Co-Chair APA/NIOSH/SOHP Work Stress and Health Conference (2008, 2009)
Best Student Paper Award Committee (2006; 2008)
SOHP Constitution Committee (2005)
SOHP Communications Committee (2005)
Portland OHP Conference Planning Committee (2003)

Society for Industrial and Organizational Psychology (SIOP, APA Division 14)

APA Conference Submission Reviewer (2014)
Division 14 Program Chair for 2009 American Psychological Association Conference
Division 14 Program Vice Chair for 2008 American Psychological Association Conference
Occupational Health Community of Interest Session Co-facilitator (2008 Conference)
SIOP Owens Scholarly Achievement Award Committee (2007; 2008)
SIOP Conference Program Steering Committee (2002-2005)
Interactive/CE Sessions Subcommittee (2005)
Chair, Debates and Invited Sessions Subcommittee (2004)
Debates and Invited Sessions Subcommittee (2003)
Tutorials Committee (2002)
Conference Program Committee (1999, 2001-present)

Society for Human Resource Management

Reviewer for Workplace Flexibility Effective Practice Guidelines Report

Academy of Management

Conference Submission Reviewer Human Resource Management Division (1999-2004)

Society for Military Psychology (APA Division 19)

Conference submission reviewer – 2013, 2014

Society for Chaos Theory in Psychology and Life Sciences

Site Coordinator, Conference Planning Committee (2002). Portland, OR.

Society for Health Psychology (APA Division 38)

Conference Submission Reviewer (2004)

European Academy of Occupational Health Psychology

Session chair (2006 conference)

Scientific Committee (2014 conference)

Oregon Academy of the Sciences

Psychology Section Co-Chair (2004, 2005)

Media

Quoted in Hallez, E. (2013, December). Burnout: How firms act to prevent its corrosive effects. *Ignites*, December 9th, 2013. <http://www.ignites.com/pc/620164/70064>

Quoted in: Marrill, M. (2013, May). Focused coping relieves job stress. *Hospital Employee Health*, 32, 57-58.

Quoted in: Parker-Pope, T. (2010, May). Time to review workplace reviews? *The New York Times*. May 17th, 2010.

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Sinclair, R. R., Barnes-Farrell, J., Chen, P. Y., & Hammer, L. B. (2008). Letter to the Editor: RESPONSE from the Society for Occupational Health Psychology. *Monitor on Psychology*, 39, 8.

Quoted in: Toth, C. (2006, May). Few grad assistants at PSU: Portland State has half as many grad assistants as Oregon's two other major universities. *Vanguard*, May 23, 2006.

Quoted in: Beherns, P. (2005, June). Managing your stress in the workplace. *Ministorage Manager*. Minico Inc.

Clemson University Service

(University of Tulsa and Portland State University Service Available on Request)

College/University Service

Employee Wellness Taskforce (2014-present)

Academic Council (Fall 2011 to 2014).

Freshman Sophomore Committee (Fall 2010 to Spring 2011)

CBBS Teaching Assistant and Graduate Assistant of the Year Awards Committee (Spring 2010 to present)

Departmental Service

IO Faculty Search Committee (AY 2012-13)

Promotion and Tenure Committee (Fall 2011 to present)

Graduate Program Director (January 2010-present)

Department Advisory Committee (AY 2009-10)

Department Chair Search Committee (AY2010-11)

Graduate Committee (2008, 2010 to present)

Brownbag Presentations, Guest Lectures, Presentations to Community Groups

Sinclair, R. R. (August, 2013). Creating a healthy workplace culture: Recommendations from Occupational Health Psychology. Presented to Greenville LiveWell quarterly roundtable. Greenville, SC.

