

# Malissa A. Clark

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## EDUCATION AND DEGREES

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- Ph.D.  
(August, 2010) Wayne State University, Detroit, MI  
Major: Industrial/Organizational Psychology, Minor: Statistics  
Dissertation Title: Why do employees behave badly? An examination of the effects of mood, personality, and job demands on counterproductive work behaviors  
Chair: Boris B. Baltes, Ph.D.
- M.A.  
(August, 2007) Wayne State University, Detroit, MI  
Major: Industrial/Organizational Psychology, Minor: Statistics  
Thesis Title: Cognitive and affective empathy: Exploring the differential effects of empathy components on work-family conflict and emotional labor  
Chair: Boris B. Baltes, Ph.D.
- B.A.  
(May, 2002) The University of Michigan, Ann Arbor  
Major: Organizational Studies

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## ACADEMIC EMPLOYMENT

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- 2013-present: Assistant Professor of Psychology, The University of Georgia, Athens, GA.
- 2010 - 2013: Assistant Professor of Psychology, Auburn University, Auburn, AL.  
- Women's Studies Affiliate  
- Joint appointment in the business school

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## RESEARCH EXPERIENCE

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### ***REFEREED PUBLICATIONS***

\*Denotes undergraduate or graduate student author

**Clark, M. A.,** O'Neal, C. W., \*Conley, K. M., & Mancini, J. A. (in press). Resilient family processes, personal reintegration, and subjective well-being outcomes for military personnel and their family members. *American Journal of Orthopsychiatry*.

Hunter, E.M., **Clark, M. A.,** & Carlson, D. S. (in press). Violating work-family boundaries: Reactions to interruptions at work and home. *Journal of Management*.

†**Clark, M. A.,** \*†Mitchell, M. E., Carter, N. T. (in press). You spin me right round: Workplace correlates of daily affect spin. *Journal of Management*.

† These authors contributed equally to this article

- Clark, M. A.,** Rudolph, C. W., Zhdanova, L., Michel, J. S., & Baltes, B. B. (in press). Organizational support factors and work-family outcomes: Exploring gender differences. *Journal of Family Issues*.
- \*Beiler-May, A., \*Williamson, R., **Clark, M. A.,** & Carter, N. (2017). Gender bias in the measurement of workaholism. *Journal of Personality Assessment*, 99, 104-110.
- \*Zimmerman, L. & **Clark, M. A.** (2016). Opting-out and opting-in: A review and agenda for future research. *Career Development International*, 21, 603-633.
- Rudolph, C. W., **Clark, M. A.,** Jundt, D., & Baltes, B. B. (2016). Differential reactivity and the within-person job stressor-satisfaction relationship. *Stress and Health*, 32, 449-462.
- Clark, M. A.,** Michel, J. S., Zhdanova, L, Pui, S., & Baltes, B. B. (2016). All work and no play? A meta-analytic examination of the correlates and outcomes of workaholism. *Journal of Management*, 42, 1836-1873.  
\*\*Media coverage by: BBC, The Atlantic, Fast Company, Men's Health, Women's Health, Yahoo News, Glamour Magazine, Salon, New York Magazine, Self, Barbara Dooley radio show (Fox affiliate), WYAY Newsradio 106.7 (Cumulus affiliate)
- \*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.
- Clark, M. A.,** Hoffman, B., & Kenworthy, A. L. (2016). Exploring work-family issue content coverage and relevant resources. *Academy of Management Learning and Education*, 15, 381-386..
- Donnelly, K., Twenge, J. M., **Clark, M. A.,** \*Shaikh, S. K., & \*Beiler, A. A., & Carter, N. T., (2016). Attitudes towards women's work and family roles in the U.S., 1976-2012. *Psychology of Women Quarterly*, 40, 41-54.
- Gentry, W., **Clark, M. A.,** Young, S. F., Cullen, K. L., & \*Zimmerman, L. (2015). How displaying empathic emotion may differentially predict likelihood of derailment for female and male leaders. *Leadership Quarterly*, 26, 641-653.
- Clark, M. A.,** Michel, J. S., Early, B., & Baltes, B. B. (2014). Strategies for coping with work stressors and family stressors: Scale development and validation *Journal of Business and Psychology*, 29, 617-638.  
\*\*Recipient of a 2014 Editor Commendation, where the editors identified six papers published in 2014 of particular note.
- \*Beiler, A. A., \*Zimmerman, L. M., \*Doerr, A. J., & **Clark, M. A.** (2014). An evaluation of research productivity among I-O psychology doctoral programs. *The Industrial-Organizational Psychologist*, 51, 40-52.

