

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 (Fellow)
Society for Industrial-Organizational Psychology (Fellow)
Society for Occupational Health Psychology (Founding Member; President 2008-2009)
Society for Total Worker Health (Founding Member)

Editor Positions

Founding Editor-in-Chief - *Occupational Health Science* (2016-Present)
Associate Editor - *Journal of Business and Psychology* (2015-2023)
Guest Editor - *Journal of Business and Psychology* (2014-2015)
Guest Editor – *Journal of Occupational Health Psychology* (2018-2019)

Editorial Board Memberships

Accident Analysis and Prevention (2012-2015)
Group and Organization Management (2020-Present)

Journal of Applied Psychology (2016-2023)
Journal of Business and Psychology (2012-2014; 2023-Present)
Journal of Occupational Health Psychology (2005-Present)
Journal of Occupational and Organizational Psychology (2012-2021)
Journal of Organizational Behavior (2007-2016)
Journal of Management (2008-2017)

Honors, Awards, Invited Addresses

1. Clemson Libraries Undergraduate Research Award (2nd place) for Watson, G. P., Pool, M. J., Bardell, C., Haley, D., Hammond, E., Icard, G., Mattison, E., Patterson, J., Quast, K., Ricottilli, M., Strinsky, C., Tellur, S., & Sinclair, R. R. (2023, April). What is Well-Being? A Systematic Review., *Poster presentation at the 6th Annual Clemson University Student Research Forum*, Clemson, SC.
2. Department of Psychology Outstanding Contribution to the Literature award for: Sinclair, R.R., Allen, T., Barber, L. Bergman, M., Britt, T. Butler, A., Ford, M., Hammer, L., Kath, L. Probst, T. M., & Yuan, Z. (2020) Occupational Health Science in the time of COVID-19: Now more than ever. Editorial/Commentary for *Occupational Health Science*, 4, 1-22.
3. Keynote Speaker (November, 2022). Economic Stress and Occupational Health. 69th Annual Conference of the Puerto Rico Psychological Association, Ponce, Puerto Rico.
4. Group & Organization Management (2022). Best Conceptual Paper for 2021. For Watson, G. P., Kistler, L.D., Graham, B. A., & Sinclair, R. R. (2021). Looking at the gig picture: Defining gig work and explaining profile differences in gig workers' job demands and resources. *Group and Organization Management*, 46, 327-361.
5. Invited Address (December, 2021). Economic Stress. 8th International Conference of Stress, Performance and Health. *International Stress Management Association*. (Virtual).
6. Clemson University College of Behavioral, Health, and Social Sciences Award of Excellence for Research: Senior Scholar (2021).
7. Invited address (October, 2020). The role of organizational climate in creating a safe and healthy work environment. 16th Annual River Cities Industrial Organizational Psychology Conference. (virtual).
8. Department of Psychology Outstanding Contribution to the Literature award for: Cheung, J. H., Burns, D., Sinclair, R. R., & Sliter, M. (2017). Amazon Mechanical Turk in organizational psychology: An evaluation and practical recommendations. *Journal of Business and Psychology*, 32, 347-361.
9. College of Behavioral, Health, and Social Sciences 2019 Outstanding Journal Publication Recognition for: Cheung, J. H., Burns, D., Sinclair, R. R., & Sliter, M. (2017). Amazon Mechanical Turk in organizational psychology: An evaluation and practical recommendations. *Journal of Business and Psychology*, 32, 347-361.
10. Journal of Business and Psychology 2017 Editor's Commendation Award. For: Cheung, J. H., Burns, D., Sinclair, R. R., & Sliter, M. (2017). Amazon Mechanical Turk in organizational psychology: An evaluation and practical recommendations. *Journal of Business and Psychology*, 32, 347-361.
11. Department of Psychology 2016 Outstanding Faculty Publication. For Britt, T. W., Shen, W., Sinclair, R. R., Grossman, M., & Klieger, D. (2016). How much do we really know about resilience in organizational settings? *Industrial-Organizational Psychology: Perspectives on Science and Practice (Focal Article)*, 9, 378-404.
12. Invited Keynote Address (September, 2016). Promoting positive work experiences in nursing: Models and evidence. *Annual Conference of the Association for Occupational Health Professionals in Healthcare*. Myrtle Beach, SC.
13. Invited Address (April, 2016). Occupational Health Psychology. *Third Occupational Health Psychology Symposium Work and Health in Uncertain Times: Economic Stressors, Psychosocial Risks and Resilience*. University of Puerto Rico at Rio Piedras (Virtual).

14. First Place, Poster Competition, *2016 SPSP Happiness and Well-Being Preconference for Society for Personality and Social Psychology*. Starkey, A. R., Mohr, C. D., & Sinclair, R. R. (2016, January). Weekly sleep quality and gratitude expressions for acute care nurses: The mediating role of satisfaction with patient care.
15. Invited Address. (July 2015). Creating a climate for health. *4th Annual Occupational Health Psychology Summer Institute*. CN Centre for Occupational Health and Safety, Halifax, CA.
16. Fellow. *American Psychological Association*. Inducted at Annual Conference of the American Psychological Association (August, 2014). Washington, DC.
17. *College of Business and Behavioral Science Distinguished Accomplishment Award*. (August 2014). Clemson, SC.
18. *Clemson University Graduate Student Excellence in Mentorship Award* (August 2014). Clemson, SC.
19. Invited Address (July, 2014). *Economic stress: A primer for occupational health researchers*. *3rd Annual Occupational Health Psychology Summer Institute*. Portland State University, Portland, OR.
20. Fellow. *Society for Industrial-Organizational Psychology*. Inducted at Annual Conference of the Society for Industrial-Organizational Psychology (May 2014). Honolulu, HI.
21. *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.
22. Keynote Speaker (October, 2010). The economic context of occupational health psychology. *Eighth annual River Cities Industrial Organizational Psychology Conference*. Chattanooga, TN.
23. 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.
24. Keynote Speaker (March, 2010). Money, models, and mental health: Implications of economic stress for Occupational Health Psychology. *9th Conference of the European Association for Occupational Health Psychology*. Rome, Italy.
25. Keynote Speaker (October, 2009). Promoting positive work experiences in nursing: Models, outcomes, and interventions. *XIth European Conference on Organizational Psychology and Human Service Work: New challenges and interventions in human services*. Sinclair, R. R.. ISCTE, Lisbon, Portugal.
26. Nominee. 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.
27. *Portland State University Scholarship of Teaching & Learning with Technology Award* for Sinclair, R. R. (2003). PsychWeb: On-line resources to promote learning in psychology.
28. *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.
29. 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

1. Leka, S., & Sinclair, R. R. (Eds.) (2014). *Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice* (Volume 3). Chichester: Wiley-Blackwell. ISBN: 978-1-118-71390-7
2. Sinclair, R. R., & Britt, T. W. (Eds.) (2013). *Building Psychological Resilience in Military Personnel: Theory and Practice*. Washington DC: American Psychological Association. ISBN: 978-1-4338-1331-3
3. 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. ISBN-13: 978-0415879323
4. Houdmont, J., Leka, S., & Sinclair, R. R. (Eds.) (2012). *Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice* (Volume 2). Chichester: Wiley-Blackwell. ISBN: 978-0-470-68265-4

Journal Articles

1. Graham, B. A., Sears, L., Cheung, J., Chodavarapu, S., Sinclair, R. R. (Accepted). Money on my mind: Financial stress and the role of hardiness. *Journal of Financial Counseling and Planning*.
2. Riviere, L., Sinclair, R. R., & Graham, B. A. (Accepted). Financial hardship, positive financial behavior, and behavioral health outcomes among U.S. Soldiers. *Journal of Military, Veteran, and Family Health*.
3. Sinclair, R. R., Graham, B.A., & Probst, T. M. (In press). Economic stress and occupational health. *Annual Review of Organizational Psychology and Organizational Behavior*.
4. Graham, B. A., Sinclair, R. R., & Sliter, M. (In press). Job insecurity and health and well-being: What happens when you really need or love your job? *Economic and Industrial Democracy*.
5. Fulmer, C. B., & Sinclair, R. R. (In press). Burnout among Pastors in relation to congregation member and church organization outcomes. *Review of Religious Research*.
6. Black, K. J., Sinclair, R. R., Graham, B. A., Sawhney, G., & Munc, A. (In press). The weight of debt: Relationships between debt, income, and employee experiences. *Journal of Business and Psychology*. 10.1007/s10869-022-09867-3
7. Riviere, L. & Sinclair, R. R. (In press). Validity and reliability estimation of the Brief Marital Screening Tool. *Contemporary Family Therapy*.
8. Sinclair, R. R., Sawhney, G., Jones, K. O., Pittman, M. A., Watson, G.P., & Bittner, M. (2023). Resilience-related resources predict physicians' fatigue, job search behavior and productivity outcomes. *Journal of Occupational and Environmental Medicine*, 65, 292-299.
9. Watson, G. P., & Sinclair, R. R. (2023). Getting crafty: Examining social resource crafting's relationship with work engagement and social support. *Stress and Health*, 39, 588-599.
10. Bergman, M., Gaskins, V. A., Allen, T., Cheung, H. K., Hebl, M., King, E. B., Sinclair, R. R., Suita, R., Wolfe, C., & Zelin, A. I. (2023). The Dobbs Decision and the future of occupational health in the US. Editorial/Commentary for *Occupational Health Science*, 7, 1-37.
11. Sawhney, G., Delongchamp, A., Sinclair, R. R., Britt, T. W. (2023). Daily expression of workaholism and family outcomes: The buffering and magnifying effects of economic resources. *Stress and Health*, 39, 74-86.
12. Klinefelter, Z., Sinclair, R. R., Britt, T., Sawhney, G., Black, K., & Munc, A. (2021). Psychosocial safety climate and stigma: Reporting stress-related concerns at work. *Stress and Health*, 37, 488-503.
13. Watson, G. P., Kistler, L.D., Graham, B. A., & Sinclair, R. R. (2021). Looking at the gig picture: Defining gig work and explaining profile differences in gig workers' job demands and resources. *Group and Organization Management*, 46, 327-361.
14. Sawhney, G., Britt, T. W., Sinclair, R. R., Mohr, C. D, & Wilson, C. A. (2020). Is commitment to one's profession always a good thing? Exploring the moderating role of occupational commitment in the association between work events and occupational health. *Journal of Career Assessment*, 28, 551-570.

15. Sinclair, R. R., Probst, T. M., Watson, G. P., Bazzoli, A. (2020). Caught between Scylla and Charybdis: How economic stressors and occupational risk factors influence workers' occupational health reactions to COVID-19. *Applied Psychology an International Review*, 70, 85-119. (Invited paper for special COVID-19 issue).
16. Sinclair, R.R., Allen, T., Barber, L. Bergman, M., Britt, T. Butler, A., Ford, M., Hammer, L., Kath, L. Probst, T. M., & Yuan, Z. (2020) Occupational Health Science in the time of COVID-19: Now more than ever. Editorial/Commentary for *Occupational Health Science*, 4, 1-22. <https://doi.org/10.1007/s41542-020-00064-3>.
17. Schwatka, N.V., Sinclair, R. R., Fan, W., Dally, M., Shore, E., Brown, C., Tenney, L., & Newman, L.S. (2020). How does organizational climate motivate employee safe and healthy behavior in small businesses? A Self Determination Theory perspective. *Journal of Environmental and Occupational Medicine*, 62, 350-358.
18. Root, C., DeVol, T., Sinclair, R. R., & Martinez, N. E. (2020). A mixed methods approach for improving radiation safety culture in open-source university laboratories. *Health Physics*, 118, 427-437.
19. Sinclair, R. R., Paulson, A. L., & Riviere, L. A. (2019). The resilient spouse: Understanding factors associated with dispositional resilience among military spouses. *Military Behavioral Health*, 7, 376-390.
20. Starkey, A., Cadiz, D., Mohr, C. D., & Sinclair, R. R. (2019). Gratitude reception and health: Examining the mediating role of satisfaction with patient care in a sample of acute care nurses. *Journal of Positive Psychology*, 14, 779-788.
21. Lee, J., Sinclair, R. R., Huang, E., Cheung, J. (2019). Outcomes of safety climate in trucking: A longitudinal framework. *Journal of Business and Psychology*, 34, 865-878.
22. Baranik, L. E., Cheung, J. H., Sinclair, R. R., Lance, C. E. (2019). What happens when employees are furloughed? A resource loss perspective. *Journal of Career Development*, 46, 381-394.
23. Jennings Black, K., Sinclair, R. R., Munc, A., & Cheung, J. (2019). Stigma at work: The psychological costs and benefits of the pressure to work safety. *Journal of Safety Research*, 70, 181-191.
24. Yuan, Z., Baranik, L. E., & Sinclair, R. R. (2019). Let's talk about death at work. *Harvard Business Review*, online only. <https://hbr.org/2019/06/what-happens-when-were-reminded-of-death-at-work>
25. Yuan, Z., Baranik, L. E., Sinclair, R. R., Sliter, M. T., Rand, K. L., & Salyers, M. P. (2019). *Memento mori*: The development and validation of the Death Reflection Scale. *Journal of Organizational Behavior*, 40, 417-433.
26. Sawhney, G., Sinclair, R. R., Cox, A. R., Munc, A. H., Sliter, M. T., (2018). One climate or many: Examining the structural distinctiveness of safety, health, and stress prevention climate measures. *Journal of Occupational and Environmental Medicine*, 60, 1015-1025.
27. Yang, L. Q., Sliter, M. T., Cheung, J. H., Sinclair, R. R., & Mohr, C.D. (2018). The dark side of helping: Does returning the favor from coworkers hurt employee work engagement? *Journal of Business and Psychology*, 33, 741-760.
28. Probst, T. M., Sinclair, R. R., Sears, L. E., Gailey, N., Jennings-Black, K., & Cheung, J. H. (2018). Economic stress and well-being: Does population health context matter? *Journal of Applied Psychology*, 103, 959-979.
29. Huang, E. H., Sinclair, R. R., Lee, J., McFadden, A., Cheung, J. H., & Murphy, L. A. (2018). Does talking the talk matter? Effects of supervisor safety communication and safety climate on long-haul truckers' safety performance. *Accident Analysis and Prevention*, 117, 357-367.
30. Wright, K. M., Foran, H. M., Eckford, R., & Sinclair, R. R. (2017). Child mental health symptoms following parental deployment. The impact of parental posttraumatic stress disorder symptoms, marital distress, and general aggression. *Sage OPEN*, 7, 1-10.
31. Sinclair, R. R. (2017). Inaugural editorial: Help on the way. *Occupational Health Science*, 1, 1-10.
32. Cheung, J. H., Burns, D., Sinclair, R. R., & Sliter, M. (2017). Amazon Mechanical Turk in organizational

