

Malissa A. Clark

Curriculum Vitae

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EDUCATION AND DEGREES

Ph.D.
(anticip. April, 2010) Wayne State University, Detroit, MI
Major: Industrial/Organizational Psychology, Minor: Statistics
Dissertation Title: 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

RESEARCH AND TEACHING INTERESTS

Research Interests

My program of research focuses on 1) work-family issues and 2) how affect and emotions influence organizational behavior. Within the area of affect/emotions and organizational behavior, I am interested in how an individual's mood influences various workplace factors such as work-family conflict, counterproductive work behaviors, and performance ratings. Furthermore, I am interested in examining empathy in relation to organizational behavior.

Teaching Interests

I would be happy to teach undergraduate or graduate classes in Industrial/Organizational Psychology, Introductory Psychology, Social and Personality Psychology, Motivation, Leadership, Research Methods/Statistics, as well as a variety of special topics seminars (e.g., employee attitudes and emotions, work-family, counterproductive work behaviors).

AWARDS AND GRANTS

Grants

The Eleanore and Mel Ravitz Integrity in Public Service and Corporate Life Research Grant, \$1500, Summer, 2008.

Awards and Honors

Top Rated Poster Award, Society for Industrial and Organizational Psychology Conference, 2009.

REFEREED PUBLICATIONS

- 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.
- Resick, C. J., Mitchelson, J. K., Dickson, M. W., Allison, L., & **Clark, M. A.** (in press). Team Composition, Cognition, and Effectiveness: Examining Mental Model Similarity and Accuracy. *Group Dynamics*.

BOOK CHAPTERS

- Baltes, B. B., **Clark, M.**, & Chakrabarti, M. (in press). Work-life balance, In A. Lingley, S. Harrington, & N. Page (Eds.), *Handbook of Positive Psychology and Work*. New York, NY: Oxford University Press.
- Baltes, B. B., & **Clark, M. A.** (in press). Achieving Work-Family Balance Requires Individual and Organizational Strategies. In E.A. Locke (Ed.), *The Blackwell Handbook of Principles of Organizational Behavior Blackwell Publishers*, 2nd ed. Oxford, UK/Maiden MA, USA.
- Michel, J. S., & **Clark, M. A.** (under contract). Personality and Work-Life Integration. In S. Kaiser, M. Ringlsetter, M. Pina e Cunha, & D. R. Eikhof (Eds.), *Creating balance?! International Perspectives on the Work-Life Integration of Professionals*. Berlin: Springer Publications.
- Dickson, M., Kwantes, C., & **Clark, M. A.** (under contract). National Culture and Organizational Culture in Project GLOBE. In N. M. Ashkanasy, C. P. M. Wilderon, & M. F. Peterson (Eds.), *Handbook of Organizational Culture and Climate*, 2nd Edition. Thousand Oaks, CA: Sage Publications.

MANUSCRIPTS UNDER REVIEW

- Clark, M. A.**, & LeBreton, J. M. (invited revise and resubmit). Taking another's perspective and feeling what others feel: The role of empathy in organizational behavior. Manuscript under review at *Journal of Applied Psychology*.
- Clark, M. A.**, Lelchook, A. M., & Taylor, M. L. (invited revise and resubmit). Beyond the Big Five: How Narcissism, Perfectionism, and Dispositional Affect relate to Workaholism. Manuscript under review at *Personality and Individual Differences*.

- Clark, M. A.**, Pui, S. Y., Allison, L. K., Zhdanova, L., & Baltes, B. B. (under review). Workaholism: A critical examination of construct measurement. Manuscript under review at *Educational and Psychological Measurement*.
- Michel, J. S., Young, L. M., Mitchelson, J. K., **Clark, M. A.**, & Baltes, B. B. (invited fourth revise and resubmit). Antecedents of work-family conflict: A meta-analytical review. Manuscript under review at *Journal of Organizational Behavior*.
- Baltes, B. B., Zhdanova, L., Rudolph, C. W., **Clark, M. A.**, & Bal, A. (invited revise and resubmit). What a difference a week makes: Testing the temporal limits of a Structured Free Recall Intervention for the reducing the effects of weight-based bias on performance ratings. Manuscript under review at *Journal of Applied Psychology*.
- Berry, C. M., **Clark, M. A.**, & McClure, T. (under review). Black-White Differences in the Criterion-related Validity of Cognitive Ability Tests: A Qualitative and Quantitative Review. Manuscript under review at *Journal of Applied Psychology*.
- Baltes, B. B., Zhdanova, L. S., & **Clark, M. A.** (invited revise and resubmit). An Examination of the Individual and Environmental Antecedents of Selection, Optimization, Compensation (SOC) Strategies. Manuscript under review at *Journal of Business and Psychology*.

PUBLISHED THESIS

- Clark, M. A.** (2008). *Cognitive and affective empathy: Exploring the differential effects of empathy components on work-family conflict and emotional labor*. Germany: VDM Verlag.

