

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

Curriculum Vitae  
8/13/20

Gettysburg College  
Department of Management  
Glatfelter Hall Room 412  
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**RESEARCH AREAS**

Gig economy workers  
Small and family businesses  
Methodological issues

**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

**PUBLICATIONS**

**Journal Articles**

- Brawley Newlin, A. M., & Pury, C. L. S.** (2020). 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, pp. xx-xx).

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 AWARDS AND GRANTS

#### Teaching

2018 Johnson Teaching Grant, Gettysburg College Johnson Center for Creative Teaching and Learning

2018 Internal teaching grant, Gettysburg College Department of Management

#### Research (\*Student awardee)

2019 Invited semi-finalist proposal for SIOP Visionary grant, SIOP Foundation: "The future of gig worker health and well-being: Building an evidence-based initiative," with H. N. Odle-Dusseau (co-principal investigator), \$98,399. Not funded.

2019 Provost's Office grant for Structured Writing Accountability Group (SWAG), with C. Phillips & P. Selvaraj

2018 – 2019 Clemson University College of Behavioral, Social, and Health Sciences' Associate Dean's Recognition of Scholarship in Journal Publications, for **Brawley, A. M.**, & Pury, C. L. S. (2016a)

\* 2018 Management Department research grant, for Mackenzie Cronic '18 in OMS 405 (Capstone)

2017 – 2018 Early Career Fellowship, The Work and Family Researchers Network (WFRN)

#### Travel (\*Student awardee)

2020 Research and Professional Development grant, Gettysburg College, "Stats Camp 2020: Learning a new technique for identifying meaningful groups of gig workers"

\* 2019 Management Department conference travel grant, for Erica Boucher '19 for the annual conference of the Society for Industrial-Organizational Psychology (SIOP)

## RECENT PRESENTATIONS (\*Student coauthor)

### Papers and Posters

- 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.

### Invited Talks

- Brawley Newlin, A. M.** (2020, March). *The digital gig economy: What's new, what do we know, and so what?* Invited talk for the Gateway Industrial-Organizational Psychologists, St. Louis, MO.
- Brawley, A. M.** (2017, April). *A "no tears" guide to using MTurk well*. Invited workshop at Michigan State University Organizational Psychology program.
- Brawley, A. M.** (2017, February). *MTurk Workers... Wait a second, did you say "Workers?"* Invited talk at Central Michigan University.

### TEACHING

#### 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 452: *Individualized Study – Tutorial*

OMS 460: *Individualized Study – Research*

OMS 470: *Individualized Study – Internship*

**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*

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

PSYC 8140: *Research Design and Quantitative Methods Lab*