- psychology: An evaluation and practical recommendations. *Journal of Business and Psychology*, 32, 347-361.
33. Switzer, F. S., Cheung, J. H., Burns, D. K., Sinclair, R. R., Roth, P., McCubbin, J., & Tyler, P. (2017). Carrots, not sticks: Adverse impact and wellness programs. *Journal of Occupational and Environmental Medicine*, 59, 250-255.
 34. Sinclair, R. R., & Cheung, J. H. (2016). Money matters: Recommendations for financial stress research in occupational health psychology. *Invited contribution to Stress & Health*, 32, 181-193.
 35. Jones, M. D., Sliter, M., & Sinclair, R. R. (2016). Overload and cutbacks and freezes, Oh my! The relative effects of recession-related stressors on employee outcomes. *Stress & Health*, 32, 629-635.
 36. Sinclair, R. R., Sliter, M., & Mohr, C. D. (2016). Burnout and work engagement in nurses: Reply to Bianchi. *Research in Nursing and Health*, 39, 12-14.
 37. Britt, T. W., Shen, W., Sinclair, R. R., Grossman, M., & Klieger, D. (2016). How much do we really know about resilience in organizational settings? *Industrial-Organizational Psychology: Perspectives on Science and Practice (Focal Article)*, 9, 378-404.
 38. Jennings, K., Sinclair, R. R., & Mohr, C. D. (2016). Who benefits from family support? Work schedule and family differences. *Journal of Occupational Health Psychology*, 21, 51-64.
 39. Cheung, J. H., Sinclair, R. R., Shi, J., Wang, M., (2015). Do job demands of Chinese manufacturing employees predict positive or negative outcomes? A test of competing hypotheses. *Stress and Health*, 31, 432-442.
 40. Sinclair, R. R., Sliter, M., Mohr, C. D., Sears, L. E., Deese, M. N., Wright, R., R., Cadiz, D., & Jacobs, L. (2015). 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*, 38, 475-491.
 41. Wright, R. R., Mohr, C. D., Sinclair, R. R., & Yang, L-Q. (2015). Sometimes less is more: Directed coping with interpersonal stressors at work. *Journal of Organizational Behavior*, 36, 786-805.
 42. Sinclair, R. R., Cheung, J. H., Arpin, S. N., & Mohr, C. D. (2015). Personal benefits of strong community ties: Health, engagement, and retention. *Journal of Community Psychology*, 43, 778-793.
 43. Baughman, B. C., Basso, M. R., Sinclair, R. R., Combs, D. R., & Roper, B. L. (2015). Staying on the job: The relationship between work performance and cognition in individuals diagnosed with Multiple Sclerosis. *Journal of Experimental and Clinical Neuropsychology*, 37, 630-640.
 44. Sliter, K. A., Sinclair, R. R., Cheung, J. H., & McFadden, A. C., (2014). Initial evidence for the buffering effect of physical activity on the relationship between workplace stressors and individual outcomes. *International Journal of Stress Management*, 21, 348-360.
 45. Sliter, M., Boyd, L., Sinclair, R. R., Cheung, J. H., & McFadden, A. (2014). Inching toward inclusiveness: Diversity climate, interpersonal conflict and well-being in women nurses. *Sex Roles*, 71, 43-54.
 46. McGurk, D., Sinclair, R. R., Thomas, J., Merrill, J., Bliese, P., & Castro, C. A. (2014). Destructive and supportive leadership in *Extremis*: Relationships with post-traumatic stress during combat deployments. *Military Behavioral Health*, 2, 240-256.
 47. 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.
 48. 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.
 49. 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.

50. Martin, J. E., Sinclair, R. R., Lelchook, 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.
51. 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.
52. 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.
53. 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.
54. 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.
55. 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.
56. 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.
57. 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.
58. 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.
59. 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.
60. 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.
61. 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.
62. 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.
63. 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.
64. Martin, J. E., & Sinclair, R. R. (2001). A multiple motive perspective on strike propensities. *Journal of Organizational Behavior*, 22, 387-407.
65. 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.
66. 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.
67. 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.

68. 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.
69. Hogan, R. T., & Sinclair, R. R. (1997). For love or money? Character and consulting. *Consulting Psychology Journal: Practice and Research, 49*, 256-267.
70. 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.
71. 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.
72. 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.
73. 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.
74. 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.

Peer Reviewed Conference Proceedings

1. Martin, J. E., Sinclair, R. R., Lelchook, 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 202*
2. 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

1. Michel, J., Sawhney, G., Watson, G. P., & Sinclair, R. R. (Forthcoming). Crowdsourcing: A modern tool for robust research sampling. In N. Bowling, M. K. Shoss, & Z. Zhou (Eds). *How to Conduct and Publish High-Quality Research in Industrial-Organizational Psychology*. Edward Elgar Publishing Ltd.
2. Sinclair, R. R., Graham, B. A., Probst, T. M., & Gorgens, G. (Forthcoming). Socioeconomic Status, Economic Stress, and Workplace Outcomes. In J.B. Olson-Buchanan, J. B. Scott, & L. L. Foster (Eds). *Sustainable Development through the World of Work. Translating Insights from Organizational Psychology*.
3. Sinclair, R. R., Graham, B. A., & Probst, T.M. (Forthcoming). Economic stress and occupational health. In M. Bal (Ed.). *Encyclopedia of Organizational Psychology*. Edward Elgar Publishing Ltd.
4. Sinclair, R. R., Britt, T. W., & Watson, G. P. (2023). Psychological well-being and occupational health: Caught in the quicksand or standing on a firm foundation? In. L. E. Tetrick, Fisher, G. G., Ford, M. T., & Quick, J. C. (Eds.) *Handbook of Occupational Health Psychology* (3rd ed.). American Psychological Association
5. Sinclair, R. R., Graham, B. A., Kistler, L., Pool, M., Sperry, D., & Watson, G. P. (2023). Healthy Careers: An occupational health psychology perspective. In W. B. Walsh, L. Y. Flores, P. J. Hartung, & F. T. L. Leong (Eds.). *Career Psychology: Models, Concepts, and Counseling for Meaningful Employment* (pp. 535-559). American Psychological Association. <https://doi.org/10.1037/0000339-028>
6. Sinclair, R. R., & Watson, G. P. (2022). Occupational Health Psychology. In R. A. R. Gurung (Ed.) *Routledge Handbook of Psychology in the Real World*. New York: Routledge. <https://doi.org/10.4324/9780367198459-REPRW204-1>
7. Sinclair, R. R., Johnson, E., & Watson, G. P. (2022). Economic Stress and Occupational Health Psychology. In R. A. R. Gurung (Ed.) *Routledge Handbook of Psychology in the Real World*. New York: Routledge. <https://doi.org/10.4324/9780367198459-REPRW205-1>
8. Tetrick, L. E., Sinclair, R. R., Sawhney, G., & Chen, T. (2020). We've got (safety) issues: Current methods and

- potential future directions in safety climate research. *Research Methods in Human Resource Management. Toward Valid Research-Based Inferences* (pp. 197-228). Information Age Publishing, Charlotte, NC.
9. Sinclair, R. R., Morgan, J., & Johnson, E. (2020). Implications of the changing nature of work for employee health and safety. In B. J. Hoffman, M. Shoss, & L. A. Wegman (Eds.). *The Cambridge Handbook of the Changing Nature of Work* (pp 489-508). Cambridge University Press: Cambridge, UK.
10. Sinclair, R. R., Cheung, J. H., & Cox, A. (2017). Defining healthy schools: An occupational health psychology perspective on healthy school climates. In T.M. McIntyre, S. E. McIntyre, & D. J. Francis, (Eds.), *Educator Stress: An Occupational Health Perspective* (pp. 293-313). Springer International Publishing, Switzerland. ISBN: 978-3-319-53051-2
11. Probst, T. M., Sinclair, R. R., & Cheung, J. H. (2017). Economic stressors and well-being at work: Multilevel considerations. In C. Cooper & M. Leiter (Eds.). *Routledge Companion to Well-being at Work* (pp 121-134). New York: Routledge.
12. Sinclair, R. R., & Cheung, J. H. (2017). The right stuff: Individual characteristics that promote resilience. In M. Crane (Ed.). *Managing for Resilience: A Practical Guide to employee wellbeing and organizational performance* (pp. 15-31). London, UK: Routledge/Taylor & Francis Group.
13. Sinclair, R. R., & Oliver, C. M. (2016). Hardiness. In S. Rogelberg (Ed.). *Encyclopedia of Industrial/Organizational Psychology* (2nd Ed.). London: Sage.
14. Sinclair, R. R. & Cheung, J. H. (2015). Occupational health. In S. K. Whitbourne (Ed.). *The Encyclopedia of Adulthood and Aging* (pp. 993-997). Hoboken, NJ: Wiley-Blackwell. DOI: 10.1002/9781118528921.wbeaa166
15. 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.
16. 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.
17. 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.
18. 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.
19. 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.
20. 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.
21. 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.
22. 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.

23. 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.
24. 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.
25. 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.
26. Sinclair, R. R., Sears, L. E., Probst, T. M., & 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.
27. Sinclair, R. R., & Oliver, C. M. (2006). Hardiness. In S. Rogelberg (Ed.). *Encyclopedia of Industrial/Organizational Psychology*. London: Sage.
28. 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.
29. 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.
30. 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.
31. 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.
32. 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.
33. 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.
34. 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

1. 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/ADA562800.
2. 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/sti/citations/ADA562799

Reprinted Articles

1. 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

1. 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.

Internet Articles

1. Sinclair, R. R., & Watson, G. P. (2021). *Keeping employees safe during COVID-19: The role of safety climate*. Society for Industrial and Organizational Psychology Working through COVID-19 Resource Center. <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4944>.

Research Grants, Gifts, and Contracts

External Funded

1. Sinclair, R. R. (2017-2021). Research evaluation subcontract from Rocky Mountain Center for Total Worker Health (CDC 1 U19 OH011227). Amount: \$78,426. Role: PI on subcontract.
2. Sinclair, R. R. (2019-2021). National Science Foundation Graduate Research Fellowship Program. Student funded: Paige Watson. Amount: \$138,000 (2019002094).
3. Sinclair, R. R. & Jones, K. O. (2017). Improving patient communication for the 21st Century: Revising the Patient Needs Assessment Protocol. Private donor. Amount: \$19,938. Role: PI.
4. Sinclair, R. R. & Britt, T. W. (2017). Understanding the role of hazard reporting in Total Worker Health. Pilot project grant funded from the Rocky Mountain Center for Total Worker Health (CDC 1 U19 OH011227). Amount: \$15,000. Role: PI.
5. Sinclair, R. R. (2016). Safety climate as a predictor of driving safety in long haul truck drivers and other lone workers. Amount: \$24,879. *Clemson Foundation Gift from Liberty Mutual Research Institute for Safety*. Role: PI.
6. Probst, T. M., & Sinclair, R. R. (2015). County-level health factors as moderators of the relationship between individual-level economic stress and well-being. *Grant funded by County Health Rankings and Roadmaps (Robert Wood Johnson Foundation)*. Total amount funded: \$45,458 (Clemson Subcontract: \$21,021). Role: Co-PI.
7. Sinclair, R. R. (2015). Effects of safety communication and safety climate on long haul truckers' safety performance. Amount: \$33,894. *Clemson Foundation Gift from Liberty Mutual Research Institute for Safety*. Role: PI.
8. Munc, A. & Sinclair R. R. (2014). Development of the health climate scale. *Pilot project grant from the Sunshine Education and Research Center University of South Florida*. Amount funded: \$12,309. Role: Co-PI/Mentor (0% effort).
9. Sinclair, R. R. (2014). Safety climate intern supervision and research agreement. *Liberty Mutual Research Institute for Safety*. Amount: \$13,702. Role: Intern supervision.
10. 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.
11. 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 from the Sunshine Education and Research Center University of South Florida. Amount funded: \$10,200. Role: Co-PI/Mentor (0% effort).
12. Sinclair, R. R., & DuBose, S. (2010). Occupational Safety and Health Administration Graduate Internship.