- Sinclair, R. R. (February, 2011). *Occupational health psychology: Helping maintain employee health in a changing world of work*. Presentation to Elon University Psi Chi Club, Elon, North Carolina.
- Sinclair, R. R. (November, 2010). Graduate study in psychology. *Invited Presentation to Psi Chi*.
- Sinclair, R. R. (January, 2010). The publication process. *Psychology Department Brownbag Presentation*.
- Sinclair, R. R. (October, 2009). Promoting positive work experiences in nursing: Models, outcomes, and interventions. *Psychology Department Brownbag Presentation*.
- Sinclair, R. R. (February, 2008). Occupational Health Psychology and safety management. *Presentation at the 2008 Donald Dunn Memorial Safety Seminar*. United Association of Plumbers and Steamfitters Local 290. Tualatin, OR.
- Hammer, L. B. & Sinclair, R. R., Co-hosts, (November, 2007). *Substance abuse in the workplace*. Conference co-sponsored by the Portland State University Department of Psychology and the Center for Research in Occupational and Environmental Toxicology of Oregon Health and Science University. Portland State University, Portland, OR.
- Hammer, L. B. & Sinclair, R. R. (October, 2007). Occupational Health Psychology. *Presentation at the 2007 Northwest Occupational Health Conference*. Seaside, OR.
- Hammer, L. B., & Sinclair, R. R. (March, 2007). Occupational Health Psychology: Emerging applications of psychology to safety and health concerns at work. *Presentation at the Oregon Governor's Occupational Safety and Health Conference*. Portland, OR.
- Hammer, L. B. & Sinclair, R. R., Co-hosts, (December, 2006). *Preventing violence in the workplace*. Conference co-sponsored by the Portland State University Department of Psychology and the Center for Research in Occupational and Environmental Toxicology of Oregon Health and Science University. Portland State University, Portland, OR.
- Hammer, L. B. & Sinclair, R. R., Co-hosts, (November, 2005). *The multidimensional causes of accidents and injuries*. Conference co-sponsored by the Portland State University Department of Psychology and the Center for Research in Occupational and Environmental Toxicology of Oregon Health and Science University. Portland State University, Portland, OR.
- Hammer, L. B., & Sinclair, R. R. (March, 2005). Occupational Health Psychology: Emerging applications of psychology to safety and health concerns at work. *Presentation at the Oregon Governor's Occupational Safety and Health Conference*. Portland, OR.
- Hammer, L. B. & Sinclair, R. R., Co-hosts, (November, 2004). *When employees' personal lives and occupational safety and health interact*. Conference co-sponsored by the Portland State University Department of Psychology and the Center for Research in Occupational and Environmental Toxicology of Oregon Health and Science University. Portland State University, Portland, OR.
- Sinclair, R. R., & Hammer, L. B. (June, 2004). Training Opportunities in Occupational Health Psychology at Portland State University. *Invited Presentation to the Portland Industrial/Organizational Psychology Association*. Portland, OR.
- Sinclair, R. R. (June, 2004). Creating and Managing Organizational Culture: A Scientific Perspective. *Invited presentation to the MBL Learning Circle*. Portland, OR.