- Clark, M. A., Michel, J. S., \*Stevens, G. W., \*Howell, J. W., & \*Scruggs, R. S.** (2014). Workaholism, work engagement, and work-home outcomes: Exploring the mediating role of positive and negative emotions. *Stress and Health, 30*, 287-300.
- Michel, J. S., & **Clark, M. A.** (2013). Investigating the relative importance of individual differences on the work-family interface and the moderating role of boundary preference for segmentation. *Stress and Health, 29*, 324-336.
- Berry, C. M., Lelchook, A. M., & **Clark, M. A.** (2012). A meta-analysis of the interrelationships between employee lateness, absenteeism, and turnover: Implications for models of withdrawal behavior. *Journal of Organizational Behavior, 33*, 678-699.  
\*\*Finalist for 2012 Journal of Organizational Behavior best paper award.
- Rudolph, C. W., Baltes, B. B., Zhdanova, L., **Clark, M. A.**, & Bal, A. C. (2012). Testing the Structured Free Recall Intervention for reducing the impact of bodyweight-based stereotypes on performance ratings in immediate and delayed contexts. *Journal of Business and Psychology, 27*, 205-222.
- Berry, C. M., **Clark, M. A.**, & McClure, T. (2011). Black-White differences in the criterion-related validity of cognitive ability tests: A qualitative and quantitative review. *Journal of Applied Psychology, 96*, 881-906.
- Michel, J. S., **Clark, M. A.**, & Jaramillo, D. (2011). The role of personality in the perceptions of negative and positive forms of work-nonwork spillover: A meta-analytic review. *Journal of Vocational Behavior, 79*, 191-203.
- Baltes, B. B., Zhdanova, L. S., & **Clark, M. A.** (2011). Examining the relationships between personality, coping strategies, and work-family conflict. *Journal of Business and Psychology, 26*, 517-530.
- Michel, J. S., Young, L. M., Mitchelson, J. K., **Clark, M. A.**, & Baltes, B. B. (2011). Antecedents of work-family conflict: A meta-analytical review. *Journal of Organizational Behavior, 32*, 689-725.
- Clark, M. A.**, Lelchook, A. M., & \*Taylor, M. L. (2010). Beyond the Big Five: How Narcissism, Perfectionism, and Dispositional Affect relate to Workaholism. *Personality and Individual Differences, 48*, 786-791.  
\*\*Media coverage by: Psychology Today, Canadian Business Magazine
- Resick, C. J., Dickson, M. W., Mitchelson, J. K., Allison, L., & **Clark, M. A.** (2010). Team Composition, Cognition, and Effectiveness: Examining Mental Model Similarity and Accuracy. *Group Dynamics, 14*, 174-191.
- Michel, J. S., & **Clark, M. A.** (2009). Has it been affect all along? A test of work-to-family and family-to-work models of conflict, enrichment, and satisfaction. *Personality and Individual Differences, 47*, 163-168.

Giberson, T. R., Resick, C. J., Dickson, M. W., Mitchelson, J. K., Randall, K. R., & **Clark, M. A.** (2009). Leadership and organizational culture: Linking CEO Characteristics to cultural values. *Journal of Business and Psychology*, 24, 123-137.

### **BOOK CHAPTERS**

\*Denotes undergraduate or graduate student author

**Clark, M. A.**, Stevens, G., Michel, J., & \*Zimmerman, L. (2016). Workaholism among leaders: Implications for their own and their followers' wellbeing. In P. Perrewé, J. Halbesleben, & C. Rosen (Eds.), *Research in Occupational Stress and Well Being*, vol. 14 (pp. 1-31). Bingley, United Kingdom: Emerald Group Publishing. [invited]

**Clark, M. A.** (forthcoming). Dual-career family issues. In S. Rogelberg & K. M. Shockley (Eds.), *The SAGE Encyclopedia of Industrial and Organizational Psychology*, 2<sup>nd</sup> Ed. Thousand Oaks, CA: SAGE Publications, Inc. [invited]

**Clark, M. A.**, \*Beiler, A., & \*Zimmerman, L. (2015). Examining the work-family experience of workaholic women. In M. Mills (Ed.), *Gender and the Work-Family Experience: An Intersection of Two Domains* (pp. 313-327). New York, NY: Springer Publishing.