Amount funded: \$9,607.53. Role: PI (Intern supervisor, 0% effort).

13. Sinclair, R. R., & Deese, M. N. (2009). Occupational Safety and Health Administration Graduate Internship. Amount funded: \$9,350. Role: PI (intern supervisor, 0% effort).
14. 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).
15. 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).
16. 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.
17. 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).
18. 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.
19. 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.
20. 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 on subcontract.

Internal Funded

1. Sinclair, R. R. (2018). It's always the economy: How underemployment and financial strain influence workers' personal health and occupational well-being. *Clemson University Department of Psychology Summer Grant*. Amount funded: \$7,900 (Role: Principal Investigator).
2. Sinclair, R. R. (2015). *Clemson University Department of Psychology Summer Grant*. Climato-economics and occupational health: A new direction for financial stress research. Amount funded: \$9,208.32 (Role: Principal Investigator).
3. 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: \$14,879. (Role: Principal Investigator).
4. 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).
5. 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).
6. 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.

7. 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.
8. 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.
9. Sinclair, R. R. (1998). Violence in the workplace. *University of Tulsa Research Development Award*. Amount Funded, \$750.
10. Sinclair, R. R. (1997). Behavioral and volitional differences among full and part-time workers. *University of Tulsa Research Development Award*. Amount Funded, \$450.
11. 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.
12. 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

1. 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).
2. 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).
3. 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

1. Ballard, D., Krauss, A., & Sinclair, R. R. (April, 2016). Integrating the science of employee health, well-being, and safety into IO psychology practice. *Seminar conducted at the 31st annual conference of the Society for Industrial and Organizational Psychology*. Anaheim, CA.
2. 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.
3. 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

1. Sinclair, R. R. (Chair, November 2019). Strategies to improve workers' perceptions and performance on the job. *Paper Session presented at the 13th international Work, Stress and Health conference*, Philadelphia, PA.
2. Sinclair, R. R. (Chair, June 2017). Safety training and intervention effectiveness. *Paper session at the 12th International Conference on Work Stress and Health*, Minneapolis, MN.
3. 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.
4. 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.

5. 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.
6. 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.
7. 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.
8. 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.
9. 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.
10. 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.
11. 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.
12. 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.
13. 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

1. Sinclair, R. R. Panelist (November 2023). *Publishing in Occupational Health Psychology*. Luncheon Tutorial at the 15th Work Stress and Health conference. On-line.
2. Sinclair, R. R. Panelist in King-Tsikata, K. (Chair) (2021, September). *Disparities in Work and Well-being*. Plenary panel discussion at 14th Work Stress and Health conference. On-line.
3. Sinclair, R. R. Panelist (2021, June). *The new world of OHP at work: Where do we go from here?* Closing panel discussion at the 10th annual 2021 Occupational Health Psychology Summer Institute. St Mary's University, Halifax, CA.
4. Sinclair, R. R. Panelist: LeNoble, C., Wald, D., & Verhoeven, D. (2020, June). *What's in a postdoc? Experts tell all about I/O's best-kept career secret*. Alternative session presented at the 35th annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.
5. Sinclair, R. R. Panelist: Kath, L. (2019, November). *What does the future hold for economic stress?* 20/20 Vision special session presented at the 13th International Work, Stress and Health conference, Philadelphia, PA.

6. Sinclair, R. R. Panelist: Schonfeld, I. & Nixon, A. (2019, November). *Starting (or changing) a research program: The experience of veteran researchers*. Panel discussion presented at the 13th International Work, Stress and Health conference, Philadelphia, PA.
7. Sinclair, R. R. Discussant: Debus, M. & Dumani, S. (2019, April). *Jobs without thorns? New findings in the field of economic stressors*. Symposium presented at the 34th annual Society for Industrial and Organizational Psychology (SIOP) Conference, Fort Washington, MD.
8. Sinclair, R. R. Panelist: Kath, L. (2019, April). *What you need to know now: Occupational Health Psychology updates*. Symposium presented at the 34th annual Society for Industrial and Organizational Psychology (SIOP) Conference, Fort Washington, MD.
9. Sinclair, R. R. Discussant: Lanz, J. (2017, April). *Putting the “health” in healthcare: Protecting worker safety and well-being*. Symposium presented at the 32nd annual Society for Industrial and Organizational Psychology (SIOP) Conference, Orlando, FL.
10. Sinclair, R. R. Discussant: Cheung, J. H. & Hammer, L. B. (2017, April). *Employment stress and financial hardship: Implications for occupational health*. Symposium presented at the 32nd annual Society for Industrial and Organizational Psychology (SIOP) Conference, Orlando, FL.
11. Sinclair, R. R. Panelist: (April, 2016): *Job stress, burnout, and organizational health: Aligning science and solutions*. Community of interest session at the 31st annual conference of the Society for Industrial and Organizational Psychology. Anaheim, CA.
12. Sinclair, R. R. Panelist: Bergman, M. (May, 2015). *Economic insecurity: A discussion*. Panel discussion presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
13. Sinclair, R. R. 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.
14. Sinclair, R. R. 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.
15. Sinclair, R. R. 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.
16. Sinclair, R. R. 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.
17. Sinclair, R. R. Panelist: Schmit, M. (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.
18. Sinclair, R. R. Panelist: Miller, A., & Clayton, T. J. (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.
19. Sinclair, R. R. Panelist: Frame, M. (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.
20. Sinclair, R. R. 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.

21. Sinclair, R. R. 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.
22. Sinclair, R. R. Discussant: Ford, M., & Yang, L., (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.
23. Sinclair, R. R. Panelist: Charles, K. (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.
24. Sinclair, R. R. Panelist: O'Shea, G. (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.
25. Sinclair, R. R. Panelist: Watad, G. (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.
26. Sinclair, R. R. Panelist: Krauss, A. (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.
27. Sinclair, R. R. 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.
28. Sinclair, R. R. 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

1. Tellur, S., Pool, M., Sinclair, R. R., & Watson, G. P. (2023, November). Diversity climate, burnout, and organizational commitment: Considering the moderating effects of positive and negative affect as individual differences. Poster to be presented at 15th Work, Stress, and Health Conference. On-line.
2. Patterson, J., Watson, G. P., Baker, A., Sinclair, R. R., & Jones, K. O. (2023, November). Economic stress and healthcare adherence: The influence of job insecurity and perceived income adequacy. Poster to be presented at 15th Work, Stress, and Health Conference. On-line.
3. Graham, B. A., Sinclair, R. R., & Martin, J. E. (2023, November). Stuck pinching pennies: Abusive supervision and the interaction between financial strain and continuance commitment. Paper to be presented at 15th Work, Stress, and Health Conference. On-line.
4. Suh, H., Ferrise, E., Watson, G.P., Sawhney, G., Sinclair, R.R., & Britt, T.W. (2023, April) Antecedents of hazard reporting: Exploring safety climate and safety stigma. *Poster presented at the 38th annual Society for Industrial and Organizational Psychology Annual Conference*, Boston, MA.
5. Graham, B. A., Sinclair, R. R., Black, K. J., Siddiqui, D. A., & Bergman, M. E. (2023, April). Better days ahead: The role of positive expectations and debt in worker health. *Poster presented at the 38th annual Society for Industrial and Organizational Psychology Conference*, Boston, MA.

6. Chodavarapu, S., Graham, B. A., & Sinclair, R. R. (2023, April). How having less influences discretionary behavior at work. *Poster presented at the 38th annual Society for Industrial and Organizational Psychology Conference*, Boston, MA.
7. Graham, B. A., & Sinclair, R. R. (2023, April). A life course perspective on adversity and organizational attitudes and behaviors. *Poster presented at the 38th annual Society for Industrial and Organizational Psychology Conference*, Boston, MA.
8. Kim, G., Bergman, M. E., Black, K. J., Graham, B. A., Siddiqui, D. A., & Sinclair, R. R. (2023, April). Commitment as a mediator between future perceived income adequacy, turnover, and OCB. *Poster presented at the 38th annual Society for Industrial and Organizational Psychology Conference*, Boston, MA.
9. Siddiqui, D. A., Black, K. J., Graham, B. A., Sinclair, R. R., & Bergman, M. E., (2023, April). Relationships between debt and well-being: The role of career attitudes. *Poster presented at the 38th annual Society for Industrial and Organizational Psychology Conference*, Boston, MA.
10. Watson, G. P., Mattison, E., Pool, M. J., Tellur, S., Bardell, C., Haley, D., Patterson, J., Quast, K., Ricottilli, M., Strinsky, C., & Sinclair, R. R. (2023, April). Meaningfulness and Well-Being for Gig Drivers: The Role of Customers and Cognitive Crafting. *Poster presented at the 18th Annual Clemson University Focus on Creative Inquiry Conference*, Clemson, SC.
11. Watson, G. P., Pool, M. J., Bardell, C., Haley, D., Hammond, E., Icard, G., Mattison, E., Patterson, J., Quast, K., Ricottilli, M., Strinsky, C., Tellur, S., & Sinclair, R. R. (2023, April). What is Well-Being? A Systematic Review., *Poster presented at the 6th Annual Clemson University Student Research Forum*, Clemson, SC.
12. Graham, B. A., Watson, G. P., & Sinclair, R. R. (2022, October). Cultivating a positive psychological climate: The importance of discrimination, harassment, and violence. *Poster presented at the 3rd International Symposium to Advance Total Worker Health®*, Bethesda, Maryland
13. Graham, B. A., & Sinclair, R. R. (2022, October). The price we pay: Societal income inequality, pay attitudes, and organizational consequences. *Poster presented at the 3rd International Symposium to Advance Total Worker Health®*, Bethesda, Maryland.
14. Britt, T. W., Sinclair, R. R., & Watson, G. P. (2022, April). What do occupational health psychologists mean by well-being? *Paper presented at the 37th annual Society for Industrial-Organizational Psychology conference*. Seattle, WA.
15. Watson, G. P., Mattison, E. G., & Sinclair, R. R. (2022, April). A tale of three crises: Connecting economic stress, mental health, and substance use. *Poster presented at the 37th annual Society for Industrial-Organizational Psychology conference*. Seattle, WA.
16. Watson, G. P. Afzalichali, N., Bardell, C., Hammond, E., Icard, G., Mattison, E., Pool, M., Tellur, S., Sinclair, R. R. (2022, April). Not all gigs are the same: Examining differences in gig worker experiences. *Poster presentation at Clemson University 17th Annual Focus on Creative Inquiry Forum*, Clemson, SC.
17. Watson, G. P., & Sinclair, R. R. (2021, November). Getting crafty: Towards a better understanding of job crafting in the Job Demands-Resources model. *Virtual poster presented at the 14th Work Stress and Health conference*.
18. Graham, B. A., & Sinclair, R. R. (2021, November). Job Insecurity and the Moderating Role of Economic Dependence and Job Satisfaction: What Happens When You Really Need or Love Your Job? *Virtual poster presented at the 14th Work, Stress, and Health Conference*.
19. Black, K. J., Sinclair, R. R., Sawhney, G., & Munc, A. (2021, April). The weight of debt: Relationships between debt, income, and employee attitudes. *Paper presented at the 36th annual Society for Industrial-Organizational Psychology conference*, New Orleans, LA.
20. Watson, G. P., & Sinclair, R. R. (2021, April). Feel the pain: Job insecurity's link to opioid and related substance

use. Poster presented at the 36th annual Society for Industrial-Organizational Psychology conference, New Orleans, LA.