- Sinclair, R. R. (April, 2004). Industrial/Organizational Psychology. *Invited presentation to the Portland Community College Psychology Club* (Sylvania Campus). Portland, OR.
- Martin, J. E. & Sinclair, R. R. (December, 2003). Models of strike propensities: A replication and extension with longitudinal data. *Douglas Fraser Center for Workplace Issues: Luncheon Research Workshop*. Wayne State University, Detroit, MI.
- Hammer, L. B., & Sinclair, R. R., Co-hosts, (November, 2003). Creating a Favorable Safety Climate: Academic, Industry, and Labor Perspectives. *Conference co-sponsored by the Portland State University Department of Psychology and the Center for Research in Occupational and Environmental Toxicology of Oregon Health and Science University*. Portland State University, Portland, OR.
- Martin, J. E. & Sinclair, R. R. (December, 2002). One group - different lives: Understanding the organizational attachments of part-time workers. *Douglas Fraser Center for Workplace Issues: Luncheon Research Workshop*. Wayne State University, Detroit, MI.
- Hammer, L. B., & Sinclair, R. R., Co-hosts, (November, 2002). Occupational Health and Safety Issues Faced by Office Workers. *Conference co-sponsored by the Portland State University Department of Psychology and the Center for Research in Occupational and Environmental Toxicology of Oregon Health and Science University*. Portland State University, Portland, OR.
- Sinclair, R. R. (November, 2002). Who gets stressed? The role of personality in the stress-response process. *Presentation at conference titled Occupational Health and Safety Issues Faced by Office Workers*. Co-sponsored by the Center for Research on Occupational and Environmental Toxicology at Oregon Health & Science University. Portland, OR.
- Sinclair, R. R. (July, 2002). Occupational Health Psychology: A new research agenda for applied psychology. *Invited presentation to US Army Medical Research Unit – Europe*. Heidelberg, Germany.
- Sinclair, R. R. (July, 2002). Hardiness: Some theory, a little data, and some unfounded speculations. *Invited colloquium given to the University of Mannheim, Department of Psychology*. Mannheim, Germany.
- Hammer, L. B., & Sinclair, R. R., Co-hosts, (October, 2001). Stress in the Workplace: Challenges for the 21st Century. *Conference co-sponsored by the Portland State University Department of Psychology and the Center for Research in Occupational and Environmental Toxicology of Oregon Health and Science University*. Portland State University, Portland, OR.
- Sinclair, R. R., (September, 2000). Reinventing research on alternate work relationships: Toward a better understanding of part-time, temporary, and contingent workers. *Invited colloquium given to Department of Psychology at Washington State University*. Vancouver, WA.
- Sinclair, R. R. (March, 1999). Industrial and Organizational Psychology. *Lecture to Psi Chi of Oklahoma Baptist University*. Shawnee, OK.
- Sinclair, R. R. (October, 1998). Discussion group leader on Academic Careers in the New Century. *The Compact for Faculty Diversity: 1998 Institute on Teaching and Mentoring*. San Diego, CA.
- Sinclair, R. R. (September, 1997). Garbage in = garbage out: Guidelines for improving the quality of citizen/employee questionnaires. *Paper presented at the annual conference of the Oklahoma Municipal League*. Tulsa, OK.

Service on Boards and Advisory Committees

CorporateSurvey.com advisory board member (1998-2001)

SHAPE consulting advisory board member (2003-2005)

Other Community-Based Projects

Circle of Friends: Building an Ownership Culture (2001). A professional conference sponsored by MBL Group, Inc. Portland, OR. (Role: Invited Participant).

Tulsa Police Department Diversity Survey Project (1999-2001). Tulsa, OK (Role: Project Coordinator).

Thesis and Dissertation Committees

Undergraduate Honors Thesis Committee Chair

Janelle Cheung (2012). *Effects of economic dependency on the relationship between job stressors and job satisfaction: A study of Chinese manufacturing workers*. Clemson University, Department of Psychology.

Master's Thesis Committee Chair

Deanna Burns (Proposal in progress). *The missing link: An examination of mediators in the income – work-family conflict relationship*. Clemson University, Department of Psychology.

Janelle Cheung (Proposed 2014). *Do I have enough money? An examination of income and income perceptions on nursing turnover intentions*. Clemson University, Department of Psychology.

Skye Gillespie (2012). *The effects of health benefit use and satisfaction on commitment among full and part-time employees*. Clemson University, Department of Psychology.

Kyle Stanyar (2012). *Quantitative workload, physical activity, and quality of sleep: An investigation of nurses working the night shift and 10 hour or longer shifts*. Clemson University, Department of Psychology.

Crystal Burnette (2012). *How leadership can influence well-being: The roles of leader-member exchange and social support*. Clemson University, Department of Psychology.

Nicole Deese (2009). *Testing an extension of the Job Demands-Resources model: The addition of personal resources as mediators to the resources – engagement relationship*. Clemson University, Department of Psychology.

Dan Hahn (2008). *A three-component model of social exchange and safety performance at work*. Portland State University, Department of Psychology.

Lindsay Sears (2008). *Work-related outcomes of financial stress: Relating perceived income adequacy and financial strain to job performance and well-being*. Portland State University, Department of Psychology.

