

**Alice M. Brawley Newlin, Ph.D.**

Curriculum Vitae

Gettysburg College  
Department of Management  
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**EDUCATION**

2016	Ph.D.	Industrial-Organizational Psychology	Clemson University
2014	M.S.	Applied Psychology	Clemson University
2012	B.A.	Psychology	Louisiana Tech University

**APPOINTMENTS**

2017 – present	Assistant Professor	Gettysburg College Department of Management
2016 – 2017	Visiting Instructor	Michigan State University Department of Psychology
2014 – 2016	Instructor	Clemson University Department of Psychology
2013 – 2014	Research Assistant	Clemson University Office of Institutional Assessment
2012 – 2013	Teaching Assistant	Clemson University Department of Psychology

**PUBLICATIONS**

**Journal Articles**

- Brawley Newlin, A. M.**, & Pury, C. L. S. (in press). All of the above?: An examination of overlapping organizational climates. *Journal of Business and Psychology*. doi:10.1007/s10869-019-09639-6
- Garst, B. A., Gagnon, R. J., & **Brawley, A. M.** (2019). Efficacy of online training for improving camp staff competency. *Journal of Adventure Education and Outdoor Learning*, 19, 12-27. doi:10.1080/14729679.2018.1488147
- Rosopa, P. J., **Brawley, A. M.**, Atkinson, T. P., & Robertson, S. A. (2018). On the conditional and unconditional Type I error rates and power of tests in linear models with heteroscedastic errors. *Journal of Modern Applied Statistical Methods*, 17(2), eP2647. doi:10.22237/jmasm/1551966828
- Brawley, A. M.** (2017). The big, gig picture: We can't assume the same constructs matter. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 687-696. doi:10.1017/iop.2017.77
- Brawley, A. M.**, & Pury, C. L. S. (2017). Little things that count: A call for organizational research on microbusinesses. *Journal of Organizational Behavior*, 38, 917-920. doi:10.1002/job.2184
- Brawley, A. M.**, & Pury, C. L. S. (2016b). It's like doing a job analysis: You know more about qualitative methods than you may think. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 753-760. doi:10.1017/iop.2016.86
- Robertson, S. A., Datu, J. A. D., **Brawley, A. M.**, Pury, C. L. S., & Mateo, N. J. (2016). The Dark Triad and social behavior: The influence of self-construal and power distance. *Personality and Individual Differences*, 98, 69-74. doi:10.1016/j.paid.2016.03.090
- Brawley, A. M.**, & Pury, C. L. S. (2016a). Work experiences on MTurk: Job satisfaction, turnover, and information sharing. *Computers in Human Behavior*, 54, 531-546. doi:10.1016/j.chb.2015.08.031

## Book Chapters

- Brawley Newlin, A. M.** (in press). More specific than "small": Identifying key factors to account for the heterogeneity in stress findings among small businesses. In P. L. Perrewé, P. D. Harms, & C.-H. Chang (Eds.), *Research in occupational stress and well-being: Entrepreneurial and small business stressors, experienced stress, and well-being* (Vol. 18).
- Pury, C. L. S., **Brawley, A. M.**, Lopez, S. J., & Burnett, E. A. (in press). Courage. In C. R. Snyder, S. J. Lopez, L. M. Edwards, & S. C. Marques (Eds.), *Oxford handbook of positive psychology* (3<sup>rd</sup> ed.). New York, NY: Oxford. doi:10.1093/oxfordhb/9780199396511.013.30
- Sinclair, R. R., Stanyar, K., McFadden, A., **Brawley, A. M.**, & Huang, Y. (2014). The role of communication in employee safety and health management. In V. D. Miller & M. E. Gordon (Eds.), *Meeting the challenges of human resource management: A communication perspective*. New York, NY: Routledge.