21. Yuan, Z., Baranik, L. E., Eby, L., & Sinclair, R. R. (2020, August). Called to cure: Patient deaths, death fear, and calling of substance abuse treatment counselors. In P. Frické (Chair), *Death and work: Utilizing diverse methods to integrate mortality into management research*. Symposium presented at the 80th annual meeting of the Academy of Management, Vancouver, BC, Canada.
22. Jones, K. O., Jindal, M., Hunt, G., Koci, A. F., Parker, V., & Sinclair, R. R. (2020, May). Using patient information to provide tailored counseling related to patients' adherence to hypertension medication: A randomized pilot feasibility study. HRC Research Showcase 2020 Accepted Abstracts (Abstract). Greenville, SC.
23. Klinefelter, Z., Sinclair, R. R., Britt, T. W., & Sawhney, G. (2019, November). *The stigma of reporting stress-related concerns at work*. Poster presented at the 13th International Work, Stress and Health Conference. Philadelphia, PA.
24. Johnson, E. & Sinclair, R. R. (2019, November). *Are values valuable? Individual difference moderators on the effects of economic stress on job satisfaction*. Paper presented at the 13th International Work, Stress and Health conference, Philadelphia, PA.
25. Morgan, J. A. & Sinclair, R. R. (2019, November). *Job insecurity across borders: An examination of job insecurity, perceived organizational support, and turnover intentions in the United States and China*. Paper presented at the 13th International Work Stress and Health conference, Philadelphia, PA.
26. Sinclair, R. R., Paulson, A. L., & Riviere, L. A. (2019, November). *The resilient spouse: Understanding factors associated with dispositional resilience among military spouses*. Poster presented at the 13th annual Work, Stress and Health conference, Philadelphia, PA.
27. Sinclair, R. R., Morgan, J., Sawhney, G., Britt, T. W., & Krauss, A. (2019, November). *Let's talk about it: What factors influence workers' willingness to report physical and psychosocial hazards*. Paper presented at the 13th International Work, Stress and Health conference, Philadelphia, PA.
28. Britt, T. W., Sinclair, R. R., Morgan, J., Sawhney, G., & Krauss, A. (2019, November). *The stigma of reporting stress-related problems and workplace injuries as predictors of changes in burnout and physical discomfort*. Paper presented at the 13th international Work, Stress and Health conference. Philadelphia, PA.
29. Watson, P., Sinclair, R. R., Johnson, E., Sawhney, G., & Jones, K. O. (2019, November). *Subjective economic stressors as predictors of opioid use: A prospective study*. Paper presented at the 13th International Work, Stress and Health conference, Philadelphia, PA.
30. Root, C., DeVol, T., Sinclair, R. R., & Martinez, N. E. (2019, July). *A mixed methods approach for improving radiation safety culture in open-source university laboratories*. 64th Annual Health Physics Meeting. Orlando, FL.
31. Jones, K. O., Neal, A., McElfresh, J., Andreasen, E., Owens, C., Sinclair, R. R., & Pittman, M. D. (2019, April). *The Transactional Model of Stress and Coping Applied to EM Physicians' Coping, Mental Health, and Job-Related Outcomes: A Qualitative Systematic Review*. Poster presented at the Prisma Health-Upstate Health Sciences Center Research Showcase. Greenville, SC.
32. Sawhney, G., Sinclair, R. R., & Klinefelter, Z. (2019, April). *Careless responding: The role of individual differences and perceived income adequacy*. Poster presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, Washington, DC.
33. Sawhney, G., Britt, T. W., Sinclair, R. R., Mohr, C., & Wilson, C. (2019, April). *Work events and employee health: The moderating role of occupational commitment*. Poster presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, Washington, DC.
34. Sawhney, G., Landers, R. N., Sinclair, R. R., & Cheung, J. (2018, April). Examining the measurement properties

- of passers versus failers in MTurk samples. *Paper presented at the 33rd Annual Conference of the Society of Industrial and Organizational Psychology*, Chicago, IL.
35. Sawhney, G., Morgan, M. Sinclair, R. R., & Houdmont, J. (June 2017). Reducing the stressfulness of police work: A qualitative analysis. *Paper presented at the 12th International Conference on Work Stress and Health*, Minneapolis, MN.
 36. Johnson, E., Morgan, J., & Sinclair, R. R. (June, 2017). The role of support in conflict between work and family. *Paper presented at the 12th International Conference on Work Stress and Health*, Minneapolis, MN.
 37. Munc, A., Jennings, K., Cox, A. R., & Sinclair, R. R. (June, 2017). Understanding the connection between safety stigma, mental health, and safety behaviors. *Paper presented at the 12th International Conference on Work Stress and Health*, Minneapolis, MN.
 38. Cadiz, D. M., Cheung, J. H., Truxillo, D. M., Sinclair, R. R., & Caughlin, D. E. (June, 2017). Life satisfaction and depression mediate the relationship between morale age and commitment: A three-wave study. *Paper presented at the 12th International Conference on Work Stress and Health*, Minneapolis, MN.
 39. Sawhney, G., Sinclair, R. R., Cox, A. R., Sliter, M. T., & Munc, A. H. (2017, June). Examining the structural distinctiveness of safety, stress prevention, and health climate measures. A validation study. *Paper presented at the 12th International Conference on Work Stress and Health*, Minneapolis, MN.
 40. Sinclair, R. R., Yang, L-Q., Cheung, J. H., Sliter, M. T., & Mohr, C. D. (2017, April). Would returning the favor from coworkers hurt employee work engagement? *Paper presented at the 32nd annual Society for Industrial and Organizational Psychology (SIOP) Conference*, Orlando, FL.
 41. Baranik, L., Cheung, J. H., Sinclair, R. R., Lance, C. E., & Fan, Y. (2017, April). Personal resource loss mediates employee furlough-stress reactions relationships. *Poster presented at the 32nd annual Society for Industrial and Organizational Psychology (SIOP) Conference*, Orlando, FL.
 42. Lee, J., Huang, E., Sinclair, R. R., & Cheung, J. H. (2017, April). Longitudinal analysis of safety climate, safety behavior, and outcome relationship. *Poster presented at the 32nd annual Society for Industrial and Organizational Psychology (SIOP) Conference*, Orlando, FL.
 43. Cheung, J. H., Sinclair, R. R., & Sears, L. E. (2017, April). Employee well-being profiles, physical health and work productivity outcomes. *Poster presented at the 32nd annual Society for Industrial and Organizational Psychology (SIOP) Conference*, Orlando, FL.
 44. Munc, A., Sinclair, R. R., & Cox, A. (April, 2017). Understanding the connection between health climate perceptions and employee health. *Poster presented at the 32nd annual Society for Industrial and Organizational Psychology (SIOP) Conference*, Orlando, FL.
 45. Sinclair, R. R. (2016, September). Money and health: How economic stress influences occupational well-being. *Annual Conference of the Association for Occupational Health Professionals in Healthcare*. Myrtle Beach, SC.
 46. Cheung, J. H., Sinclair, R. R., & Sears, L. E. (2016, April). Employment status and health: Basic access as a mediator. *Poster presented at Clemson University's CBSHS & CoED Research Forum*, Clemson, SC.
 47. Sliter, K., Sinclair, R. R., Jones, M, Mohr, C. D., & Cantwell, A. (2016, April), Inconspicuous intolerance: The relationship between incivility, discrimination, and employee outcomes. *Poster presented at the 31st annual Society for Industrial and Organizational Psychology (SIOP) Conference*, Anaheim, CA.
 48. Munc, A., Cox, A., Sinclair, R. R., & Cheung, J. (2016, April). Unifying the climate literature within a Total Worker Health Framework. *Poster presented at the 31st annual Society for Industrial and Organizational Psychology (SIOP) Conference*, Anaheim, CA.
 49. Cadiz, D., Truxillo, D., Sinclair, R. R., & Cheung, J. H. (2016, April). A longitudinal investigation of subjective age, health and well-being. In G. Fisher and D. Truxillo (Co-chairs), *Working longer: Factors related to continued work for older workers. Symposium presented at the 31st annual Society for Industrial and*

Organizational Psychology (SIOP) Conference, Anaheim, CA.

50. Probst, T. M., Sinclair, R. R., Sears, L. E., Gailey, N. J., Jennings, K. S., & Cheung, J. H. (2016, April). Economic stress and well-being: Does community health context matter? *Paper presented at the 31st annual Society for Industrial and Organizational Psychology (SIOP) Conference, Anaheim, CA.*
51. Cheung, J. H., Sinclair, R. R., & Sears, L. E. (2016, April). Employment status and health: Basic access as a mediator. *Paper presented the 31st annual Society for Industrial and Organizational Psychology (SIOP) Conference, Anaheim, CA.*
52. Huang, E., Sinclair, R. R., Lee, J., McFadden, A. C., Cheung, J. H., & Murphy, L. A. (2016, April). Effects of safety communication and climate on truckers' safety performance. *Poster presented at the 31st annual Society for Industrial and Organizational Psychology (SIOP) Conference, Anaheim, CA.*
53. Cheung, J. H., Burns, D. K., Sinclair, R. R., & Sliter, M. T. (2016, April). Amazon Mechanical Turk practical guide for researchers in I-O psychology. *Poster presented at the 31st annual Society for Industrial and Organizational Psychology (SIOP) Conference, Anaheim, CA.*
54. Munc, A., Sinclair, R. R., Cheung, J., & Cox, A. (2016, February). Understanding the connections between health climate perceptions and employee health. *Poster presented at the University of South Florida 2016 Health Research Day, Tampa, FL.*
55. Starkey, A. R., Mohr, C. D., & Sinclair, R. R. (2016, January). Weekly sleep quality and gratitude expressions for acute care nurses: The mediating role of satisfaction with patient care. *Poster presented at the Happiness and Well-Being Preconference for the 17th annual Society for Personality and Social Psychology convention, San Diego, CA.* **NOTE: First Place, Poster Competition, 2016 SPSP Happiness and Well-Being Preconference.**
56. Cheung, J. H., & Sinclair, R. R. (2015, May). Income, income perceptions, and economic dependency on nursing turnover intentions. *Poster presented at the 11th International Conference on Occupational Stress and Health: Work, Stress, and Health. Atlanta, GA.*
57. Switzer, F., S., Cheung, J. H., Burns, D. K., Sinclair, R. R., Roth, P. L., McCubbin, J., & Tyler, P. (May, 2015). Carrots, not sticks: Wellness programs and potential adverse impact. *Poster presented at the 11th International Conference on Work Stress and Health: Work, Stress, and Health. Atlanta, GA.*
58. Munc, A., Sinclair, R. R., Burns, D., & Cheung, J. (May, 2015) Development of the health climate scale. *Poster presented at the 11th International Conference on Work Stress and Health: Work, Stress, and Health. Atlanta, GA.*
59. Baranik, L., Cheung, J. H., Briggs, K., Sinclair, R. R., & Lanzo, L. (May, 2015). The 2013 US government shutdown and subsequent employee well-being, psychological distress, and burnout. *Poster presented at the 11th International Conference on Work Stress and Health: Work, Stress, and Health. Atlanta, GA.*
60. Jennings, K. S., Cheung, J. H., Sinclair, R. R., & Houdmont, J. (May, 2015). The deadlines don't matter anymore: Perceptions of daily stressors and job resources for police officers experiencing PTSD. *Poster presented at the 11th International Conference on Occupational Stress and Health: Work, Stress, and Health. Atlanta, GA.*
61. Burns, D. K., Cheung, J. H., & Sinclair, R. R. (May, 2015). Income and work-family conflict: The role of family size, cost of living, and mediators. *Poster presented at the 11th International Conference on Occupational Stress and Health: Work, Stress, and Health. Atlanta, GA.*
62. Munc, A., Donnelly, J., & Sinclair, R. R. (May, 2015). A re-examination of the relationship between corporate wellness programs and job satisfaction. *Paper presented at the 11th International Conference on Occupational Stress and Health: Work, Stress, and Health. Atlanta, GA.*
63. Munc, A., Jennings, K., & Sinclair, R. R. (May, 2015). Exploring the conceptual relationship between stigma and climate related to employee safety and health. *Poster presented at the 11th International Conference on Occupational Stress and Health: Work, Stress, and Health. Atlanta, GA.*

64. Munc, A. H., Sinclair, R. R., Burns, D. K., & Cheung J. H. (April, 2015). Psychological health climate and BMI: A conditional indirect effect model. *Poster presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.*
65. Martin, J. E., & Sinclair, R. R. (May, 2014). Satisfaction with union negotiated health care on the eve of the Affordable Health Care Act. *Paper presented at the 66th annual conference of the Labor and Employment Relations Association, Portland, OR.*
66. 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.*
67. 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.*
68. 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.*
69. 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.*
70. 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).*
71. 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).
72. 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.
73. 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.
74. 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.
75. 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.
76. 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.
77. 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, Muenster, Germany.*
78. 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.*

79. 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.
80. 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.
81. 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.
82. 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.
83. 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.
84. 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.
85. 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.
86. 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.
87. 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.
88. 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.
89. 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.
90. 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.
91. 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.
92. 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.
93. 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.