**Clark, M. A.**, Michel, J. S., & \*Stevens, G. W. (2014). Affective reactions and subsequent consequences of heavy work investments. In I. Harpaz & R. Snir (Eds.), *Heavy work investment: Its nature, sources, outcomes, and future directions* (pp. 187-203). New York, NY: Taylor & Francis Group. [invited]

Michel, J. S., **Clark, M. A.**, & \*Beiler, A. (2013). Work-life conflict and its effects. In D. Major & R. Burke (Eds.), *Handbook of work-life integration of professionals: Challenges and opportunities* (pp. 58-76). Northampton, MA: Edward Elgar Publishing.

Michel, J. S. & **Clark, M. A.** (2011). Personality and Work-Life Integration. In S. Kaiser, M. J. Ringlsetter, M. Pina e Cunha & D. R. Eikhof (Eds.), *Creating balance?! International perspectives on the work-life integration of professionals* (pp. 81-99). Berlin/Heidelberg: Springer.

Baltes, B. B., & **Clark, M. A.** (2009). Achieving Work-Family Balance Requires Individual and Organizational Strategies. In E.A. Locke (Ed.), *The Blackwell Handbook of Principles of Organizational Behavior Blackwell Publishers*, 2<sup>nd</sup> ed (pp. 581-594). Oxford, UK/Maiden MA, USA.

Baltes, B. B., **Clark, M.**, & Chakrabarti, M. (2009). Work-life balance, In A. Lingley, S. Harrington, & N. Page (Eds.), *Handbook of Positive Psychology and Work* (pp. 201-212). New York, NY: Oxford University Press.

### **OTHER PUBLICATIONS**

**\*\*Clark, M. A.** (2016, April). Workaholism: It's not just long hours on the job. *Psychological Science Agenda*, 30.

\*Williamson, R. L., & **Clark, M. A.** (2016). The work-family interface: An introduction. *Academy of Management Learning and Education*, 15, 394-397. [book review]

### **MANUSCRIPTS UNDER REVIEW**

Young, S., **Clark, M. A.**, & \*Mitchell, M., & Young, S. (revise and resubmit). "I feel your pain": The role of empathy in organizational behavior. *Journal of Organizational Behavior*.

\*Beiler-May, A., & **Clark, M. A.** (revise and resubmit). The influence of task characteristics and affective factors on multitasking performance. *Human Performance*.

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

\*Doerr, A., & **Clark, M. A.** (under review). Monkey see, monkey feel: Emotional contagion and related processes in contemporary workplaces. *Motivation and Emotion*.

Lavner, J. A., & **Clark, M. A.** How does workload affect marital satisfaction over time? Understanding bidirectional effects. *Journal of Vocational Behavior*.

### **PRESENTATIONS**

\*Denotes undergraduate or graduate student author

Baumann, H. M., **Clark, M. A.**, & Mitchell, M. (August, 2017). You're here, but you're not: Implications of employees' work preoccupation for significant others. Symposium paper to be presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA

Wynne, K. T., Baltes, B. B., & **Clark, M. A.** (August, 2017). Exploring actor and partner effects among working spouses: Workaholism and work-family conflict. Symposium paper to be presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

\*Sanders, K.N., \*Stabler, M.E., & **Clark, M.A.** (June, 2017). Are There Really Differences? A Meta-Analysis Examining Work-Family Conflict Dimensions: Time, Strain, and Behavior. Poster session to be presented at the 12th Annual International Conference on Occupational Stress and Health. Minneapolis, MN.

\*Williamson, R., \*Beiler-May, A., \*Locklear, L., & **Clark, M. A.** (May, 2017). Bringing home what I'm hiding at work: The impact of sexual orientation disclosure at work for same-sex couples. Paper presentation to be presented at the annual European Work and Organizational Psychology conference. Dublin, Ireland.

**Clark, M. A., & \*Robertson, M. M.** (February, 2017). The effects of sharing work events on employees and partners. Poster session to be presented at the Sunshine Education Resource Center Interdisciplinary Research Symposium. Tampa, FL.

