

Claire E. Smith

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School of Aging, USF
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Education

- Ph.D. Bowling Green State University 08/2021
Industrial/Organizational Psychology
Preliminary examination specialty: Work stress recovery
Dissertation: “Too tired to escape tiredness: Work stress undermines healthy leisure decision-making” (*Co-advisors: Dr. Clare L. Barratt & Dr. Margaret E. Brooks*)
- M.A. Bowling Green State University 05/2019
Industrial/Organizational Psychology
Thesis: “Breaks that break the burnout spiral” (*Advisor: Dr. Clare L. Barratt*)
- B.S. Georgia Institute of Technology 05/2016
Psychology

Academic Employment

- Postdoctoral Scholar, University of South Florida** Spring 2021-Present
NIH/NIA Grant: “Sleep health profiles in middle-aged adults in relation to cardiovascular health” (*PI: Dr. Soomi Lee*)
- Instructor, Bowling Green State University**
- Introductory Statistics, Dept. of Psychology (PSYC 2700) Fall 2020
 - I/O Psychology with Laboratory, Dept. of Psychology (PSYC 3580) Spring 2020
 - Organizational Behavior, Schmidthorst College of Business (MGMT 3600) Fall 2019
- Teaching Assistant, Bowling Green State University**
- Introduction to Psychology, School of Psychology (PSYC 1010) Fall 2017, Spring 2018
- Graduate Research Assistant, Bowling Green State University** Fall 2016, Spring 2017
- Undergraduate Research Assistant, Georgia Tech** Fall 2013-Summer 2016

Research Interests

Work stress and recovery, the work-life interface, and alternative work arrangements

Publications

Smith, C.E., Matthews, R.A., Mills, M., Hong, Y., & Sim, S. (In press). Organizational benefits of onboarding contingent workers: An anchoring model approach. *Journal of Business and Psychology*.

Smith, C.E., Huang, S., Horan, K.A., & Barratt, C.L. (In press). The “what”, “why”, and “whom” of interrole interference among home-based teleworkers. *Occupational Health Science*.

Smith, C.E., Barratt, C.L., & Hirvo, A. (2020). Burned out or engaged at work? The role of self-regulatory personality profiles. *Stress and Health*.

McKersie, S., Matthews, R.A., **Smith, C.E.**, Barratt, C.L., & Hill, R.T. (2019). A process model linking family-supportive supervision to employee creativity. *Journal of Occupational and Organizational Psychology*, 92(4), 707-735.

Barratt, C.L., & **Smith, C.E.** (2018). Workplace relationships and social networks. *Industrial and Organizational Psychology*, 11(3), 510-516.

Projects Under Review

Smith, C.E., Wayne, J.H., Matthews, R., Lance, C., Griggs, T., & Pattie, M. (1st revise and resubmit). Stability and change in levels of work-family conflict: A multi-study, longitudinal investigation.

Matthews, R.A., Walsh, B.M, **Smith, C.E.**, Whitman, M., & McKersie, S. (1st revise and resubmit). "Come on, let's try something else!": Exploring client incivility as a signal for provider creativity.

Henderson, A., & **Smith, C.E.** (2nd revise and resubmit). Is presenteeism really detrimental to productivity? Employee motives as the key moderator to the presenteeism productivity debate.

Smith, C.E., & Lee, S. (Under review). What is (un)healthy sleep? Sleep profiles differentiate psychological and physical well-being in midlife adults.

Matthews, R.A., Wayne, J.H., **Smith, C.E.**, Casper, W.J., Wang, Y., & Streit, J.M.K. (Under review). Resign or carry on? District and principal leadership as drivers of change in teacher turnover intentions during the COVID-19 crisis: A latent growth model examination.

Smith, C.E., Huang, S., McAbee, S.T., & Albert, M.A. (Under review). Presenteeism pressure: The development of a scale and a nomological network.

Smith, C.E., Samo, A., & Barratt, C.L. (Under review.). Not a one-track mind: After-work thought profiles predict work and well-being variables.

Select Projects in Progress

Smith, C.E., Barratt, C., & Keller, A. (Manuscript preparation.). Breaks that break the burnout spiral: A weekly diary study.

Henderson, A., & **Smith, C.E.**. (Manuscript preparation.). Bi-directional recovery: Reciprocal recovery from home and work stressors.

Symposiums and Panels

Smith, C.E., & Lee, S. (2021, November). Identification of latent sleep profiles in middle-aged adults and connections to well-being. In S. Lee & M.L. Wallace (Chairs), Novel approaches examining sleep health as a marker of successful aging. Accepted to the Annual Conference for the Gerontological Society of America (GSA), Phoenix, AZ.