94. 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.*
95. 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.*
96. 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.*
97. 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.*
98. 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.*
99. 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.*
100. 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.*
101. 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.*
102. 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.*
103. 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.*
104. 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.*
105. 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.*
106. 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.*
107. 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.*
108. 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.

109. 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.
110. 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.
111. 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.
112. 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
113. 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.
114. 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.
115. 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.
116. 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.
117. 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.
118. 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.
119. 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.
120. 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.
121. 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.
122. 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.
123. 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.
 124. 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.
 125. 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.
 126. 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.
 127. 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>]
 128. 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.
 129. 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.
 130. 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.
 131. 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.
 132. 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
 133. 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
 134. 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.
 135. 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.

136. 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.
137. 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.
138. 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.
139. 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.
140. 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.
141. 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.
142. 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.
143. 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.**
144. 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.
145. 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.
146. 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.
147. 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.
148. 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.

149. 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.
150. 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.
151. 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.
152. 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.
153. 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.
154. 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.
155. 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.
156. 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.
157. 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.
158. Leo, M. C., Sinclair, R. R., & Banas, C. (August, 1999). The effects of hardiness on stress, strain, and academic performance. *Poster presented at the annual conference of the 107th annual conference of the American Psychological Association*. Boston, MA.
159. Basso, M., Leo, M. C., & Sinclair, R. R. (May, 1999). The validity of the GRE, undergraduate GPA, and Values in predicting graduate school performance. *Poster presented at a conference entitled Applied Personality Psychology: The intersection of personality and I/O psychology*. Jointly sponsored by the American Psychological Association and the University of Tulsa. Tulsa, OK.
160. Sinclair, R. R., & Adrian, D. (April, 1999). Preliminary validity evidence for a multifaceted hierarchical model of job performance. *Poster presented at the 14th annual conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.
161. Leo, M. C., Sinclair, R. R., & Wright, C. (April, 1999). The effect of benefit system satisfaction on organizational commitment. *Poster presented at the 14th annual conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.
162. Wright, C., & Sinclair, R. R. (April, 1999). Situational and dispositional predictors of employee benefit knowledge. *Poster presented at the 14th annual conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.

163. Sinclair, R. R., Banas, C., & Lyne, R. (April, 1999). Non-linear personality - performance relations: Theory, assessment methods and empirical evidence. *Paper presented at the 14th annual conference of the Society for Industrial and Organizational Psychology*. Atlanta, GA.
164. Mills, L. J., Sinclair, R., & Newman, E. (November, 1998). Positive and negative affect as moderators of the relationship between stress and strain in police officers. *Poster presented at the annual meeting of the Oklahoma Psychological Association*. Oklahoma City, OK.
165. Mills, L. J., Sinclair, R. R., & Newman, E. (November, 1998). The relationship between occupational role factors and risk for Post-Traumatic Stress Disorder among police officers. *Poster presented at the 14th annual conference of the International Society for Traumatic Stress Studies*. Washington, DC.
166. Raney, A. J., Hardman, L. J., Sinclair, R. R., & Newman, E. (November, 1998). Rescue workers: Organizational issues and development of PTSD. *Poster presented at the 14th annual conference of the International Society for Traumatic Stress Studies*. Washington, DC.
167. Banas, C., & Sinclair, R. R. (April, 1998). The relationship between personal values and job performance. *Poster presented at the 13th annual conference of the Society for Industrial and Organizational Psychology*. Dallas, TX.
168. Sinclair, R. R., Banas, C., & Wright, C. (April, 1998). Getting ahead in organizations: Instrumentality, attitudes, and performance. *Poster presented at the 13th annual conference of the Society for Industrial and Organizational Psychology*. Dallas, TX.
169. Lyne, R., Sinclair, R. R., Banas, C., & Wright, C. (April, 1998). Exploration of the relationship between values and organizational commitment. *Poster presented at the 13th annual conference of the Society for Industrial and Organizational Psychology*. Dallas, TX.
170. Krasts, M. J., Hegar, D., Sinclair, R. R., Roberts, B. W., & Chapman, C. (April, 1998). Training outcomes and attitudes influenced by training motivation. *Poster presented at the annual conference of the Southwestern Psychological Society*. New Orleans, LA.
171. Lyne, R., Fleming, W., Sinclair, R. R., & Clupper, D. (April, 1998). Interactive effects of facet importance and satisfaction in customer outcomes. *Poster presented at the annual conference of the Southwestern Psychological Society*. New Orleans, LA.
172. Banas, C., Lyne, R., & Sinclair, R. R. (April, 1998). Construct validity evidence for a three dimensional model of performance. *Poster presented at the annual conference of the Southwestern Psychological Society*. New Orleans, LA.
173. Sinclair, R. R., Bein, S., Hannigan, M. A., Malatesta, R. (August, 1997). Who gets involved? Individual differences in political and community involvement. *Poster presented at the 105th annual conference of the American Psychological Association*. Chicago, IL.
174. Sinclair, R. R., Michel, R. P., & Martin, J. E. (August, 1997). Relationship dependence and organizational commitment in full-time and part-time workers. *Paper presented at the annual conference of the Academy of Management*. Boston, MA.
175. Tetrick, L. E., Slack, K. J., DaSilva, N., & Sinclair, R. R. (August, 1997). Comparison of the stress-strain-outcome model incorporating the demand-control model and social support for owners and non-owners. *Paper presented at the annual conference of the Academy of Management*. Boston, MA.
176. Lyne, R., Sinclair, R. R., & Gerhold, C. (April, 1997). Personality and job performance: Matching predictor and criterion domains. *Poster presented at the 12th annual conference of the Society for Industrial and Organizational Psychology*. St. Louis, MO.
177. Sinclair, R. R., Malatesta, R., Hannigan, M.A., & Adrian, D. (April, 1997). Toward a criterion-specific model of organizational involvement. *Poster presented at the 12th annual conference of the Society for Industrial and*

Organizational Psychology. St. Louis, MO.

178. Peterson, L. W., Albrecht, T. L., & Sinclair, R. R. (April, 1997). Whither de-meaning: Theory/method interplay in social support research. *Paper presented at the annual conference of the Central States Communication Association*. St. Louis, MO.
179. Sinclair, R. R., & Lyne, R. (April, 1997). Non-linearity in the personality - job performance relationship: Models, methods, and initial evidence. *Paper presented in a symposium entitled "Rethinking Job Performance" (J. Hogan, Chair) at the annual conference of the Southwestern Psychological Association*. Fort Worth, TX.
180. Mills, L. J., Gottschlich, H. M., Krasts, M. J., & Sinclair, R. R. (April, 1997). Relationships between performance feedback and intrinsic motivation in the workplace. *Poster presented at the annual conference of the Southwestern Psychological Association*. Fort Worth, TX.
181. Sinclair, R. R., & Martin, J. E. (January, 1997). A critical and empirical analysis of the relationship between dual commitment and turnover intentions. *Paper presented at the 49th annual conference of the Industrial Relations Research Association*. New Orleans, LA. NOTE: Selected for best papers session of the Human Resource Management Division.
182. DaSilva, N., Tetrick, L. E., & Sinclair, R. R. (August, 1996). Relations of physical and psychological risk perception with sensation seeking. *Poster presented at the 104th annual conference of the American Psychological Association*. Toronto, Ontario, Canada.
183. Borovsky, D. M., DaSilva, N., Grosch, J., Hipley, L., Sinclair, R. R., & Tetrick, L. E. (April, 1996). Fear of victimization in the workplace: An exploratory analysis. *Poster presented at the 11th annual conference of the Society for Industrial and Organizational Psychology*. San Diego, CA.
184. Hannigan, M. A., & Sinclair R. R. (April, 1996). Self assessment as a mediator between work role stressors and life satisfaction. *Poster presented at the 11th annual conference of the Society for Industrial and Organizational Psychology*. San Diego, CA.
185. Tetrick, L. E., Hirshorn, B. A., Lamphere, J., & Sinclair, R. R. (September, 1995). Organizational accommodation to older workers with health limitations. *Paper presented at the 3rd biannual conference on occupational health and safety sponsored by the National Institute for Occupational Safety and Health*. Washington, DC.
186. Malatesta, R. M., Sinclair, R. R., & Tetrick, L. E. (August, 1995). Do justice and leader behavior influence organizational support or commitment? *Poster presented at the annual conference of the American Psychology Association*. New York, NY.
187. Sinclair, R. R., Martin, J., Tetrick, L. E., & McMillian, M. (June, 1995). Steward satisfaction and participation as causal antecedents of union performance. *Paper presented at invited conference entitled Emerging Union Structures*. Stockholm, Sweden.
188. Sinclair, R. R., & Hannigan, M. A. (March, 1995). Benefits administration and attitudes toward the organization: Theoretical perspectives, problems, and correlates of benefit knowledge. *Paper presented at the annual Industrial Organizational Psychology and Organizational Behavior Graduate Student Conference*. Denver, CO.
189. Hannigan, M. A., & Sinclair R. R. (March, 1995). Self-assessment as a mediator between work role stressors and life satisfaction. *Paper presented at the annual Industrial Organizational Psychology and Organizational Behavior Graduate Student Conference*. Denver, CO.
190. Tetrick, L. E., & Sinclair, R. R. (March, 1994). The mediating effect of perceived organizational support between benefits provided and commitment to the employing organization among unionized and non-unionized workers. *Paper presented at the Research Methods Division of the Academy of Management Conference on Causal Modeling*. West Lafayette, IN.
191. Tetrick, L. E., Sinclair, R. R., & Hannigan, M. A. (August, 1994). The relation of benefit coverage to establishing

- and maintaining the employment relationship. *Paper presented at the annual conference of the Academy of Management*. Dallas, TX.
192. Sinclair, R. R., Leupold, C., & Tetrick, L. E. (July, 1994). Hardiness factor structure and relations with the five-factor model of personality. *Poster presented at the 6th annual conference of the American Psychological Society*. Washington, DC.
193. Sinclair, R. R., Hannigan, M. A., & Tetrick, L. E. (May, 1994). Sources of social exchange asymmetry between unions and companies: Relations between benefit coverage and individuals' attitudes toward company and union. Poster presented at American Psychological Association/Wayne State University sponsored conference entitled: *The Psychology of Industrial Relations under Changing Employment Relationships: An International Perspective*. Detroit, MI.
194. Sinclair, R. R., Alexander, S., & Tetrick, L. E. (April, 1994). Organizational justice, union instrumentality, and company and union commitment. *Poster presented at the 9th annual conference of the Society for Industrial and Organizational Psychology*. Nashville, TN.
195. Hannigan, M. A., Sinclair, R. R., Leupold, C., & Tetrick, L. E. (April, 1994). Asymmetrically permeable boundaries in work-family conflict and family functioning. *Poster presented at the 9th annual conference of the Society for Industrial and Organizational Psychology*. Nashville, TN.
196. Sinclair, R. R., & Tetrick, L. E. (May, 1993). Instrumentality and support perceptions: Relations with union commitment. *Poster presented at the 8th annual conference of the Society for Industrial and Organizational Psychology*. San Francisco, CA.
197. Ben-David, H., Christopher, J., Reiber, A. H., Sinclair, R. R., & Thomas, J. L. (March, 1993). Union research: The old the new and the different. *Paper presented at the 14th annual I/O Psychology and Organizational Behavior Graduate Student Conference*. Toronto, Ontario, Canada.
198. Tetrick, L. E., & Sinclair, R. R. (November, 1992). Personal and environmental effects on the three dimensions of burnout. *Paper presented at the 2nd biannual conference of the American Psychological Association and the National Institute for Occupational Safety and Health*. Washington, DC.
199. Sinclair, R. R. (April, 1992). Theoretical basis of the effects of union instrumentality and support perceptions on union commitment. *Paper presented at the 13th annual I/O Psychology and Organizational Behavior Graduate Student Conference*. Roanoke, VA.

Technical Reports and Other Documents

1. Sinclair, R. R., & Waitsman, M. (2011). Using student characteristics to forecast academic retention and performance: A proof of concept study. *Final report to Umatch*.
2. Sinclair, R. R., Mohr, C. P., Davidson, S., Sears, L. E., Deese, M. N., Wright, R. R., Waitsman, M., Jacobs, L., Cadiz, D. (2009). *The Oregon Nurse Retention Project: Final Report to the Northwest Health Foundation*. onrp.webnode.page/onrp-technical-report
3. Dezsofi, J. A., Charles, K. E., & Sinclair, R. R. (2005). Retention and work patterns in SEIU homecare providers. *Unpublished technical report prepared for Local 503 of the Service Employees International Union*. Portland, OR.
4. Sinclair, R. R., Oliver, C. M., & Dezsofi, J. A. (2004). Validation of a measure of soldiers' fears of terrorism. *Unpublished technical report prepared for Walter Reed Army Institute of Research*. Silver Springs, MD.
5. Sinclair, R. R., Hammer, L. B., Sommers, J. A., Cullen, J. C., Oliver, C. M., Charles, K. E. (2003). Final report of the second meeting of Occupational Health Psychology training programs in the United States. *Unpublished technical report prepared for the American Psychological Association*. Portland State University, Portland, OR.
6. Truxillo, D., Davidson, S., Hammer, L., Sinclair, R. R. (2003). Engaged Department Report: Development of Criteria and Materials for the Assessment of Community-Based Learning. *Unpublished technical report*

prepared for Department of Psychology Community Engagement Learn and Serve Project. Portland State University, Portland, OR.

