

Elizabeth M. Boyd, PhD

(formerly Elizabeth M. Poposki)
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Kennesaw, GA 30144
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EDUCATION

- Doctor of Philosophy** August 2010
Organizational Psychology
Michigan State University, East Lansing, MI
Dissertation title: The Blame Game: Testing a Model of Attributions of Responsibility
Following Work-Family Conflict Events
Advisor: Ann Marie Ryan
- Certification in College Teaching** May 2009
Michigan State University, East Lansing, MI
- Master of Arts** May 2008
Industrial and Organizational Psychology
Michigan State University, East Lansing, MI
- Bachelor of Science (Cum Laude)** December 2003
Psychology
Central Michigan University, Mount Pleasant, MI

ACADEMIC APPOINTMENTS

- 2014-present **Assistant Professor**, Department of Management, Coles College of Business,
Kennesaw State University
Research Director, Coles College of Business Women's Leadership Center
- 2010-2014 **Assistant Professor**, Department of Psychology, Purdue School of Science,
Indiana University - Purdue University Indianapolis

* Denotes student co-author

REFEREED JOURNAL PUBLICATIONS

Sliter, M. T., & **Boyd, E. M.** (in press). Two (or three) is not equal to one: Multiple jobholding as a neglected topic in organizational research. Accepted for publication at *Journal of Organizational Behavior*.

Sliter, M. T. & **Boyd, E. M.** (in press). But we're here to help! Positive buffers of the relationship between outsider incivility and employee outcomes. Accepted for publication in *European Journal of Work and Organizational Psychology*.

- Sliter, M. T., **Boyd, E. M.**, Sinclair, B., Cheung, J., & McFadden, A. (in press). Inching toward inclusiveness: Diversity climate, interpersonal conflict and well-being in women nurses. Accepted for publication in *Sex Roles*.
- Sliter, M. T., Yuan, Z., & **Boyd, E.** (2013). Let's be honest: Evidence for why I-O psychology research is trustworthy. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 273-276.
- Keeney, J. **Boyd, E. M.**, Sinha, R., & Ryan, A. M. (2013). From “work-family” to “work-life”: Broadening our conceptualization and measurement. *Journal of Vocational Behavior*, 82, 221-237.
- Huang, J. L., Curran, P. G., Keeney, J., **Poposki, E. M.**, & DeShon, R. P. (2012). Detecting and deterring insufficient effort responding to surveys. *Journal of Business and Psychology*, 27, 99-114.
- Hambrick, D. Z., Rench, T., **Poposki, E. M.**, Darowski, E. S., Roland, D., Bearden, R. M., Oswald, F. L., & Brou, R. (2011). The relationship between the ASVAB and multitasking in Navy sailors: A process-specific approach. *Military Psychology*, 365-380.
- Poposki, E. M.** (2011). The blame game: Exploring the nature and correlates of attributions following work-family conflict. *Group and Organization Management Special Edition: Attributions in Organizations*, 36, 499-525.
- Gibson, B., & **Poposki, E. M.** (2010). How the adoption of impression management goals alters impression formation. *Personality and Social Psychology Bulletin*, 36, 1543-1554.
- Poposki, E. M.**, & Oswald, F. L. (2010). The multitasking preference inventory: Toward an improved measure of individual polychronicity. *Human Performance*, 23, 247-264.
- Gibson, B., & **Oberlander, E. M.** (2008). Wanting to appear smart: Hypercriticism as an indirect impression-management strategy. *Self and Identity*, 7, 380-392.

EDITED BOOK CHAPTERS

- Poposki, E. M.**, & Oswald, F. L. (2013) Individual difference variables as predictors of error during multitasking performance. W. Arthur, E. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and Team Skill Decay*. New York, NY: Taylor & Francis.

MANUSCRIPTS UNDER REVIEW (titles blinded)

- Boyd, E. M.**, Sliter, M. T., & *Chatfield, S. (under review). Second job-holders' work-family conflict. R&R at *Community, Work & Family*.
- Boyd, E. M.**, *Seaton, G., *Crask, E., & *Woods, W. (under review). Segmentation-fit. Under review at *Journal of Career Development*.

Boyd, E. M., *Tomasik, R. E., *Jones, M. D., & Westring, A. F. (under review). It's All Relative: Social Comparison and Work-Family Conflict. Under review at *European Journal of Work and Organizational Psychology*.

CONFERENCE PRESENTATIONS

Chaired Sessions

Boyd, E. M. (2014). Socioeconomic Considerations in the Work-Family Interface. Symposium presented at the 29th annual Society for Industrial-Organizational Psychology (SIOP) Conference, Honolulu, HI.