Lavner, J. A., & **Clark, M. A.** (June, 2016). How does workload affect marital satisfaction over time? Understanding bidirectional effects. Paper presented at the biannual Work and Families Research Network conference. Washington, D.C.

**Clark, M. A., & \*Mitchell, M. M.** (June, 2016). What happens at work does not stay at work: An examination of event disclosure and partner responsiveness on state affect. Paper presented at the biannual Work and Families Research Network conference. Washington, D.C.

Carlson, D. S., Hunter, E. M., & **Clark, M. A.** (June, 2016). A daily examination of communication technology boundary violations. Poster presented at the biannual Work and Families Research Network conference. Washington, D.C.

\*Zimmerman, L., & **Clark, M. A.** (June, 2016). The roles of work-family integration and psychological detachment in the emotional labor and work-family conflict relationship. Poster presented at the biannual Work and Families Research Network conference. Washington, D.C.

\*Williamson, R., \*Beiler-May, A. A., **Clark, M. A., & Carter, N.** (April, 2016). Gender bias in the measurement of workaholism. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. Anaheim, CA.

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

**Clark, M. A., O'Neal, C. W., \*Conley, K. M., & Mancini, J. A.** (November, 2015). Antecedents and outcomes of personal reintegration post-deployment. Paper to be presented at the annual meeting of the National Council on Family Relations, Vancouver, British Columbia, Canada.

\*Doerr, A. J., **Clark, M. A., & Svyantek, D. J.** (April, 2015). Spreading like wildfire: Impact of communication channel on emotional contagion. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

**Clark, M. A., Hunter, E. M., \*Beiler-May, A. A., & Carlson, D. S.** (April, 2015). An examination of daily workaholism: Causes and consequences. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Hunter, E. M., **Clark, M. A., \*Beiler-May, A. A., & Carlson, D. S.** (April, 2015). Violating work-family boundaries: Positive and negative effects. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- \*Beiler, A. A., & **Clark, M. A.** (April, 2014). The influence of task characteristics and mood on multitasking performance. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- \*Beiler, A. A., \*Provolt, L., \*Zimmerman, L. M., & **Clark, M. A.** (April, 2014). Workaholism as a moderator of the job demands—burnout relationship. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- \*Beiler, A. A., \*Doerr, A. J., \*Zimmerman, L., & **Clark, M. A.** (2013, April). Evaluation of Research Productivity Among I-O Psychology Doctoral Programs. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Clark, M. A.**, \*Stevens, G. W., & Baltes, B. B. (2013, April). Effects of mood and job demands on counterproductive work behavior. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- \*Beiler, A. A., & **Clark, M. A.** (2012, October). The impact of affective mood states on multitasking performance. Poster presented at the annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- \*Revels, K., & **Clark, M. A.** (2012, October). A student's engagement in multiple life roles. Poster presented at the annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- \*Horn, M., \*Howell, J., & **Clark, M. A.** (2012, October). Beyond segmentors and integrators: Boundary management profiles as predictors of work-family outcomes. Poster presented at the annual River Cities Industrial Organizational Psychology Conference, Chattanooga, TN.
- \*Howell, J., \*Stevens, G. S., \*Scruggs, R., Michel, J. M., & **Clark, M. A.** (2012, August). Heavy work investment and work-family outcomes: Discrete emotions as mediators. Poster presented at the annual meeting of the American Psychological Association, Orlando, FL.
- Clark, M. A.**, Rudolph, C. W., Zhdanova, L., & Baltes, B. B. (2012, June). Gender differences in the relationship between organizational support factors and work-family outcomes. Poster presented at the inaugural work and family researchers network conference, New York, NY.
- \*Howell, J., \*Horn, M., & **Clark, M. A.** (2012, June). "I'll finish this at home": How boundary flexibility and permeability influence work-family outcomes. Poster presented at the inaugural work and family researchers network conference, New York, NY.
- \*Stevens, G. S., \*Beiler, A. A., & **Clark, M. A.** (2012, April). A dynamic investigation of

negative events, mood, and employee silence. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