7. Richards, R., Sinclair, R. R., Sommers, J., & Zelenka, J. (2003). Stage 4 of the Assessment Cycle: Surveys. *Technical report prepared for the Portland State Assessment Initiative*, Portland State University, Portland, OR. [Available on-line: <http://www.assessment.pdx.edu/step4/index.htm>]
8. Kibera, P., Sinclair, R. R., & Sommers, J. A. (2003). Stage 5 of the Assessment Cycle: Collect and use assessment data. *Technical report prepared for the Portland State Assessment Initiative*. Portland State University, Portland, OR. [<http://www.assessment.pdx.edu/step5/index.htm>]
9. Thomas, J. L., Sinclair, R. R., & Bliese, P. B. (2003) *Understanding Solider Resilience: A Multiple Method Study of the Relationship between Stress, Health, and Performance*. Unpublished research protocol prepared for Walter Reed Army Institute of Research.
10. Sinclair, R. R. (2002). White Paper #11: Development of the PNAP. *Prepared for Professional Profiling, L.L.C.* Tulsa, OK
11. Sinclair, R. R. & Oliver, C. M. (2002). Paper #10: PNAP facet norms and item analysis from a sample of neurology patients. *Prepared for Professional Profiling, L.L.C.* Tulsa, OK
12. Sinclair, R. R. (2001). Professional Profiling White paper #9: Revisions to the PNAP on-line text and scoring system. *Prepared for Professional Profiling, L.L.C.* Tulsa, OK.
13. Sinclair, R. R., Leo, M. C., & Codioli, R. (2001). Professional Profiling White paper #8: A preliminary psychometric evaluation of P-NAP Scales. *Prepared for Professional Profiling, L.L.C.,* Tulsa, OK.
14. Turner, S., Rosenbaum, M. & Sinclair, R. R. (2000). The Patient Needs Assessment Protocol (PNAP): A training manual for health care professionals. *Training manual prepared for Professional Profiling, L.L.C.,* Tulsa, OK.
15. Sinclair, R. R. (Ed.) (2000). Oklahoma Teacher Education Collaborative: 2000 Evaluation Report. *Unpublished technical report prepared for National Science Foundation*, Washington DC.
16. Krasts, M. J., Roberts, B. W., & Sinclair, R. R. (2000). 2000 summer academy evaluation. In R. Sinclair (Ed.). *Oklahoma Teacher Education Collaborative: Spring 2000 Evaluation Report* (pp. 5-36). Prepared for National Science Foundation, Washington, DC.
17. Sinclair, R. R., Krasts, M. J., Croll, L. W., Roberts, B. W., & Clettenberg, S. (2000). The content of reform: Evaluation of reform classes using the Educational Reform Assessment Survey. In R. R. Sinclair (Ed.). *Oklahoma Teacher Education Collaborative: Spring 2000 Evaluation Report* (pp. 37-50). Prepared for National Science Foundation, Washington, DC.
18. Sinclair, R. R., Croll, L. W., Krasts, M. J., & Clettenberg, S. (2000). Development and preliminary validation of the Oklahoma Teacher Transition Survey (OTTS). In R. R. Sinclair (Ed.). *Oklahoma Teacher Education Collaborative: Spring 2000 Evaluation Report* (pp. 51-80). Prepared for National Science Foundation, Washington, DC.
19. Krasts, M. J., & Sinclair, R. R. (2000). Does course reform produce changes in knowledge? A preliminary study of O-TEC students' science process skill development. In R. R. Sinclair (Ed.). *Oklahoma Teacher Education Collaborative: Spring 2000 Evaluation Report* (pp. 81-88). Prepared for National Science Foundation, Washington, DC.
20. Clettenberg, S., Johnson, D., & Sinclair R. R. (2000). O-TEC course observation update. In R. R. Sinclair (Ed.). *Oklahoma Teacher Education Collaborative: Spring 2000 Evaluation Report* (pp. 89-98). Prepared for National Science Foundation, Washington, DC.
21. Clettenberg, S., Johnson, D., & Sinclair, R. R. (2000). Brief report: Evaluation of the Fall, 1999 Conference on teaching for the new millennium. In R. R. Sinclair (Ed.). *Oklahoma Teacher Education Collaborative: Spring 2000 Evaluation Report* (pp. 99-100). Prepared for National Science Foundation, Washington, DC.

22. Sinclair, R. R. (2000). Professional Profiling White paper #7: Strategic directions for the P-NAP and associated services. *Prepared for Professional Profiling, L.L.C., Tulsa, OK.*
23. Sinclair, R. R., & Roberts, B. W. (1999). Oklahoma Teacher Education Collaborative: 1999 Evaluation Report. *Technical report prepared for National Science Foundation.* Washington, DC.
24. Krasts, M. J., Roberts, B. W., Croll, L. W., & Sinclair, R. R. (1999). 1998 Summer Academy Evaluation. In R. R. Sinclair & B. W. Roberts (Eds.). *Oklahoma Teacher Education Collaborative (O-TEC): 1999 Evaluation Report* (pp. 6-32). Technical report prepared for National Science Foundation. Washington, DC.
25. Croll, L. W., Sinclair, R. R., Roberts, B. W., & Krasts, M. (1999). 1998 Master Teacher in Residence Evaluation. In R. R. Sinclair & B. W. Roberts (Eds.). *Oklahoma Teacher Education Collaborative (O-TEC): 1999 Evaluation Report* (pp. 33-43). Technical report prepared for National Science Foundation. Washington, DC.
26. Roberts, B. W., Sinclair, R. R., Krasts, M. J., & Croll, L. W. (1999). Assessing Course Reform. In R. R. Sinclair & B. W. Roberts (Eds.). *Oklahoma Teacher Education Collaborative (O-TEC): 1999 Evaluation Report* (pp. 45-55). Technical Report Prepared for National Science Foundation. Washington, DC.
27. Sinclair, R. R. (1999). Oklahoma Teacher Education Collaborative Deliverables: Year 4 and 5 Evaluation. Technical report prepared for the National Science Foundation. Washington, DC.
28. Sinclair, R. R., & Striegel, P. (1999). Tulsa Technology Center: Job referral/placement services evaluation. Prepared for Striegel & Associates, Tulsa, OK.
29. Sinclair, R. R. (1999). Professional Profiling White Paper #5: PPC Patient profile development report. Prepared for Professional Profiling Corporation, L.L.C., Tulsa, OK.
30. Sinclair, R. R. (1999). Professional Profiling White Paper #4: PPC patient profile development report. Prepared for Professional Profiling Corporation, L.L.C., Tulsa, OK.
31. Sinclair, R. R., Futo, K., Brewer, V., Striegel, P. (1999). *(name of organization withheld)* 1999 enrollment follow-up study. Unpublished technical report prepared for Striegel & Associates, Tulsa, OK.
32. Sinclair, R. R., & Striegel, P. (1999). Tulsa Technology Center job referral customer satisfactions survey. Unpublished technical report prepared for Striegel & Associates, Tulsa, OK.
33. Roberts, B. W., & Sinclair, R. R. (Eds.) (1998). Oklahoma Teacher Education Collaborative: Mid-term evaluation report. Washington, DC: National Science Foundation.
34. Chapman, C., Roberts, B. W., Krasts, M. J., Sinclair, R. R., & Woodsen, B. (1998). 1997 Summer academy evaluation. In B. W. Roberts & R. R. Sinclair, (Eds.). *Oklahoma Teacher Education Collaborative: Mid-term Evaluation Report* (pp. 9-52). Washington, DC: National Science Foundation.
35. Sinclair, R. R., Roberts, B. W., Krasts, M. J., & Chapman, C. (1998). 1997 Master Teacher in Residence evaluation. In B. W. Roberts & R. R. Sinclair, (Eds.). *Oklahoma Teacher Education Collaborative: Mid-term Evaluation Report* (pp. 53-66). Washington, DC: National Science Foundation.
36. Roberts, B. W., Krasts, M. J., Chapman, C., & Sinclair, R. R. (1998). Curriculum revision. In B. W. Roberts & R. R. Sinclair, (Eds.). *Oklahoma Teacher Education Collaborative: Mid-term Evaluation Report* (pp. 69-76). Washington, DC: National Science Foundation.
37. Sinclair, R. R., Krasts, M. J., Roberts, B. W. & Chapman, C. (1998). Collaboration. In B. W. Roberts & R. R. Sinclair, (Eds.). *Oklahoma Teacher Education Collaborative: Mid-term Evaluation Report* (pp. 78-87). Washington, DC: National Science Foundation.
38. Sinclair, R. R. (1998). *(name of organization withheld)* Customer Satisfaction Survey. *Technical report prepared for Striegel & Associates.* Broken Arrow, OK.
39. Sinclair, R. R., & Leo, M. C. (1998). Response rates to organizational surveys. *Technical report prepared for HuMed Support Services.* Tulsa, OK.

40. Sinclair, R. R., Banas, C., & Barnett, G. (1998). Profiling White Paper #1: Research framework development. *Technical report prepared for Professional Profiling, L.L.C.* Tulsa, OK.
41. Sinclair, R. R., Banas, C., & Striegel, P. (1998). (name of organization withheld) Customer Satisfaction Survey. *Technical report prepared for Striegel & Associates.* Broken Arrow, OK.
42. Sinclair, R. R. (September, 1997). Graduate student handbook for the University of Tulsa MA program in Industrial and Organizational Psychology. *University of Tulsa.* Tulsa, OK.
43. Sinclair, R. R. (September, 1997). Graduate student handbook for the Ph.D. program in Industrial and Organizational Psychology. *University of Tulsa.* Tulsa, OK.
44. Sinclair, R. R. (October, 1997). (name of organization withheld) Hospital Heart Patient Survey. *Technical report prepared for HuMed, Inc.* Tulsa, OK.
45. Sinclair, R. R. (1996). Organizational surveys. *Technical report prepared for National Employment Screening Services, Inc.* Tulsa, OK.
46. Sinclair, R. R. (1996). Review of the JPI survey. *Technical report prepared for National Employment Screening Services, Inc.* Tulsa, OK.
47. Sinclair, R. R., & Michel, R. (1996). Validity of the Hogan Personality Inventory for the selection of Administrative Assistants at Deloitte & Touche. *Technical report prepared for National Employment Screening Services, Inc.* Tulsa, OK.
48. Sinclair, R. R., Michel, R., & Lyne, R. (1996). Validity of the Hogan Personality Inventory for the selection of counter sales clerks for the Retailer's Bakery Association. *Technical report prepared for National Employment Screening Services Inc.* Tulsa, OK.
49. Sinclair, R. R., Friend, W. & Boesen, A. (1996). Validity of the Hogan Personality Inventory and the Revised NEO Personality Inventory for Envelope Makers Association of America: Adjusters and Inspectors/Operators. *Technical report prepared for National Employment Screening Services Inc.* Tulsa, OK
50. Sinclair, R. R., Lyne, R., & Michel, R. (1996). Validity of the Hogan Personality Inventory and the Revised NEO Personality Inventory for the selection of Production Workers and Installers for the International Sign Association. *Technical report prepared for National Employment Screening Services, Inc.* Tulsa, OK.
51. Tetrick, L. E., Sinclair, R. R., & Leupold, C. (1994). Development of the "next generation" of the AIA. *Technical briefing prepared for the United States Air Force.* San Antonio, TX.
52. 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

1. Sinclair, R. R. (2022). Occupational Health Science Update. *Society for Occupational Health Psychology Newsletter*, 28, 4-5.
2. Sinclair, R. R. (2010). When in Rome...Go to a conference. *Society for Occupational Health Psychology Newsletter*, 9, 12.
3. Sinclair, R. R. (2010). Parting comments. *Society for Occupational Health Psychology Newsletter*, 8, 13-14.
4. Sinclair, R. R. (2009). SIOP Programming Highlights for the 117th Annual APA Conference. *The Industrial/Organizational Psychologist*, 46, 123-124.
5. Sinclair, R. R. (2009). The future of OHP: The experts speak – Part II. *Society for Occupational Health Psychology Newsletter*, 6.
6. Sinclair, R. R. (2009). The future of OHP: The experts speak. *Society for Occupational Health Psychology Newsletter*, 5, 11-13.

