

Alice Brawley Newlin

Curriculum Vitae

Assistant Professor
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

- Sergio, M., Alanis, J., & **Brawley Newlin, A.** (2021). Making it happen: Keeping precarious workers' experiences central during COVID-19. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 14*, 189-193. doi:10.1017/iop.2021.36
- Brawley Newlin, A.** & Pury, C. L. S. (2020). All of the above?: An examination of overlapping organizational climates. *Journal of Business and Psychology, 35*, 539-555. 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

- Pury, C. L. S., **Brawley Newlin, A.** Burnett, E. A., & Lopez, S. J. (2021). Courage. In C. R. Snyder, S. J. Lopez, L. M. Edwards, & S. C. Marques (Eds.), *Oxford handbook of positive psychology* (3rd ed., pp. 493-504). Oxford.
- Brawley Newlin, A.** (2020). 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. 95-122). Emerald Publishing Limited.
- 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* (pp. 179-191). Routledge.

RECENT PRESENTATIONS

Papers

- Brawley Newlin, A.**, Pury, C. L. S., Saylor, S., & Switzer, F. S. (2021, August). *Understanding the structure and nature of work on MTurk to guide future research*. Paper presented at the 2021 annual conference of the British Sociological Association: Work, Employment, and Society. [Virtual]
- Bryant, C. M., & **Brawley Newlin, A.** (2021, August). *Discrimination in the gig economy: Who's to blame for behavior?* In Baloochi, M. (Chair), “Equality and discrimination in the new world of work.” Symposium paper presented at the 81st annual meeting of the Academy of Management. [Virtual]
- Brawley Newlin, A.** (2021, April). *Similarities (and differences) in rideshare drivers' and crowdworkers' financial dependence*. In Schroeder, A. N., & Bricka, T. M. (Chairs), “Generalizing nonstandard work doesn't work: Examining heterogeneity in paid work.” Symposium paper presented at the 35th annual meeting of the Society of Industrial and Organizational Psychology. [Virtual]
- Brawley Newlin, A.**, & Odle-Dusseau, H. N. (2021, April). *Antecedents and health outcomes of gig workers' perceived financial insecurity*. In González-Morales, M. G. (Chair), “The I-O psychology of gig work: Drivers of workers' outcomes and wellbeing.” Symposium paper presented at the 35th annual meeting of the Society of Industrial and Organizational Psychology. [Virtual]
- 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 17th 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 13th 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 33rd annual meeting of the Society of Industrial and Organizational Psychology, National Harbor, 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.

Posters

- Brawley Newlin, A.** (2021, July). *Artificial discriminant validity induced at Time 2: Extending Weijters et al. (2014)*. Poster presented at the 86th International Meeting of the Psychometric Society (IMPS 2021). [Virtual]
- Crayne, M. P., & **Brawley Newlin, A.** (2021, April). *Driven to succeed, or to leave? The variable impact of self-leadership in gig work*. Poster presented at the 35th annual meeting of the Society for Industrial Organizational Psychology. [Virtual]
- Savage, N., & **Brawley, A. M.** (2018, July). *The rise of the gig economy and the death of the team?* Poster presented at the 13th annual conference of the Interdisciplinary Network for Group Research (INGroup), Bethesda, MD.

Panelist

- In Schroeder, A. N. & **Brawley Newlin, A.** (2021, April). *Catching up to the changing world of work: Advice for studying the gig economy*. Panel conducted at the 35th annual meeting of the Society of Industrial and Organizational Psychology. [Panelist] [Virtual]
- In K. J. Black, & **A. M. Brawley Newlin** (2019, April), *Leaving the nest: Surviving the academic job hunt and your first year*. IGNITE! panel conducted at the the 33rd annual meeting of the Society of Industrial and Organizational Psychology, National Harbor, MD. [IGNITE! panel presenter]
- In Batarse, J. C. (2019, April). *Small business, big challenge: Applying big business consulting to small business*. Discussion conducted at the the 33rd annual meeting of the Society of Industrial and Organizational Psychology, National Harbor, MD. [Panelist]

Invited Talks/Sessions

- In Stafford, D., with M. Elmquist. (2021, April). *Textbook remix: An introduction to LibreTexts for OER editing*. Invited webinar for Affordable Learning Pennsylvania (ALPa). [Invited host] [Virtual]
- In González-Morales, M. G. (2021, April). *Post-COVID-19: Societies and organizations in the new global world of work*. Invited panel co-sponsored by the Alliance for Organizational Psychology and the International Affairs Committee, conducted at the 35th annual meeting of the Society of Industrial and Organizational Psychology. [Invited panelist] [Virtual]
- In Horvath, M., with A. N. Schroeder (2021, April). *IO and the gig economy*. Invited community of interest (COI) session conducted at the 35th annual meeting of the Society of Industrial and Organizational Psychology. [Invited COI host] [Virtual]
- Brawley Newlin, A. M.** (2021, March). *Are gig workers really "independent"?* It depends... Invited talk for University of Texas at Arlington's Psychology Department colloquium series. [Virtual]
- Brawley Newlin, A. M.** (2020, September). *Gig work: (Where) Does I-O fit?* Invited talk for Dr. Mindy Shoss' *Changing Nature of Work* graduate seminar, University of Central Florida. [Virtual]
- 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.

RECENT TEACHING

Gettysburg College Department of Management (2017 – present)

MGT/OMS 235: *Statistical Methods*

OMS 301: *Research Methods*

OMS 370: *Workplace Motivation*

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

MGT/OMS 460: *Individualized Study – Research*

OMS 470: *Individualized Study – Internship*

MGT 477: *Half Credit Internship*