- \*Frazier, G., \*Krenn, D. R., \*Collier, B., \*Childers, O., \*Montgomery, P., & **Clark, M. A.** (2012, April). Expressive suppression: Social outcomes and the mediating role of emotions. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- \*Horn, M., \*Beiler, A., & **Clark, M. A.** (2011, October). The effects of mood and arousal on performance evaluations. Poster presented at the annual River Cities I-O Psychology Conference, Chattanooga, TN.
- \*Patel, T. G., \*Childers, O. K., \*Krenn, D. R., & **Clark, M. A.** (2011, October). All work and no play: A meta-analytic examination of workaholism. Poster presented at the annual River Cities I-O Psychology Conference, Chattanooga, TN.
- Clark, M. A.**, Bal, A., Zhdanova, L., & Baltes, B. B. (2011, April). The impact of mood pleasantness and activation on performance evaluations. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Michel, J. S., **Clark, M. A.**, & Bowling, N. A. (2011, April). Personality and the work-family integration and segmentation continuum. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Clark, M.**, Rudolph, C. W., Zhdanova, L., & Baltes, B. B. (2010, April). Relationships between organizational support, work-family balance, and work outcomes. Poster presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Clark, M. A.**, Shantz, C. W., Baltes, B. B., Resick, C. J., & Randall, K. R. (2009, August). An examination of socialization, person-environment fit, and job satisfaction over time. Interactive paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Clark, M. A.**, & LeBreton, J. M. (2009, August). Taking another's perspective and feeling what others feel: Empathy and organizational behavior. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Clark, M. A.**, Bal, A., Zhdanova, L., & Baltes, B. B. (2009, April). A qualitative analysis of strategies for coping with work-family stressors. Interactive poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Lelchook, A. M., **Clark, M. A.**, & Berry, C. M. (2009, April). A meta-analytic update of the absenteeism-turnover relationship. Interactive poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.



- Clark, M. A., Berry, C. M., & McClure, T.** (2009, April). A meta-analytic comparison of relative Black-White cognitive ability test validity. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.  
*\*\*Chosen as one of the top 20 posters at the SIOP conference.*
- Michel, J. S., & **Clark, M. A.** (2009, April). Just affect? Work-family models of conflict, enrichment, and satisfaction. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Berry, C. M., **Clark, M. A., & McClure, T.** (2009, April). Meta-analysis of relative Asian-White criterion-related validity of cognitive ability tests. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- McClure, T., Berry, C. M., & **Clark, M. A.** (2009, April). Meta-analysis of Hispanic-Caucasian cognitive test validity differences in educational admissions. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Clark, M. A., Taylor, M. L., & Lechhook, A. M.** (2008, August). An examination of Personality Correlates of Workaholism. Poster presented at the annual meeting of the American Psychological Association, Boston, MA.
- Clark, M. A., & LeBreton, J. M.** (2007, April). A theoretical review of empathy and implications for Industrial/Organizational Psychology. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Clark, M. A., Gramzow, A. M., Pratt, A. K., & LeBreton, J. M.** (2007, April). The impact of state negative affect on self-reported personality measures. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Baltes, B. B., & **Clark, M. A.** (2007, April). Aging and Work/Family Challenges. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology Conference, New York, NY.
- Clark, M. A., Kotrba, L. M., Chakrabarti, M., & Baltes, B. B.** (2007, August). Selection, optimization, and compensation behaviors: Differences across gender and income? Poster presented at the annual meeting of the American Psychological Association, San Francisco, CA.
- Clark, M. A.** (2006, February). Empathy: A theoretical review and implications for the field of industrial/organizational psychology. Paper presented at the annual IOOB conference, Washington, DC.
- Zhdanova, L., Allison, L. K., Pui, S. Y., & **Clark, M. A.** (2006, May). A meta-analysis of workaholism antecedents and outcomes. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Zhdanova, L., LeBreton, J. M., & **Carpenter, M. A.** (2005, April). Ranking of the U.S. I-O graduate programs. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

***CHAired SYMPOSIUM, CHAIRED PANEL, SESSION FACILITATOR, OR PANELIST***

Golden, T., **Clark, M. A.**, Nieminen, L., Nicklin, J., & Michel, J. (Panelist/Moderator) (April, 2016). I'm here you're there: Discussing the controversies surrounding telecommuting. Panel discussion to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Mills, M. J., Minnotte, K. L., **Clark, M. A.**, Frevert, T., Goldberg, W. A., Grotto, A. R., Jean, V. A. ... & Sawyer, K. (Panelist). (June, 2016). Work-family, gender, and ...: Examining crucial three-way intersections to further understanding. Book dialog session to be presented at the biannual Work and Families Research Network conference. Washington, D.C.