7. Sinclair, R. R. (2008). Across the Pond. *The Occupational Health Psychologist*, 5, 4-5.
8. Sinclair, R. R. (2008). Call for Papers: APA 2009 Conference. *The Industrial Psychologist*, 46(2), 155.
9. Sinclair, R. R. (2008). The Presidential Perspective. *Society for Occupational Health Psychology Newsletter*, 3.
10. Sinclair, R. R. (2008). Looking toward the future of SOHP. *Society for Occupational Health Psychology Newsletter*, 2.
11. Sinclair, R. R. (2007). Looking toward the future of SOHP. *Society for Occupational Health Psychology Newsletter*, 1, 2-3.
12. Sinclair, R. R. (2006). Learning to lead. *PSU Psychology Alumni Newsletter*, Spring, 2006.
13. 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 – Peer Reviewed Journals

Accident Analysis & Prevention

American Journal of Industrial Medicine

Applied Psychology: An International Review

BMC Public Health

BMC Health Services

British Journal of Psychology

British Medical Journal

Children and Youth Services

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

International Journal of Environmental Research and Public Health

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
Labor Studies Journal
Leadership
Leadership Quarterly
Military Behavioral Health
Organizational Effectiveness: People and Performance
Personality and Individual Differences
Personnel Psychology
Scandinavian Journal of Work and Organizational 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)

Nebraska Program to Stimulate Competitive Research

Proposal Reviewer (2022)

European Science Foundation

Grant reviewer (2019-present)

National Science Foundation – Science of Organizations Program

Ad hoc reviewer (April, 2018; March, 2021)

National Aeronautics and Space Administration

National Space Biomedical Research Institute & Behavioral Medicine Grant Review Panel (March, 2015)

National Institute for Health

NIH/National Center for Complementary and Integrative Health – Panel Member (July, 2019)

National Institute for Occupational Safety and Health (NIOSH)

NIOSH/CDC SOH Member Conflict Panel (February, 2023)
NIOSH/CDC Training Program Grant Renewal Panel (February, 2022)
NIOSH/CDC Total Worker Health Centers Panel (April, 2021)
Alice Hamilton Best Paper Award Reviewer (2020-Present)
NIOSH/CDC Training Program Grant Renewal Panel (November, 2020)
NIOSH/CDC SOH Member Conflict Panel (June, 2020)
NIOSH/CDC Training Program Grant Renewal Panel (November, 2019)
NIOSH/CDC SOH Member Conflict Panel (March, 2019)
NIOSH/CDC SOH Member Conflict Panel (March, 2018)
NIOSH/CDC SOH Member Conflict Panel (June, 2015).
NIOSH/CDC Safety and Occupational Health Study Section Member (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.*

Social Sciences and Humanities Research Council of Canada (SSHRC).

Grant Reviewer (January, 2015)

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)

Oregon Healthy Workforce Center (Oregon TWH Center)

External Advisory Board Member 2022-Present

Center for Health Work and Environment (Colorado TWH Center)

External Advisory Board Member 2022-Present

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

APA Conference Submission Reviewer for Division 14 (2014 to present)

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)

American Psychological Association

Reviewer for APA Science Directorate Doctoral Dissertation Research Award (2018, 2019).

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 - present)

Oregon Academy of the Sciences

Psychology Section Co-Chair (2004, 2005)

Media

Featured in Celebrating Our Graduates; Clemson University honors College; College of Behavioral, Social, and Health Sciences (December 13, 2023). <https://news.clemson.edu/a-very-different-side-of-medicine-shreya-tellur/>

East, S. (October 2, 2023). The impact of debt on mental health: Coping strategies & solutions. <https://www.moneygeek.com/debt/resources/how-debt-can-harm-your-health/#expert=bob-sinclair-phd>

East, S. (February 18, 2022). How debt and financial stress affect our mental health and ways to cope: Expert insight on debt and mental health. <https://www.moneygeek.com/debt/resources/how-debt-can-harm-your-health/#expert=bob-sinclair>

Interviewed by Michrowski, E. (November 18, 2021). Propulo podcast: Episode 42 - Linking Safety Climate and Behaviors. <https://www.linkedin.com/feed/update/urn:li:activity:6867106133304205312/> Also available at: Safety Guru Microsite: <https://thesafetyculture.guru/> C-Suite Radio: <https://c-suitenetwork.com/radio/shows/the-safety-guru/> Megaphone: <https://megaphone.link/CSN8221561095>

Quoted in King, J. (October 27, 2021). Here's how pandemic disruptions are causing seismic shifts in labor market. Upstate Business Journal. <https://upstatebusinessjournal.com/business-news/heres-how-pandemic-disruptions-are-causing-seismic-shifts-in-labor-market/>

Quoted in Wilks, A. G. (June 7, 2020). Why South Carolinians are flocking to beaches, bars, and shops as coronavirus cases soar. *Post and Courier*. https://www.postandcourier.com/health/covid19/why-south-carolinians-are-flocking-to-beaches-bars-and-shops-as-coronavirus-cases-soar/article_5346ce48-a6bc-11ea-a945-aba7ed4128b2.html

Morningstar, R. (May 5, 2020). University officials: Grads face challenging job market. *Upstate Today*. <https://upstatetoday.com/2020/05/05/university-officials-grads-face-challenging-job-market/>

Media references to *Harvard Business Review*/*Journal of Organizational Behavior* Death Anxiety Research:

British Broadcasting Corporation. [BBC Business Daily Podcast. When a work colleague dies.](#) (interview with Lisa Baranik about our research). July 29, 2019.

Seattle Times reprint of Harvard Business Review article: [How employers can help those who deal with death on the job. July 16, 2019](#)

Media references to Baranik et al. paper on government shutdowns/furloughs:

J. Davidson (2019). Shutdown leads to continuing psychological issues for federal employees. Washington Post: www.washingtonpost.com/politics/2019/01/29/shutdown-leads-continuing-psychological-issues-federal-employees/?utm_term=.508cadfc9359. January 29, 2019.

R. Karlin and E. Anderson (2019). Lingering shutdown is truly a downer. Times Union: www.timesunion.com/news/article/If-past-is-indication-shutdown-will-cause-13518116.php. January 12, 2019.

Sinclair, R. R. (July 18, 2017). 2017's most and least stressed cities in America. *WalletHub*. <https://wallethub.com/edu/most-least-stressed-cities/22759/#robert-sinclair>

Sinclair, R. R. (June 10, 2016). 6 ways to help your employees manage financial stress. *Upstate Business Journal*, 5, 26. <https://greenvillejournal.com/news/6-ways-to-help-your-employees-manage-financial-stress/>

Quoted in Coyne, A. (May 5, 2016). South Carolina one of worst states for working moms. Greenville Online.

<http://www.greenvilleonline.com/story/money/2016/05/05/study-sc-one-worst-states-working-moms/83969028/>

Sinclair, R. R. (April 9, 2016). Se puede combatir el estrés. Invited column for elnuevodia
<http://www.elnuevodia.com/opinion/columnas/sepuedecombatirelestres-columna-2184598/>

Work featured in I/O at Work (2014) Death anxiety is related to burnout and other organizational problems.
<http://www.ioatwork.com/death-anxiety-is-related-to-burnout-and-other-organizational-problems.>

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.

Quoted in: Schings, S. (2009, November). SIOP members give advice on getting the most out of seasonal employees. *Society for Industrial & Organizational Psychology Web Article*, November 25, 2009.

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

Academic Analytics Review Committee, CBSHS Representative (2023-Present)

CBSHS Industry Partners Committee (2023-Present)

CBSHS Midcareer Mentoring Committee (2023-Present)

Internal Reviewer for Limited Submission Grant Applications (2022)

Clemson University Council for Diversity and Inclusion – CBSHS Representative (2020-2022)

Promotion and Tenure Subcommittee Member for Department of Public Health (2021)

Reviewer for GRADS 2021 poster competition (2021)

CBSHS Graduate Coordinators Committee (2020-Present)

College of Behavioral, Social, and Health Sciences Strategic Planning Committee (2016)

Clemson Internal Review Board, Alternate (Summer 2015 to Present)

Associate Provost for Faculty Affairs Search Committee (Spring 2015)

2020 Strategic Plan Phase I Graduate Education Committee (Spring 2015)

Employee Wellness Taskforce (2014-2015)

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 (2010-2015)

Departmental Service

IO Faculty Search Committee Chair (AY 2023-24)

IO Faculty Search Committee Chair (AY 2022-23)

IO Faculty Search Committee Chair (AY 2021-22)

Quantitative Faculty Search Committee Chair (AY 2016-17)

Schedule Committee (AY2014-2015 to present)

IO Faculty Search Committee (AY 2012-13)

Promotion and Tenure Committee (Fall 2011 to present)
Graduate Program Director (January 2010 to present)
Advisory Committee (AY 2009-10; 2018-2019 to present)
Department Chair Search Committee (AY2010-11)
Graduate Committee (2008, 2010 to present)

Brownbag Presentations, Guest Lectures, Presentations to Community Groups

1. Sinclair, R. R. (October, 2023). Panelist: Writing your way into Graduate School. University of North Texas.
2. Sinclair, R. R. (October, 2023). Panelist: The Art of Respectful Engagement: Civil Discourse Panel. Clemson University Ethics Week Panel Discussion.
3. Sinclair, R. R. (October, 2023). Economic Stress and Occupational Health. Invited speaker to Texas A&M, Industrial-Organizational Psychology Graduate Program.
4. Sinclair, R. R. (April, 2023). Economic Stress and Occupational Health. Invited speaker to University of Nebraska at Omaha, Industrial-Organizational Psychology Graduate Program.
5. Sinclair, R. R., Pagano, C., & Nicholson, J. (March, 2023). Graduate Study in Psychology at Clemson University. Claflin University Careers in Psychology Symposium.
6. Sinclair, R. R. (December, 2022). Panelist: Looking for Acceptance – Publishing OHP Science. Virtual panel discussion for the Society for Occupational Health Psychology.
7. Sinclair, R. R. (December, 2022). Graduate study in Industrial-Organizational Psychology. Guest lecture to the Clemson University Psychology Club. Clemson, SC.
8. Sinclair, R. R. (May, 2022). Economic Stress. Guest lecture to Occupational Health Psychology class at the University of Bologna. Bologna, Italy.
9. Sinclair, R. R. (February, 2022). Occupational Health and Employee Retention in Healthcare. Clemson Health Advancement Talks. Clemson University, Clemson, SC.
10. Sinclair, R. R. (March, 2021). Economic stress and Occupational Health Psychology. Guest lecture, Department of Psychology, University of Connecticut, Storrs, CT.
11. Sinclair, R. R. (November, 2020). Panelist: Graduate Recruiting Advisory Council on the use of GRE scores in graduate admissions. Clemson, SC.
12. Sinclair, R. R. (October, 2020). Panelist: CBSHS Lunchtime Professional Development seminar on publishing. Clemson, SC
13. Sinclair, R. R. (February, 2020). *Improving retention by building a healthy organizational culture*. Staffmark Lunch and Learn Session, Anderson, SC.
14. Sinclair, R. R. (June, 2016). *Economic Stress: Implications for Occupational Health Psychology*. Presented to Department of Psychology, University of Connecticut, Storrs, CT.
15. Sinclair, R. R. (November, 2015). *Occupational Health Psychology*. Presented to Department of Psychology, East Carolina University, Greenville, NC.
16. Sinclair, R. R. (October, 2015). *Wellness incentives: An occupational health psychology perspective*. Presented to Greenville LiveWell quarterly roundtable. Greenville, SC.
17. Sinclair, R. R. (February, 2015). *Financial stress*. Presented to Greenville LiveWell quarterly roundtable. Greenville, SC.
18. Sinclair, R. R. (September, 2014). *Communication and safety climate: Lessons from applied psychology and public health*. Presented to Liberty Mutual Research Institute for Safety. Hopkinton, MA.

19. Sinclair, R. R. (August, 2013). *Creating a healthy workplace culture: Recommendations from occupational health psychology*. Presented to Greenville LiveWell quarterly roundtable. Greenville, SC.
20. 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.
21. Sinclair, R. R. (November, 2010). *Graduate study in psychology*. Invited Presentation to Psi Chi, Clemson University, Clemson, SC.
22. Sinclair, R. R. (January, 2010). *The publication process*. Clemson University Psychology Department Brownbag Presentation.
23. Sinclair, R. R. (October, 2009). Promoting positive work experiences in nursing: Models, outcomes, and interventions. *Clemson University Psychology Department Brownbag Presentation*.
24. 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.
25. 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.
26. Hammer, L. B. & Sinclair, R. R. (October, 2007). Occupational Health Psychology. *Presentation at the 2007 Northwest Occupational Health Conference*. Seaside, OR.
27. 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.
28. 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.
29. 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.
30. 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.
31. 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.
32. 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.
33. Sinclair, R. R. (June, 2004). Creating and Managing Organizational Culture: A Scientific Perspective. *Invited presentation to the MBL Learning Circle*. Portland, OR.
34. Sinclair, R. R. (April, 2004). Industrial/Organizational Psychology. *Invited presentation to the Portland Community College Psychology Club (Sylvania Campus)*. Portland, OR.