Lee, S., Gatti, W., **Smith, C.E.**, Hinz, J., Liu, H., & Lubojacky, C. (Virtual, 2020, June). Implementing group projects in online management courses: Lessons learned. Discussion session conducted at the 47th

Annual Conference for the Management & Organizational Behavior Teaching Society (MOBTS), Fort Wayne, IN.

Albert, M.A., Huang, S., **Smith, C.E.**, & McAbee, S.T. (2020, April). Testing a model of presenteeism behavior: The role of presenteeism pressure. In S. Huang & S.T. McAbee (Chairs), The many faces of work and well-being: Untangling relations between work and health. Symposium presented at the 35th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.

Hirvo, A., Barratt, C. L., & **Smith, C. E.** (2020, April). Re-examining the personality-counterproductivity relationship with profiles. In C. L. Barratt (Chair), Naughty by nature: An in-depth look at personality's role in employee deviance. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Smith, C.E., Barratt, C.L., & Hirvo, A. (2019, November). Worker personality profiles predict burnout and engagement. Paper presented at the 13th Work, Stress, & Health Conference, Philadelphia, PA.

Smith, C.E. (2019, November). The differential effects of recovery experiences on employee well-being: A meta-analysis. In **C.E. Smith** (Chair), Work stress recovery. Symposium presented at the 13th Work, Stress, & Health Conference, Philadelphia, PA.

Smith, C.E., Huang, S., & Barratt, C.L. (2019, April). The what, why, and whom of work-family conflict in home-based teleworkers. In D. Ingels & C. Spitzmueller (Chairs), Blending the boundaries between work and home: New research on boundary theory. Symposium presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington D.C.

Posters

Smith, C.E., Huang, S., Albert, M.A., & McAbee, S.T. (Virtual, 2021, November). Pushed to attend: Does presenteeism pressure predict presenteeism behavior, work engagement, and extra-role behaviors? Paper submitted to the 14th Work, Stress, & Health Conference, Miami, FL.

Barratt, C.L., & **Smith, C.E.** (2021, April). Is mental detachment from work necessary for health? A necessary condition analysis. Poster accepted to the 36th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.

Smith, C.E., Samo, A., & Barratt, C.L. (2020, April). To detach or not to detach? Well, it depends...Poster presented at the 35th Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Austin, TX.

Smith, C.E., Hirvo, A., & Barratt, C.L. (2020, April). Unpacking workplace social support: A policy capturing experiment. Poster presented at the 35th Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Austin, TX.

Brown, E. E., **Smith, C. E.**, & Barratt, C. L. (2020, April). Do-it-yourself workplace creativity: Job crafting supplements creative personality. Poster accepted to the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Smith, C.E., Barratt, C.L., Barlow, K., Page, K.J., & Rospenda, K. (2019, April). Re-examining the relationship between workplace support and harassment. Poster presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington D.C.

Huang, S., **Smith, C.E.**, Albert, M.A., & McAbee, S.T. (2019, April). Development of scales for presenteeism and presenteeism pressure. Poster presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington D.C.

Henderson, A., & **Smith, C.E.** (2019, April). Is presenteeism really detrimental to productivity? Employee motives are key. Poster presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington D.C.

Keller, A. C., Matthews, R. A., & **Smith, C.E.** (2018, June). Time management strategies' hindering effect on adaptation to work interruptions. Paper presented at Institute of Work Psychology International Conference, Sheffield, UK.

Smith, C.E., Keller, A.C., & Matthews, R.A. (2018, April). Interruption type & performance: A trade-off between creativity & task completion. Poster presented at the 33rd Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.

Weiss, H.M., Merlo, K.L., **Smith, C.E.**, & Cho, W. (2014, October). The use of goals in managing attention resources. Poster presented at Georgia Institute of Technology College of Sciences Colloquium. Atlanta. GA.

Grants and Awards

NIH/NIA

- R56 Grant (*PI: Lee*): “Sleep Health Profiles in Middle-aged Adults in Relation to Cardiovascular Health” (Role: Postdoctoral Researcher) (2020-2021)

Michael Doherty I-O Research Fund for Dissertations (2020)

Charles E. Shanklin Research Excellence Award, 1st place (2020)
2nd place (2019)

Bonnie A. Sandman Award for Overall Performance by an I/O Student (2019)

Society for Occupational Health Psychology Student Travel Award (2019)

Society for Industrial and Organizational Psychology (SIOP):

- International Research and Collaboration Small Grant \$5,000 (PI) (Unfunded 2020)