PRESENTATIONS

- 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 to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Lelchook, A., **Clark, M. A.**, & Berry, C. M. (2009, April). A meta-analytic update of the absenteeism-turnover relationship. Interactive poster to be 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 to be 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 to be 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 to be 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 to be 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. In J. Farr and A. R. Schwall (Co-chairs), Identifying determinants of age-related change: Looking beyond chronological age. Symposium held at 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, Los Angeles, CA.

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

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.

SELECTED MANUSCRIPTS IN PREPARATION

Clark, M. A., Shantz, C. W., Baltes, B. B., Resick, C. J., & Randall, K. R. (manuscript in preparation). Socialization, Person-Environment Fit, and Job Satisfaction.

Clark, M. A., & Bal, A. (data collection in progress). A qualitative analysis of coping strategies to deal with job and family stress.

Clark, M. A., Rudolph, C. W., Zhdanova, L. S., & Baltes, B. B. (data analysis in progress). An integrative model of work-family facilitation and work-family conflict.

Clark, M. A., Bal, A., Zhdanova, L. S., & Baltes, B. B. (data collection in progress). Examining the interaction of mood and stereotypes on performance evaluations.

TEACHING EXPERIENCE AND RESEARCH SUPERVISION

Teaching Experience

Teaching Assistant

- Master's Program in Industrial/Organizational Psychology, Fall 2009/Winter 2010
-Duties including assisting all I/O Master's Program faculty in a variety of tasks, such as preparing lectures/exams, substitute teaching as needed, and grading.

Independent Instructor

- Personality Psychology, Summer 2009
- Elements of Psychology, Spring/Summer 2008
- Staffing & Performance Evaluation, Winter 2008 (Oakland University)
- Statistical Methods in Psychology, Fall 2007
- Psychology and the Workplace, Fall 2006; Spring 2006, 2007; Winter 2007
- Social Psychology, Spring 2005

Laboratory Instructor

- Statistical Methods in Psychology, Fall 2005; Winter 2006
- Introduction to Psychology, Fall 2004; Winter 2005

Research Supervision

Supervision of directed studies: Jessica Jiles (honors; 2007), Marcie Taylor (2007), Brandy Brantley (2008), Angela Tomaszycycki (2009).

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

Conference Proceeding Submission Supervision: Marcie Taylor (2007, November). Personality and workaholism. Paper presented at the Wayne State University Undergraduate Research Conference, Detroit, MI.

PROFESSIONAL EXPERIENCE

Applied Experience

Computer Sciences Corporation, Winter, 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, Winter, 2008

Completed a thorough review of the academic and popular literature to compile a comprehensive summary of women in leadership and gender differences in leadership develop. Along with one other graduate student, prepared a comprehensive white paper and presented findings to the Inforum board members in May 2008.

American Society of Employers, 2007-2008

Completed 25 hours of training in how to administer and score a variety of assessment exercises ranging from leaderless group discussions to in-basket and employee coaching scenarios.

St. Mary's Hospital, Winter, 2007

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

Lillian Vernon Corporation, Summer, 2006

Created a web-based performance evaluation questionnaire using Remark software to be used in place of the company's current paper-and-pencil version of the questionnaire.

Spherion Corporation, Summer, 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, Summer & Fall, 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, Fall, 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.

Research Experience

Graduate Research Assistant for Dr. Christopher M. Berry, Wayne State University, Detroit, MI, 2008-2009 academic year

Duties include providing research assistance on various academic projects as needed.

Graduate Research Assistant for Dr. Boris B. Baltes, Wayne State University, Detroit, MI, 2007-2008 academic year

In charge of running Boris Baltes' research lab, which consisted of 15 graduate and undergraduate students. Created and maintained lab schedule, trained all lab personnel on data collection protocol, coordinated all data collection and data entry for lab studies, responded to participant questions/concerns, redesigned and maintained lab website.

Professional Service

I/O Graduate Student Representative- Elected by graduate student body (2008-2009)

President- Psychology Department's Graduate Student Organization (2008-2009)

Faculty Representative- Psychology Department's Graduate Student Organization (2007-2008)

Michigan Association of Industrial/Organizational Psychologists (MAIOP) Student

Member-at-Large- Elected by membership three consecutive years: (2006, 2007, & 2008)

Coordinator- MAIOP's Student Paper Competition (2007 & 2008)

Designed and coordinated printing of a new brochure for the Applied Psychology and Organizational Research Group (APORG)

Mentor for first-year graduate students

Member- I/O Brown bag committee 2005-2007

Professional Activities and Affiliations

Ad hoc reviewer: *Applied Psychology: An International Review*

Ad hoc reviewer: *Journal of Organizational Behavior*

Affiliations

Academy of Management

American Psychological Association

Society of Industrial and Organizational Psychology

REFERENCES

Boris B. Baltes, Ph.D.
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Associate Professor, Psychology Department, Wayne State University
Mailing Address: 5057 Woodward Ave., 8th floor, Detroit, MI 48202
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James M. LeBreton, Ph.D.
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Stéphane Côté, Ph.D.
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