35. 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.
36. 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.
37. 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.
38. 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.
39. 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.
40. 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.
41. 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.
42. 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.
43. 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.
44. Sinclair, R. R. (March, 1999). Industrial and Organizational Psychology. *Lecture to Psi Chi of Oklahoma Baptist University*. Shawnee, OK.
45. 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.
46. 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

Livewell Greenville, Livewell at Work Roundtable Evaluation Coordinator (2014-20183)

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

1. Kat Barrett (Proposal In Progress). Title TBD. Clemson University, Department of Psychology.
2. Shreya Tellur (2023). *Diversity climate, burnout, and employee engagement: Considering the moderating effects of positive and negative affect*. Clemson University, Department of Psychology.
3. 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.

Undergraduate Honors Thesis Committee Member

1. Meg Wilkes (2017). *The effects of sleep deprivation and stress on the speed-accuracy tradeoff*. Clemson University, Department of Psychology.
2. Christopher Ply (2022). *The effect of one night of total sleep deprivation on affect and affective personality*. Clemson University, Department of Psychology.

Master's Thesis Committee Chair

1. Meredith Pool (Proposal in Progress).
2. Lauren Kistler (2022). *Oh the places you'll go: The effects of commuting time on work, family, and health-related outcomes*. Clemson University, Department of Psychology.
3. Baylor Graham (2021). *Off to a poor start: The role of childhood adversity in employee burnout, turnover, commitment, and counterproductive behavior*. Clemson University, Department of Psychology.
4. Paige Watson (2020). *Towards a better understanding of job crafting in the job demands-resource model: A three-wave study*. Clemson University, Department of Psychology.
5. John Morgan (2018). *Job insecurity across borders: An examination of job insecurity, perceived organizational support, and turnover intentions in the United States and China*. Clemson University, Department of Psychology.
6. Elyssa Johnson (2018). *Are values valuable? Individual difference moderators of the effects of economic stress on job satisfaction*. Clemson University, Department of Psychology.
7. Deanna Burns (2015). *The missing link: An examination of mediators in the income – work-family conflict relationship*. Clemson University, Department of Psychology.
8. Janelle Cheung (2014). *Do I have enough money? An examination of income and income perceptions on nursing turnover intentions*. Clemson University, Department of Psychology.
9. Skye Gillespie (2012). *The effects of health benefit use and satisfaction on commitment among full and part-time employees*. Clemson University, Department of Psychology.
10. 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.
11. Crystal Burnette (2012). *How leadership can influence well-being: The roles of leader-member exchange and social support*. Clemson University, Department of Psychology.
12. 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.
13. Dan Hahn (2008). *A three-component model of social exchange and safety performance at work*. Portland State University, Department of Psychology.

14. 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.
15. 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.
16. 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.
17. Ty Brubaker (2005). *Demographic and claim source differences in stress-related workers' compensation claims*. Portland State University, Department of Psychology.
18. David Hall (2005). *Development and validation of the Sustainability Climate Survey*. Portland State University, Department of Psychology.
19. 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.
20. 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

1. Ally Wentworth (2023). *"Fit check": Testing a model of person-group fit at the team level*. Clemson University, Department of Psychology.
2. Caitlin Root (2018). *A mixed method approach to improving safety climate at Princeton University*. Clemson University, Department of Environmental Health Physics.
3. Chloe Wilson (2018). *Living to work: The effects of occupational calling on mental health at work*. Clemson University, Department of Psychology.
4. Nastassia Savage (2016). *Let's be fair here: The influence of leadership on interpersonal justice in a healthcare context*. Clemson University, Department of Psychology.
5. Megan Morgan (2016). *Is it 10-4 to be a complaining cop? Antecedents and consequences of complaining at work among police officers*. Clemson University, Department of Psychology.
6. Crystal Wiedemann (2016). *Employee engagement simplified by Self-Determination Theory*. Clemson University, Department of Psychology.
7. Kandice Goguen (2015). *The mediating effects of positive motivational states on the relationships between hindrance stressors and organizational citizenship behaviors: A multi-level approach*. Clemson University, Department of Psychology.
8. Brooke Baker (2014). *Satisfaction with work-family balance among graduate students: Possible antecedents and outcomes*. Clemson University, Department of Psychology.
9. 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.
10. 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.
11. 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.
12. Christine Kelley (2010). *Perceived Organizational Support as a predictor of stigma and treatment seeking for psychological problems*. Clemson University, Department of Psychology.

13. Rob Wright (2009). *Evaluation of the workplace interpersonal conflict construct among nurses*. Portland State University, Department of Psychology.
14. David Cadiz (2009). *Subjective age in the workplace: Exploring the nomological network*. Portland State University, Department of Psychology.
15. Maria D. Scanelli (2008). *Anticipating deployment: Conflict resolution for military personnel and their families*. Portland State University, Department of Peace and Conflict Resolution.
16. Gino Galvez (2007). *Workplace intimate partner violence among Latino batterers*. Portland State University, Department of Psychology.
17. Teresa Greene (2006). *Perceived control and coping: Personal resources as pathways to academic engagement*. Portland State University, Department of Psychology.
18. Jennifer Cullen (2003). *Development of a typology of dual-earner couples in the Sandwiched Generation: Differences between and within sandwiched couples on childcare, elder care, and work role demands*. Portland State University, Department of Psychology.

Doctoral Dissertation Committee Chair

1. Baylor A. Graham (Proposal in progress).
2. Lauren Kistler (Proposal in progress).
3. Gwendolyn Paige Watson (2023). *Meaning matters: Cognitive crafting as a sensemaking mechanism and motivational process to enhance gig driver well-being in light of customer interactions*. Clemson University, Department of Psychology.
4. John Morgan (2020). *Inquiry complete: Experiences and positive career outcomes among creative inquiry participants*. Clemson University, Department of Psychology.
5. Elyssa Johnson (2020). *Burnout and poor health resulting from resource loss. A longitudinal examination of loss spirals*. Clemson University, Department of Psychology.
6. Ben Hardy (2019). *Transformational leadership and perceived role breadth: Multi-level mediation of individual and group-level trust in leader and affective organizational commitment*. Clemson University, Department of Psychology.
7. Skye Gillespie (2017). *Putting your best face forward: The influence of facial cosmetics on structured interview ratings*. Clemson University, Department of Psychology.
8. Janelle Cheung (2016). *Employee well-being profiles: A person-centered approach to understanding multiple dimensions of psychosocial well-being*. Clemson University, Department of Psychology.
9. Deanna Burns (2016). *What work and family mean to you: Investigating demographic differences in work-family conflict using qualitative and quantitative item analysis*. Clemson University, Department of Psychology.
10. Crystal Burnette (2016). *Burnout among pastors in local church ministry in relation to pastor, congregation members, and organizational outcomes*. Clemson University, Department of Psychology.
11. Alec Munc (2015). *An examination of psychological climate linking mechanisms across the strategic priorities of health and stress*. Clemson University, Department of Psychology.
12. 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.
13. Melissa Waitsman (2012). *Dispositional resilience and person-environment fit as predictors of college student retention*. Clemson University, Department of Psychology.
14. Mark Zajack (2010). *A multilevel model of economic stress*. Clemson University, Department of Psychology.

15. Lindsay Sears (2010). *Predictors and outcomes of occupational commitment profiles among nurses*. Clemson University, Department of Psychology.
16. Celina Oliver (2009). *Hardiness: A meta-analytic review of 25 years of research*. Portland State University, Department of Psychology.
17. 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.
18. 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.
19. 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.
20. Sally Cox (2000). *Leader character: A model of personality and moral development*. University of Tulsa, Department of Psychology.
21. Lee Croll (2000). *Workplace violence in the health care industry: Effects of coping and social support*. University of Tulsa, Department of Psychology.
22. Lisa Mills (2000). *Evaluation of a model of hardiness and health using meta-analysis and path-analysis*. University of Tulsa, Department of Psychology.
23. Christopher Wright (2000). *A multidimensional analysis of the relation among employee commitment and job performance*. University of Tulsa, Department of Psychology.
24. Rachel L Radwinsky (1999). *The effect of psychological contracts on the performance of temporary employees*. University of Tulsa, Department of Psychology.
25. 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

1. Caroline George (Proposed 2023). *Shift schedule justice and clinician outcomes: A quasi-experimental approach*. Clemson University, Department of Psychology.
2. Kenzie Hurley (2022). *"The people make the place": Evaluating mattering's influence on graduate students' intentions to graduate*. Clemson University, Department of Psychology.
3. Annie McCord (2021). *Comparing cyberincivility and cyberbullying in the workplace: Measurement, outcomes, and the power imbalance*. Clemson University, Department of Psychology.
4. Chloe Wilson (2021). *Trauma or trapped: Conceptualizing moral suffering and the impact of occupational stigma*. Clemson University, Department of Psychology.
5. Zach Klinefelter (2020). *The Appraisal of Stressors as an Outcome: Novel Directions on the Conceptualization and Measurement of Work Stress*. Clemson University, Department of Psychology.
6. Anton Sytine (2019). *The role of savoring positive experiences when faced with challenge and hindrance demands: A longitudinal study*. Clemson University, Department of Psychology.
7. Jamie Fynes (2018). *Now that I'm gone, let me tell you how I feel: Former employees' perceptions of employer image and organizational attraction*. Clemson University, Department of Psychology.
8. Kandice Goguen (2017). *Flexible and Fit: Examining the relationship between flexible work arrangements and employee health*. Clemson University, Department of Psychology.
9. Kristen Jennings (2017). *Stress as a badge of honor: Relationships with employee performance, health, and well-being*. Clemson University, Department of Psychology.

10. Anna McFadden (2016). *The impact of coworkers on safety outcomes: Comparing models of mediation, moderation, and incremental effects*. Clemson University, Department of Psychology.
11. Hannah Murphy (2015). *Lexical indicators in employees' qualitative survey responses: Linking psychological ownership to key work outcomes*. Clemson University, Department of Psychology.
12. Laurie Jacobs (2013). *Work stress reactivity and health outcomes: A study of nurses*. Portland State University, Department of Psychology.
13. Christine L. Pusilo (2013). *Better safe than sorry: Personality-based and overt predictors of safety*. Clemson University, Department of Psychology.
14. 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.
15. 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.
16. Narsingh Kumar (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).
17. Eric McKibben (2010). *The relationship between mood, emotional labor, ego depletion, and customer outcomes over time*. Clemson University, Department of Psychology.
18. Phillip Lipka (2010). *Sexual minorities in the workplace: An examination of individual differences that affect responses to workplace heterosexism*. Clemson University, Department of Psychology.
19. Brandon Baughman (2008). *An investigation of neuropsychological function and work performance in people diagnosed with multiple sclerosis*. University of Tulsa, Department of Psychology.
20. Nan Yragui (2008). *Intimate Partner Violence and employment: Supervisor support congruency for Latina and Non-Latina Survivors*. Portland State University, Department of Psychology.
21. 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.
22. 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.
23. 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.
24. 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.
25. Rainer Seitz (2006). *Interpersonal sensitivity and information sharing during layoffs: Implications for job seekers*. Portland State University, Department of Psychology.
26. Saban Srivannaboon (2005). *Linking project management with business strategy*. Portland State University, Department of Engineering Management.
27. 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.
28. 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.
29. Susan Marcus (2004). *Sustainable business organizations: Executive decision making heuristics-in-use*. Portland State University, School of Business.
30. 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.

31. 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.
32. Krista Brockwood (2002). *An examination of positive work-family spillover among dual earner couples in the sandwiched generation.* Portland State University, Department of Psychology.
33. Robert P. Michel (2000). *A model of entry-level job performance.* University of Tulsa, Department of Psychology.
34. Kimberly Brinkmeyer (1999). *Feedback on feedback: How non-cognitive individual differences impact the recipient's view.* University of Tulsa, Department of Psychology.
35. Wendy DelVecchio (1999). *The dynamic relationship between job satisfaction and job performance.* University of Tulsa, Department of Psychology.
36. Michael Najar (1999). *Personality and power: Interacting to enhance leadership effectiveness.* University of Tulsa, Department of Psychology.
37. 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, SP15, SP18, F20, F22)
PSYCH 8620*	Organizational Psychology (F09, F10, F12, SP14, F15, F17, F19, F21, F23)
PSYCH 4980	Critical Inquiry Team: Gig Work and Occupational Health (F21, SP22)
PSYCH 4890	Occupational Health Psychology (F18)
PSYCH 4710	Psychological Testing (F13, SP16, F16, SP17, SP22, SP23, SP24, SU24)
PSYCH 3680	Organizational Psychology (F09)
PSYCH 3100	Advanced Experimental Psychology (SP09, SP10, SP12, SP19, SP20, SP21, SU22, SU23)
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)