Boyd, E. M., Anderson D., Lirio, P., & Kossek, E. E. (2012). Can Qualitative Research Help Fill Gaps in the Current Work-Life Literature? Roundtable presented at the 1st Work Family Researchers Network Conference, New York, NY.

Boyd, E. M. (2012). Using Qualitative Methods to Gain a Deeper Understanding of Work-family Phenomena. Symposium presented at the 27th annual Society for Industrial-Organizational Psychology (SIOP) Conference, San Diego, CA.

Poposki, E. M., (2011). Hell is other people: Exploring social influences on working parents. Session Chair. Symposium presented at the 26th annual Society for Industrial-Organizational Psychology (SIOP) Conference, Chicago, IL.

Westring, A. F., & **Poposki, E. M.** (2009). Work-life research in a social context. Session Co-chairs. Symposium presented at the 24th annual Society for Industrial-Organizational Psychology (SIOP) Conference, New Orleans, LA.

Oswald, F. L., & **Oberlander, E. M.** (2007). Adaptive skills and adaptive performance. Session Co-Chairs. Symposium presented at the 22nd Annual Society for Industrial-Organizational Psychology (SIOP) Conference, New York, NY.

Paper Presentations

Boyd, E. M., & Sliter, K. (2014). The Relationship between work-family conflict and BMI among low-wage workers. Paper to be presented at the 2nd Annual Work-Family Researchers Network Conference, New York, NY.

*Byrd, K., & **Boyd, E. M.,** (2014). Race and Low-Wage Workers' Work-Family Conflict. Paper presented at the 29th Annual Society for Industrial-Organizational Psychology (SIOP) Conference, Honolulu, HI.

Boyd, E. M. (2014). The Low-Wage Exemplar: Fast Food Jobs and Work Family Conflict. Paper to be presented at the 29th Annual Society for Industrial-Organizational Psychology (SIOP) Conference, Honolulu, HI.

Boyd, E. M., *Bradley, K. J., *Row, T. S., & *Crask, E. M. (2013). An Investigation of Factors Impacting Specialty Choice in Medical Students. Paper presented at the 28th annual conference of the Society for Industrial-Organizational Psychology, Houston, TX.

- *Bradley, K. J., & **Boyd, E. M.** (2013). Gender and Work-Family Conflict: The Moderating Role of Gender-Type. Paper presented at the 28th annual conference of the Society for Industrial-Organizational Psychology, Houston, TX.
- Boyd, E. M.** & Williams, J. (2013). Testing an Integrated Model of Leaky Pipeline Phenomenon in Academia. Paper presented at the 28th annual conference of the Society for Industrial-Organizational Psychology, Houston, TX.
- *Crask, E. M. & **Boyd, E. M.** (2012). Moving Beyond Work-Family: Establishing Domains Relevant to Work-Life Conflict. Paper presented at the 27th annual Society for Industrial-Organizational Psychology (SIOP) Conference, San Diego, CA.
- Huang, J. L., Curran, P. G., Keeney, J., **Poposki, E. M.**, & DeShon, R. P. (2011). Detecting insufficient effort responding to surveys: Convergent validity and psychometric impact. To be presented at the 2011 Academy of Management (AOM) Conference, San Antonio, TX.
- Poposki, E. M.** (2011). The blame game; Attributions and work-family conflict. Presented at the 26th annual Society for Industrial-Organizational Psychology (SIOP) Conference, Chicago, IL.
- Keeney, J., Sinha, R., **Poposki, E. M.**, Ryan, A., M., & Westring, A. J. (2009). An exploration of cognitive coping mechanisms following events of work-life conflict. Presented at the 2010 Academy of Management (AOM) Conference, Montreal, CA.
- Poposki, E. M.**, Sinha, R., Keeney, J., & Ryan, A. M., (2009). The relationship among occupational characteristics, work family interference, and personal and work outcomes. Paper presented at the 2009 Southern Management Association (SMA) Conference, Asheville, NC.
- Keeney, J., **Poposki, E. M.**, Sinha, R., & Ryan, A. M. (2009). Testing a model of work interference with multiple life domains. Paper presented at the 2009 Academy of Management (AOM) Conference, Chicago, IL.
- Poposki, E. M.**, & Westring, A. F. (2009). The role of social comparisons in perceptions of work-life interference. Paper presented at the 24th annual Society for Industrial-Organizational Psychology (SIOP) Conference, New Orleans, LA.
- Poposki, E. M.**, Oswald, F. L., & Chen, H. (2008). Development and validation of a new measure of polychronicity. Paper presented at the 2008 Academy of Management (AOM) Conference, Anaheim, CA.
- Huang, J., Curran, P., Fandre, J., **Poposki, E. M.**, Kuljanin, G. & DeShon, R. (2008). Detecting and deterring careless responding to online surveys. Paper presented at the 2008 Academy of Management (AOM) Conference, Anaheim, CA.