- J. Alison Dezsofi (2008). *Job stressors, high-quality leadership, and health in U.S. Army Soldiers: The role of counterproductive leadership*. Portland State University, Department of Psychology.
- Celina Oliver (2005). *Are there multiple hardiness profiles? Exploring the relationships between hardiness configurations and coping, cohesion, military attachment, and soldier well-being*. Portland State University, Department of Psychology.
- Ty Brubaker (2005). *Demographic and claim source differences in stress-related workers' compensation claims*. Portland State University, Department of Psychology.
- David Hall (2005). *Development and validation of the Sustainability Climate Survey*. Portland State University, Department of Psychology.
- Kristin Charles (2004). *Effects of non-standard shift work on employee retention: A comparison of satisfaction, commitment, and stress-based explanations*. Portland State University, Department of Psychology.
- Ken Kozachok (2002). *Personality, organizational involvement, and interpersonal effectiveness relationships: A multiple source approach*. Portland State University, Department of Psychology.

Master's Thesis Committee Member

- Crystal Wiedemann (Proposed 2014). {Title TBD}. Clemson University, Department of Psychology.
- Brooke Baker (2014). *Satisfaction with work-family balance among graduate students: Possible antecedents and outcomes*. Clemson University, Department of Psychology.
- Kristin Jennings (2014). *The role of social support in treatment seeking and treatment retention in the military: Examining the function and source of support*. Clemson University, Department of Psychology.
- Anna McFadden (2013). *I get by with a little help from my friends: The buffering effects of unit level moderators on the combat exposure-mental health relationship*. Clemson University, Department of Psychology.
- Sarah Dubose (2011). *What attracts older nurses to organizations? Psychological moderators of the impact of flexible scheduling and mentoring opportunities*. Clemson University, Department of Psychology.
- Christine Kelley (2010). *Perceived Organizational Support as a predictor of stigma and treatment seeking for psychological problems*. Clemson University, Department of Psychology.
- Rob Wright (2009). *Evaluation of the workplace interpersonal conflict construct among nurses*. Portland State University, Department of Psychology.
- David Cadiz (2009). *Subjective age in the workplace: Exploring the nomological network*. Portland State University, Department of Psychology.
- Maria D. Scanelli (2008). *Anticipating deployment: Conflict resolution for military personnel and their families*. Portland State University, Department of Peace and Conflict Resolution.
- Gino Galvez (2007). *Workplace intimate partner violence among Latino batterers*. Portland State University, Department of Psychology.

Teresa Greene (2006). *Perceived control and coping: Personal resources as pathways to academic engagement*. Portland State University, Department of Psychology.

Jennifer Cullen (2003). *Development of a typology of dual-earner couples in the Sandwiched Generation: Differences between and within sandwiched couples on child care, elder care, and work role demands*. Portland State University, Department of Psychology.

Doctoral Dissertation Committee Chair

Skye Gillespie (Proposal in progress). {Title TBD}. Clemson University, Department of Psychology.

Crystal Burnette (Proposal in progress). {Title TBD}. Clemson University, Department of Psychology.

Kyle Stanyar (2014). *Impact of physical and psychosocial workplace hazards on employee health: An Irish tale of civil servant workers*. Clemson University, Department of Psychology.

Melissa Waitsman (2012). *Dispositional resilience and person-environment fit as predictors of college student retention*. Clemson University, Department of Psychology.

Mark Zajack (2010). *A multilevel model of economic stress*. Clemson University, Department of Psychology.

Lindsay Sears (2010). *Predictors and outcomes of occupational commitment profiles among nurses*. Clemson University, Department of Psychology.

Celina Oliver (2009). *Hardiness: A meta-analytic review of 25 years of research*. Portland State University, Department of Psychology.

Kristin Charles (2007). *Shift work in the long-term care industry: An examination of organizational and individual factors that influence employee outcomes*. Portland State University, Department of Psychology.