**Clark, M. A.**, & \*Zimmerman, L. M. (Co-Chairs). (April, 2015). We're all in this together: Individual and organizational work-family interventions. Symposium to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Park, Y., & **Clark, M. A.** (Co-Chairs). (April, 2015). Current research directions in work-nonwork boundary dynamics. Symposium to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

**Clark, M. A.**, & \*Zimmerman, L. M. (Co-Chairs). (April, 2015). Addictions and vices and work, oh my! Symposium to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

**Clark, M. A.**, & Ensher, E. A. (April, 2014). Opting out and opting in: Developing a research agenda. Roundtable discussion presented at the 29<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Honolulu, HI.

Hunter, E. M., & **Clark, M. A.** (Co-Chairs). (2012, April). Where do I begin? Practical advice on experience sampling method. Panel discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

**Clark, M. A.**, & \*Horn, M. (Co-Chairs). (2012, April). "My lips are sealed!": Exploring silence, voice, and knowledge hiding. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

**Clark, M. A.**, & Baltes, B. B. (Co-Chairs). (2008, April). Examining the relationship between affect, emotions and counterproductive work behaviors. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

## AWARDS AND GRANTS

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### AWARDS

- Top Rated Poster Award, Society for Industrial and Organizational Psychology Conference, 2009.
- First place award- Michigan Association of Industrial/Organizational Psychologists' (MAIOP) student paper competition, 2010.
- Richard L. Marsh Mentoring Award, University of Georgia, 2013-2014.
- Recipient of the 2016 Organizational Citizen Award by the UGA I-O Psychology Student Association.

### EXTRAMURAL FUNDING

- 2016 National Institute for Occupational Safety and Health (NIOSH) R21. *Establishing a mental health wellness program for veterinary professionals*. Witte, T. K. (PI), Totura, C. (Co-I), Clark, M. A. (Co-I). 2-year duration. \$395,122. –Not Funded.
- 2014 Feminist Review Trust. *Successful Transitions*. Clark, M. A. (P.I.). 1-year duration. \$10,772. –Not Funded.
- 2013 National Institute for Occupational Safety and Health (NIOSH)/Sunshine ERC Pilot Research Project Grant. *A Survey of Mature Workers and Their Spouses: Experiences at Work and Home*. Clark, M. A. (P.I.), Michel, J. S. (Co-P.I.), Slatcher, R. B. (Co-P.I.), & Baltes, B. B. (Co-P.I.). 1-year duration. \$8,865. –Funded.
- 2013 Society for Industrial and Organizational Psychology (SIOP) Foundation. *Boundary violations: Positive and negative consequences of daily work-family interface*. Hunter, E. M. (P.I.), Clark, M. A. (Co-P.I.), Carlson, D. S. (Co-P.I.), & Bridgwater, C. (Co-P.I.). 1-year duration. \$6,250. –Funded.
- 2011 National Science Foundation. *ADVANCE Auburn: Pathways to Full Professor and Beyond*. Sollie, D. (P.I.). Role: Faculty Advisor. 5-years, \$3,589,686. –Not funded.
- 2011 Society for Human Resources Management (SHRM) Foundation. *To tell or not to tell? An examination of the benefits and potential “dark side” of employee self-disclosure to spouses*. Clark, M. A. (P.I.), Baltes, B. B. (Co-P.I.), & Slatcher, R. B. (Co-P.I.). 1-year duration. \$51,433. –Not funded.
- 2011 Society for Human Resources Management (SHRM) Foundation. *Coping with work-family conflict: An experience sampling study of older workers and their spouses*. Clark, M. A. (P.I.), & Slatcher, R. B. (Co-P.I.). 1-year duration. \$102,107. –Not funded.