## RECENT PRESENTATIONS

- Konter, E., **Brawley Newlin, A. M.**, Pury, C. L. S., & Tam, A. (2019, November). *Courage in competition: Adaptation of the Sport Courage Scale for the United States and validation of factor structure*. Paper presented at the 17<sup>th</sup> International Sport Sciences Congress, Antalya, Turkey.
- Honey, N., & **Brawley Newlin, A. M.** (2019, November). *Extending self-determination and worker dependence theories to rideshare gig workers*. Paper presented at the 13<sup>th</sup> International Conference on Occupational Stress and Health: Work, Stress, and Health, Philadelphia, PA.
- Brawley Newlin, A. M.** (2019, April). *Seriously?: Estimates of gig work dependence vary with question wording*. In Mugayar-Baldocchi, M. A.\*, & **A. M. Brawley Newlin** (Chairs), "MTurk: Misuses, abuses, and proper uses." Symposium conducted at the the 33<sup>rd</sup> annual meeting of the Society of Industrial and Organizational Psychology, National Harbor, MD
- Savage, N., & **Brawley, A. M.** (2018, July). *The rise of the gig economy and the death of the team?* Poster presented at the 13<sup>th</sup> annual conference of the Interdisciplinary Network for Group Research (INGroup), Bethesda, MD.
- Garst, B. A., Gagnon, R. J., & **Brawley, A. M.** (2018, February). *Efficacy of online training for improving camp staff competency*. Paper presented at the 2018 American Camp Association's Camp Research Forum, Orlando, FL.
- Brawley, A. M.**, & Pury, C. L. S. (2017, April). *Performance management in very small family businesses*. In **A. M. Brawley** (Chair), "Small business, big impact: Applying I-O psychology to small employers." Symposium conducted at the 32<sup>nd</sup> annual meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.
- Brawley, A. M.**, & Pury, C. L. S. (2017, April). *All climates are highly prioritized? Depends on how you ask*. In **A. M. Brawley**, E. A. Burnett\*, & C. L. S. Pury (Chairs), "Multiple climates: Studying the gaps in-between." Symposium conducted at the 32<sup>nd</sup> annual meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.
- Brawley, A. M.**, Pury, C. L. S., Switzer, F. S., & Saylor, S. (2017, April). *Work analysis in the gig economy and the case of MTurk Workers*. In **A. M. Brawley** (Chair), "MTurk as work (and not just a recruitment method)." Symposium conducted at the 32<sup>nd</sup> annual meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.

## TEACHING

### Undergraduate Courses

#### **Gettysburg College Department of Management (2017 – present)**

OMS 235: *Quantitative Methods*

OMS 301: *Research Methods*

OMS 370: *Workplace Motivation*

OMS 405 (Senior Capstone): *The Gig Economy*

OMS 460: *Individualized Study – Research*

Curry Fisher '19 (*Advanced data analysis*)

Ella Groner '18 (*The effect of organizational culture on work-life balance*)

Allie Stranick '21 (*TBD*)

OMS 470: *Individualized Study – Internship*

Lindsay Harris '19 (*Altmetrics: An influence on research citations over time and across subject fields*)

#### **Michigan State University Department of Psychology (2016 – 2017)**

PSY 255: *Introduction to Industrial-Organizational Psychology*

PSY 295: *Quantitative Methods*

PSY 455: *Advanced Organizational Psychology*

#### **Clemson University Department of Psychology (2012 – 2016)**

PSYC 3090: *Quantitative Methods*

PSYC 3100: *Research Methods*

PSYC 3520: *Social Psychology*

PSYC 4970: *Directed Studies in Psychology*

Hillary May (2014)

Adina Ungureanu (2014)

PSYC 4980: *Team-Based Research on Employee Perceptions of the Workplace*

PSYC 3060: *Human Sexual Behavior* (Teaching Assistant)

PSYC 3101: *Research Methods Lab* (Teaching Assistant)

PSYC 4980: *Team-Based Research on Courage* (Teaching Assistant)

PSYC 4980: *Team-Based Research on Situational Affordances* (Teaching Assistant)

PSYC 1010: *Introduction to Psychology* (Guest Lecture)

PSYC 3090: *Quantitative Methods* (Guest Lecture)

PSYC 3100: *Research Methods* (Guest Lectures)

### Graduate Courses

#### **Michigan State University Department of Psychology (2017)**

PSY 860: *Special Problems in Psychology Seminar* (Guest Lecture)

PSY 992: *Organizational Behavior* (Guest Lectures)

#### **Clemson University Department of Psychology (2015)**

PSYC 8140: *Research Design and Quantitative Methods Lab* (Co-Instructor)