NIOSH Education and Research Center

- Pilot Research Project Grant, \$7,500 (Role: Co-investigator) (Funded 2021)
- Pilot Research Project Grant, \$7,900 (Role: PI) (Unfunded 2018)
- Pilot Research Project Grant, \$7,500 (Role: Co-investigator) (Funded 2017)

BGSU Institute for Psychological Research & Application:

- Research Enhancement Award \$1,000 (PI) (Funded 2020)
- Research Enhancement Award, \$2,500 (PI) (Funded 2017)

Sliter Award for Graduate Research in Occupational Health Psychology (2017)

Georgia Tech, President's Undergraduate Research Grant, \$1,500 (PI) (Funded 2015)

Invited Talks

National Institute for Occupational Safety & Health

- *Stress and burnout in home healthcare: Causes, impact, and prevention*, Presented with Clare L. Barratt and William H. O'Brien as part of the National Institute for Occupational Safety & Health's webinar series on worker well-being: Online 2020.

Bowling Green State University

- *Breaks that break the burnout spiral*, Presented as part of BGSU's Shanklin symposium for graduate research excellence: Bowling Green, Ohio 2019
 - *The psychology of emotions*, Presented to a BGSU general psychology undergraduate course: Bowling Green, Ohio 2017
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Technical Reports

Wise, S., **Smith, C.E.**, Lortie, B., Melick, S., Ron, T., & McAbee, S., & Zickar, M. (2018). *Item Writing Report for Procter & Gamble Plant Technician Applicant Reaction Survey*.

Smith, C.E., Parsons, R., & Matthews, R.A. (2017). Stressed but satisfied: Results and implications of a Toledo Bar Association well-being survey. *Toledo Bar Association News*, 64(8), 4-5.

Horan, K., Howald, N., Lortie, B., Gallagher, C., **Smith, C.E.**, & Matthews, R.A. (2017). *U.S. Tsubaki Employee Opinion Survey Report*.

Professional Experience

Institute for Psychological Research and Application BGSU, Director (May 2017-May 2019)

- Communicated with researchers and organizations regarding assessments of job satisfaction, attitudes, and stress; provided advice and consultation for statistical data analysis; designed electronic advertisement and outreach materials to clients for consulting projects.

Procter & Gamble, External Consultant (September 2017-July 2018)

- Wrote personality, biodata, and situation judgement test items for a selection tool used for plant technicians. Designed, conducted, and analyzed data from an applicant reaction study, focus groups, and interviews to make recommendations for a validation study.

NorthShore Assessment Center, Selected and Trained as an Assessor (May 2017)

- Trained to rate performance from direct and video observation and code behavioral data.

Miami-Dade Workers Union, External Consultant (May 2017)

- Reviewed academic literature concerning barriers to recruiting and retaining union members. Provided recommendations for focus group and survey items addressing these issues.

U.S. Tsubaki, External Consultant

(August 2016-February 2017)

- Developed, administered, and analyzed an employee opinion survey. Conducted pre- and post-survey focus groups. Presented results through a technical report and an on-site presentation to management.

Service and Professional Activity

Ad hoc reviewer

Journal of Personnel Psychology

Psychology & Health (mentored review)

Society for Industrial and Organizational Psychology conference

Work, Stress, & Health conference

Departmental service

Member, *Occupational Health Psychology Research Group*

2017-2021

Co-president

2017-2018; 2020-2021

Faculty Search Committee Student Representative, *BGSU I/O Area*

2018-2019

Member, *I/O Psychology Graduate Student Recruitment Committee*

2016-2019

Chair

2017-2018

I/O Area Student Representative, *BGSU Psychology Department*

2017-2019

Orientation Leader, *BGSU Graduate Student Orientation*

Fall 2017

Mentor, *BGSU Undergraduate Psychology Association*

2016-2021

Professional membership

- Society for Industrial and Organizational Psychology
- Society for Occupational Health Psychology

- American Psychological Association
- Management and Organizational Behavior Teaching Society

Attended Workshops

Teaching Management, Management and Organizational Behavior Teaching Conference (with Doctorial Institute Scholarship) June, 2020

Social Network Analysis, Stephen Borgatti, Statistical Horizons April, 2019

Grant Writing, NIOSH Environmental Health and Education Research Center March, 2018

Relevant Graduate Coursework

Statistical Theory I & II

Meta-Analysis

Contemporary Issues in I/O

Research Methods

Criterion Theory

Psychometrics

Organizational Staffing

History of Psychology

Advanced Selection

Motivation and Morale

Social Environments at

Work

Counterproductive Work

Behaviors

Occupational Health

Psychology

Judgment & Decision

Making

Careers

Social & Personality

Development