### INTRAMURAL FUNDING

- 2014 Center for Research & Engagement in Diversity (RED) Seed Grant. *Examining work-family conflict for same-sex couples*. Beiler A. A. (P.I.), Williamson, R. W. (Co-P.I.), Zimmerman, L. (Co-P.I.), & Clark, M. A. (Co-P.I.). 1-year duration. \$500. – Funded.
- 2014 Center for Undergraduate Research Opportunities (CURO) Research Assistantship. University of Georgia. (Assistantship awarded to undergraduate students under my direct supervision). Award amount: \$1000
- Juhi Varshney (2014).
- 2011 Auburn University’s Intramural Grant Program. *Investigating the benefits and potential “dark side” of employee self-disclosure*. Clark, M. A. (P.I.). 1-year duration. \$4,000. – Funded.
- 2011 Auburn University’s competitive Faculty International Travel (FIT) Grant. \$3,745. – Funded.
- 2011-2012 Auburn University Opportunities in Undergraduate Research in the College of Liberal Arts (OURCLA) Fellowship. (Fellowships awarded to undergraduate students under my direct supervision). Award amount for student: \$1500; travel/project funding for student and faculty advisor: \$2000.
- Kallie Revels (2012). *A Student’s Engagement in Multiple Work-life Roles* \*This project later won second place in the Art, Architecture, Design, Humanities, and Social Sciences division at Auburn University’s 2013 Research Week
  - Philip Montgomery (2011). *Understanding the mechanics of mobbing*
  - Daniel Krenn (2011). *Music and its effects on mood and performance*
- 2010 Wayne State University’s competitive summer dissertation fellowship. \$5,000. –Funded.
- 2008 Wayne State University, Eleanore and Mel Ravitz Integrity in Public Service and Corporate Life Research Grant. \$1,500. –Funded.

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## TEACHING EXPERIENCE

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### ***COURSES TAUGHT***

#### Graduate Courses

- Employee Well Being (Georgia)
- Industrial Psychology (Georgia)
- Advanced Organizational Research Methods (Auburn)

#### Undergraduate Courses

- Psychology of Women (Georgia)
- Honors Introduction to Women’s Studies (Georgia)
- Work and Family (Georgia)

- Motivation and Emotion (Auburn, Georgia)
- Industrial/Organizational Psychology (Auburn)
- Personality Psychology (WSU)
- Elements of Psychology (WSU)
- Staffing & Performance Evaluation (Oakland University)
- Statistical Methods in Psychology (WSU)
- Psychology and the Workplace (WSU)
- Social Psychology (WSU)

### **RESEARCH SUPERVISION- GRADUATE**

Completed projects (Georgia):

Thesis committee chair: 1

- Lauren Zimmerman (2015): *The roles of work-family integration and psychological detachment in the emotional labor and work-family conflict relationship.*

Thesis/dissertation committee member: 3 (Lauren Wood, 2014; Cory Basemore, 2015; Stephanie Downey, 2015)

Completed projects (Auburn):

Dissertation committee chair: 1

- Gregory Stevens (2014): *A Grounded Theory of Employed Professional Role Identity: One Pathway to Understanding Professional-Organizational Relationships*

Thesis committee chair: 3

- Alexa Doerr (2014): *Spreading like Wildfire: The Impact of Communication Channel on Emotional Contagion* (co-chair).
- Angela Beiler (2013): *The impact of affective mood states on multitasking performance* (chair).
- Marianna Horn (2012): *The downside of persistence: The effects of mood on an escalation of commitment paradigm* (co-chair).

Thesis/dissertation committee member: 5 (Daly Vaughn, 2011; Jimmy Johnson, 2012; Maggie Davis, 2013; Nicole German, 2013; Christy Blevins, 2013)

### **RESEARCH SUPERVISION- UNDERGRADUATE**

*Supervision of directed studies:* Kallie Revels (Auburn University, 2012), Daniel Krenn (Auburn University, 2011), Philip Montgomery (Auburn University, 2011), Uzma Khanani (Wayne State University, 2010), La Tanya Hart (honors; Wayne State University, 2009), Angela Tomaszycski (Wayne State University, 2009), Brandy Brantley (Wayne State University, 2008), Jessica Jiles (honors; Wayne State University, 2007), Marcie Taylor (Wayne State University, 2007)

*Supervision of undergraduate honor's thesis:* Jessica Jiles, *The Effects of Perfectionism, Gender, and Job-Type and their Relationship to Workaholism* (Wayne State University, 2008). La

Tanya Hart, *The Influence of Gender and Ethnicity on Weight Bias and Performance Evaluations of Overweight Managers* (Wayne State University, 2009).