Rench, T., Oswald, F. L., & **Poposki, E. M.** (2008). Facet-level effects of conscientiousness in an adaptive multitasking environment. Paper presented at the 23rd Annual Society for Industrial-Organizational Psychology (SIOP) Conference, San Francisco, CA.

Poposki, E. M., & Oswald, F. L. (2007). Individual difference variables as predictors of error during multitasking performance. Paper presented at the Skill Decay Workshop, Air Force Research Laboratories Conference, Mesa AZ.

Poposki, E. M., & Oswald, F. L. (2007). Individual difference variables as predictors of error during multitasking. Paper presented at the 22nd Annual Society for Industrial-Organizational Psychology (SIOP) Conference, New York, NY.

Pachulicz, S., **Poposki, E. M.**, Oswald, F., Daniels, M., & Wong, W. (2007). Personality as a predictor of multitasking during high stress versus low stress. Paper presented at the 115th Annual American Psychological Association Conference (APA), San Francisco, CA.

Poster Presentations

*Chatfield, S. E., & **Boyd, E. M.** (2014). Managing Invisible Boundaries: How "Smart" is Smartphone Use in the Work and Home Domains? Poster to be presented at the 2nd Annual Work-Family Researchers Network Conference, New York, NY.

Boyd, E. M., Sliter, M. T., & *Chatfield, S. E., (2014). Double Trouble: Interrole Conflict and Outcomes for Second Job Holders. Poster to be presented at the 29th Annual Society for Industrial-Organizational Psychology (SIOP) Conference, Honolulu, HI.

*Laughman, C., **Boyd, E. M.**, & Rusbasan, D. (2014). Work-School Facilitation and Conflict in Relation to Organizational Outcomes. Poster to be presented at the 29th Annual Society for Industrial-Organizational Psychology (SIOP) Conference, Honolulu, HI.

Sliter, M. T., Carter, N, **Boyd, E. M.**, & *Yuan, Z. (2014). Snowball's chance in hell: The use of snowball sampling in organizational research. Poster to be presented at the 29th Annual Society for Industrial-Organizational Psychology (SIOP) Conference, Honolulu, HI.

Keeney, J., **Boyd, E. M.**, & Sinha, R. (2012). Occupational differences in work-nonwork role blurring. Poster presented at the 1st Work Family Researchers Network Conference, New York, NY.

*Seaton, G., **Boyd, E. M.**, *Woods, W., & *Crask, E. M. (2012). Does it Matter What You Prefer? Fit between Preferred and Actual Segmentation and Work Family Conflict. Poster presented at the 27th Annual Society for Industrial-Organizational Psychology (SIOP) Conference, San Diego, CA.

Poposki, E. M. (2010). The need for integrated models of work-family conflict antecedents. Poster presented at the 25th Annual Society for Industrial- Organizational Psychology (SIOP) Conference, Atlanta, GA.

Poposki, E. M., Westring, A. F., Keeney, J., Sinha, R., & Ryan, A. M. (2009). Frequency of social comparison as a predictor of work-family interference. Poster presented at the 2010 Society for Personality and Social Psychology (SPSP) Conference, Las Vegas, NV.

Poposki, E. M., Oswald, F. L., & Chen, H. (2008). Neuroticism negatively affects multitasking performance through state anxiety. Poster presented at the 2008 Association for Psychological Science (APS) Conference, Chicago, IL.

RESEARCH FUNDING

Paydar, N. (PI), **Boyd, E. M.** (Co-I) (under review). ADVANCE IUPUI: Increasing Gender Diversity through Institutional Accountability and Leadership. NSF (costs = \$4,465,477; proposed start 7/1/14).

Salyers, M. P. (PI) **Boyd, E. M.** (Co-I) (2013, funded). The impact of burnout on patient-centered care: A comparative effectiveness trial in mental health. PCORI (costs = \$1,506,292; period = 10/1/13-10/1/16)

Boyd, E. M. (PI), Shockley, K. (PI), & *Woods, W. (Co-I). (2013, funded). Patterns of attribution for work-family conflict and their relation to negative outcomes. SIOP (costs = \$7500; period = 2/1/13-2/1/14).

Boyd, E. M. (mentee) (2013, funded). Enhanced Mentoring Program with Opportunities for Ways to Excel in Research (EMPOWER), Office of the Vice Chancellor for Research, IUPUI (costs = \$5000, period = 9/1/12-9/1/13).