Michael C. Leo (2006). *A mixed-methods and multi-level investigation of the effects of a crew chief intervention on job attitudes, occupational stress, and organizational commitment*. Portland State University, Department of Psychology.

Jennifer S. Tucker (2005). *Multilevel effects of occupational stress on counterproductive work behaviors: A longitudinal study in a military context*. Portland State University, Department of Psychology.

Sally Cox (2000). *Leader character: A model of personality and moral development*. University of Tulsa, Department of Psychology.

Lee Croll (2000). *Workplace violence in the health care industry: Effects of coping and social support*. University of Tulsa, Department of Psychology.

Lisa Mills (2000). *Evaluation of a model of hardiness and health using meta-analysis and path-analysis*. University of Tulsa, Department of Psychology.

Christopher Wright (2000). *A multidimensional analysis of the relation among employee commitment and job performance*. University of Tulsa, Department of Psychology.

Rachel L Radwinsky (1999). *The effect of psychological contracts on the performance of temporary employees*. University of Tulsa, Department of Psychology.

David Adrian (1998). *The influence of four communication channels on work performance: Introduction of a theoretical model*. University of Tulsa, Department of Psychology.

Doctoral Dissertation Committee Member/External reader

Hannah Murphy (Proposal in progress). *{Title TBD}*. Clemson University, Department of Psychology.

Sarah Dubose (Proposal in progress). *{Title TBD}*. Clemson University, Department of Psychology.

Laurie Jacobs (2013). *Work stress reactivity and health outcomes: A study of nurses*. Portland State University, Department of Psychology.

Christine L. Pusilo (2013). *Better safe than sorry: Personality-based and overt predictors of safety*. Clemson University, Department of Psychology.

Robert R. Wright (2012). *Coping with interpersonal conflicts at work: An Examination of the Goodness of Fit hypothesis among nurses*, Portland State University, Department of Psychology.

Christie Kelley (2012). *Working 5 to 9, what a way to make a livin'! An investigation into the relationship between shift and turnover*. Clemson University, Department of Psychology.

Kumar, N. (2011). *Determinants of stress and well-being in call centre employees: Role of self-efficacy and social support*. Indian Institute of Technology Guwahati (External/Viva Voce member).

Eric McKibben (2010). *The relationship between mood, emotional labor, ego depletion, and customer outcomes over time*. Clemson University, Department of Psychology.

Phillip Lipka (2010). *Sexual minorities in the workplace: An examination of individual differences that affect responses to workplace heterosexism*. Clemson University, Department of Psychology.

Brandon Baughman (2008). *An investigation of neuropsychological function and work performance in people diagnosed with multiple sclerosis*. University of Tulsa, Department of Psychology.

Nan Yragui (2008). *Intimate Partner Violence and employment: Supervisor support congruency for Latina and Non-Latina Survivors*. Portland State University, Department of Psychology.

Carol Smith (2007). *The Impact of the Swingshift Options school alternative educational pathway on middle school students' transition to high school*. Portland State University, School of Education.

Sara Schwartz (2007). *Engaging our workforce – How job demands and resources contribute to social worker burnout, engagement, and intent to leave*. Portland State University, School of Public Health.

John P. Fitzgerald (2007). *A multilevel analysis of individual and organizational-level effects on staff attitudes toward use of medication in substance abuse treatment*. Portland State University, Systems Science Program.

Khatera Sahibzada (2006). *Job insecurity and work-family conflict: The organizational, situational, and individual influences on the job-strain process*. Portland State University, Department of Psychology.