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## PROFESSIONAL EXPERIENCE, SERVICE, & AFFILIATIONS

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### *APPLIED EXPERIENCE*

*Central Alabama Electrical Cooperative, 2012-present*

Supervised the creation and distribution of an employee wellness survey. Prepared white paper for client summarizing results. Overseeing annual distribution of wellness survey.

*Computer Sciences Corporation, 2008.*

Worked on a project that examined how various organizations quantify experience and education when making important HR decisions. Played a large role in the data collection process, analysis of survey responses, and preparation of a technical report of overall findings.

*Inforum, 2008*

Consultant on a project that involved presenting a white paper and presentation summarizing research findings pertaining to women in leadership.

*American Society of Employers, 2007-2008*

Coordinated, administered and scored a variety of assessment exercises ranging from leaderless group discussions to in-basket and employee coaching scenarios.

*St. Mary's Hospital, 2007*

Developed mission-focused items for a validation study of a new selection system for the hospital.

*Spherion Corporation, 2006*

Created mid-high level reasoning items to be administered in a pilot test of a new selection measure. Data entered and conducted preliminary analyses on the pilot-tested reasoning item data.

*Federal Bureau of Investigation, 2006*

Worked with a team to conduct a job analysis of the IT Specialist position. Generated task and KSAO statements based on SME interviews and focus groups. Compiled task statement data from several administrations into one SPSS document, cleaned and prepped data for analysis.

*Procter & Gamble's Graduate Student Seminar, 2005*

One of five graduate students from I/O Ph.D. programs around the nation selected to participate in a 3 day seminar at P&G's corporate headquarters in Cincinnati, OH. Worked collaboratively on a project related to the field of I/O and presented findings to P&G HR managers. Project focused on bringing an I/O perspective to successful cultural integration after mergers and/or acquisitions.

### **INVITED TALKS**

- Clark, M. A. (March, 2014). *Opting out and opting in: A qualitative study of women's career breaks*. Invited colloquium, Institute for Women's Studies, University of Georgia, Athens, Georgia.
- Clark, M. A. (October, 2012). *Strategies for coping with work-life conflict*. Invited colloquium, The Women in Science and Engineering Institute, Auburn University, Auburn, Alabama.
- Clark, M. A. (April, 2011). *Work-life balance*. Invited colloquium, WoMen professional development event, Auburn University, Auburn, Alabama.
- Clark, M. A., & Wicher, E. (October, 2010). *Gender differences in leadership style and leadership development: Implications for executive leadership development*. Invited presentation for board meeting of Inforum: A Professional Women's Alliance, Detroit, Michigan.
- Clark, M. A., Berry, C. M., & McClure, T. K. (November, 2008). *Black-white differences in the criterion-related validity of cognitive ability tests*. Invited colloquium, Wayne State University, Detroit, Michigan.

### **UNIVERSITY SERVICE AND COMMITTEE WORK**

2015-present	Co-Director, Relationship Science Workgroup (University of Georgia)
2015-present	Chair, I/O student awards committee (University of Georgia)
2011- 2013	SONA Administrator (Auburn University)
2010-2011	SONA committee member (Auburn University)
2010-2013	Research festival committee member (Auburn University)
2011-2013	Industrial/Organizational curriculum committee member (Auburn University)

### **PROFESSIONAL SERVICE AND AFFILIATIONS**

Society for Industrial/Organizational Psychology (SIOP).

Chair: Call for Papers and Flanagan Award committee, 2014

SIOP Committee for the Call for Papers and Flanagan Award, 2013, 2015

Guest Editor, special issue on work and family: *Academy of Management Learning and Education*, 2016

Editorial Board: *Journal of Business and Psychology*, 2015-present

Reviewer: The Society of Industrial and Organizational Psychology, 2010-present

Ad hoc reviewer: *Journal of Organizational Behavior*, *Journal of Occupational and Organizational Psychology*, *Human Relations*, *Applied Psychology: An International Review*, *Journal of Family Psychology*, *Journal of Family Issues*, *Stress and Health*, *Journal of Managerial Psychology*, *Personality and Individual Differences*, *PLOS ONE*, *Psychological Reports*, *Journal of Counseling Psychology*

Affiliations

American Psychological Association

Society of Industrial and Organizational Psychology

## REFERENCES

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