Boyd, E. M. (PI) (2012, funded). An initial exploration of work-family conflict in low-wage workers. RSFG Grant Award from the Office of the Vice Chancellor for Research, IUPUI (costs = \$12,235; period = 7/1/12-7/1/13).

Poposki, E. M. (PI) (2011, funded). A preliminary investigation of factors impacting specialty choice in medical students. DRIVE Grant Award from the Office of the Vice Chancellor for Research, IUPUI (costs = \$7998; period = 7/1/11-7/1/12).

AWARDS AND HONORS

Early Career Work-Family Scholars Program	2011
King-Chavez-Parks Future Faculty Fellowship (\$35,000)	Fall 2009
Medical College Admissions Test (\$6,000) Graduate Student Research Program	Summer 2008

TEACHING AND MENTORING

Graduate Courses Taught

Research Methods in Psychology, Instructor

Indiana University-Purdue University Indianapolis, Spring 2014

Measurement Theory and Data Interpretation, Instructor

Indiana University-Purdue University Indianapolis, Fall 2012 and Fall 2013

Organizational Psychology, Instructor

Indiana University-Purdue University Indianapolis, Spring 2011 (4.21/5.0) and Spring 2012

Undergraduate Courses Taught

Introduction to I/O Psychology, Instructor

Indiana University – Purdue University Indianapolis, Fall 2010 (4.67/5.0), Fall 2011 (4.75/5.0), and Spring 2014

Introductory Lab in Psychology, Instructor

Indiana University – Purdue University Indianapolis, Fall 2011 (4.43/5.0)

Industrial and Organizational Psychology, Instructor

Michigan State University, Spring 2009 (4.46/5.0)

Research Design and Measurement in Psychological Research, Instructor

Michigan State University, Summer 2006(4.64/5.0) and Summer 2009 (4.6/5.0)

Research Design and Measurement in Psychological Research, Teaching Assistant

Michigan State University, Fall 2005 (3.83/5.0) and Spring 2006 (ratings not available)

Graduate Thesis Committees: Chair

Erin Crask, IUPUI, completed
Kyle Bradley, IUPUI, completed
Sarah Chatfield, IUPUI, completed
Whitney Woods, IUPUI, in progress
Rachel Tomasik, IUPUI, in progress
Courtney Laughman, IUPUI, in progress

Graduate Thesis Committees: Member

Ruthie Firmin, IUPUI, completed
Aron Kale, IUPUI, completed
Paige Coulter-Kern, IUPUI, completed
Ryan Drew, IUPUI, completed
Preston Bennett, IUPUI, in progress
Ryan Drew, IUPUI, completed
Paige Coulter-Kern, IUPUI, completed
Jon Lui, IUPUI, in progress
Megan Odom, IUPUI, completed
Tracy Row, IUPUI, in progress

BUSINESS EXPERIENCE/CONSULTING

Great Lakes Industry, Inc.

Fall 2007-Fall 2008

- Worked as an independent consultant on various organizational projects such as training development and employee involvement

Mid-Michigan Red Cross Chapter Food Distribution Center

Spring 2007

- Worked as a member of a small team to conduct an investigation of recruiting and selection procedures
- Provided recommendations and implementation suggestions for recruiting and selection improvements

Construction Management Group

Winter 2006

- Created a safety manual for the corporation, covering all aspects of safety and health and following local MIOSHA standards, to be used at all company job sites

PROFESSIONAL SERVICE

Reviewer

Ad hoc reviewer, *Group and Organization Management, Organizational Behavior and Human Decision Processes, Journal of Managerial Psychology, Human Performance, European Journal of Work and Organizational Psychology*

Reviewer, Organizational Behavior Division, Academy of Management Conference

Reviewer, Society for Industrial Organizational Psychology Conference

Editorial Board, Journal of Vocational Behavior (JVB), 2012-present

Junior Faculty Consortium Chair, SIOP, 2012-2013

UNIVERSITY SERVICE

Fringe Benefits Committee, IUPUI, 2011-2014

General Studies Faculty Advisory Council, IUPUI, 2012-2014

Psychology Subject Pool Chair, Psychology Department, IUPUI, 2010-2014

Industrial/Organizational Faculty Position Search Committee, Psychology Department, 2012

Student Committee Faculty Liaison, I/O Program, IUPUI, 2010-2014

PROFESSIONAL AFFILIATIONS

Work Family Researchers Network (WFRN) Sponsoring Member

Society for Industrial and Organizational Psychology (SIOP)

American Psychological Association (APA)

Academy of Management (AOM)

Psi Chi, National Honor Society in Psychology

Revised 6/16/14