- Rainer Seitz (2006). *Interpersonal sensitivity and information sharing during layoffs: Implications for job seekers*. Portland State University, Department of Psychology.
- Saban Srivannaboon (2005). *Linking project management with business strategy*. Portland State University, Department of Engineering Management.
- David Ostberg (2005). *A comparative analysis of artificial neural networks, classification trees, and multivariate linear regression for predicting retail employee tenure and turnover*. Portland State University, Department of Psychology.
- Jennifer Cullen (2005). *The interactive effects of work-family conflict and the psychosocial work environment on employee safety performance*. Portland State University, Department of Psychology.
- Susan Marcus (2004). *Sustainable business organizations: Executive decision making heuristics-in-use*. Portland State University, School of Business.
- Michael P. Sherman (2004). *Antecedents of attitudinal commitment among subgroups of part-time workers: All part-timers are not created equal*. Wayne State University, Department of Psychology.
- Cari Colton (2004). *The moderating role of informal organizational support in use of formal work-family policies and associated outcomes*. Portland State University, Department of Psychology.
- Krista Brockwood (2002). *An examination of positive work-family spillover among dual earner couples in the sandwiched generation*. Portland State University, Department of Psychology.
- Robert P. Michel (2000). *A model of entry-level job performance*. University of Tulsa, Department of Psychology.
- Kimberly Brinkmeyer (1999). *Feedback on feedback: How non-cognitive individual differences impact the recipient's view*. University of Tulsa, Department of Psychology.
- Wendy DelVecchio (1999). *The dynamic relationship between job satisfaction and job performance*. University of Tulsa, Department of Psychology.
- Michael Najjar (1999). *Personality and power: Interacting to enhance leadership effectiveness*. University of Tulsa, Department of Psychology.
- Susan Rybecki (1998). *The big-five structured interview: Development and investigation of construct and interviewer validity*. University of Tulsa, Department of Psychology.

Teaching Experience

Quantitative summaries of teaching available upon request. For Clemson University and Portland State University figures in parentheses indicate each term that I taught the course (F = Fall Quarter/Semester; W=Winter Quarter; SP = Spring Quarter/Semester; SU = Summer). For Wayne State University and the University of Tulsa, figures in parentheses indicate the number of times I taught the course.

Clemson University(* = Graduate level)

PSYCH 8820* Occupational Health Psychology (F08, SP11, SP13)
 PSYCH 8620* Organizational Psychology (F09, F10, F12, SP14)
 PSYCH 4710 Psychological Testing (F13)
 PSYCH 3680 Organizational Psychology (F09)
 PSYCH 3100 Advanced Experimental Psychology (SP09, SP10, SP12)
 PSYCH 2010 Introduction to Psychology (F08)

Portland State University (* = Graduate level)

PSY 510* Work and Well-being (W03, F05, W08)
 PSY 516/616* Advanced Organizational Psychology (F00, SP04, SP05, SP06, F07)
 SySc 610* Organizational Theory and Dynamics (SP02, SP04, SU06)
 PSY 433 Psychological Testing (SP00, F00, F01, SU05, SU07)
 PSY 410 Work and Well-being (W03, F05, W08)
 PSY 360 Industrial and Organizational Psychology (W00, W01)
 PSY 204 Psychology as a Social Science (SP00, W01, SP01, F01, W02, SP02, F02, W03, SP03, SU03, F03, W04, SP04, F04, W05, SP05, F05, SP06, SU06, SU07, SP08)

University of Tulsa (* = Graduate level)

PSY 8103* Personnel Selection (1)
 PSY 8113* Applied Multivariate Statistics (2)
 PSY 7973* Job Analysis and Selection (1)
 PSY 7973* Organizational Theory (3)
 PSY 7973* Leadership and Motivation (1)
 PSY 7973* Contemporary Issues in Industrial and Organizational Psychology (1)
 PSY 3073 Industrial and Organizational Psychology (4)
 PSY 3023 Assessment of Individual Differences (1)
 PSY 2253 Foundations of Psychology (2)

Wayne State University (* = Graduate level)

PSY 815* Multivariate Statistics (2) (teaching assistant)
 PSY 657* Research Methods in Industrial Relations (1) (teaching assistant)
 PSY 350 Industrial/Organizational Psychology (3)
 PSY 305 Psychology of Perception (1) (teaching assistant)
 PSY 102 Introduction to Psychology (2) (equivalent to PSY 101 with no lab section)
 PSY 101 Introduction to Psychology (1)
 PSY 101L Introduction to Psychology (3) (teaching assistant)