

Alice Brawley Newlin

Curriculum Vitae

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Gettysburg College
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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

PUBLICATIONS

Journal Articles (*Student coauthor)

- Crayne, M. P., & **Brawley Newlin, A.** (in press). Driven to succeed, or to leave? The variable impact of self-leadership in rideshare gig work. *International Journal of Human Resource Management*.
<https://doi.org/10.1080/09585192.2023.2211712>
- Brawley Newlin, A.** (2023). On the folly of introducing A (time-based UMV), while designing for B (time-based CMV). *Applied Psychological Measurement*, 47, 253-256.
<https://doi.org/10.1177/01466216231165304>
- Marquez, S. *, 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. <https://doi.org/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.
<https://doi.org/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.
<https://doi.org/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.
<https://doi.org/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.
<https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/10.1016/j.chb.2015.08.031>

Book Chapters (*Student coauthor)

- 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. <https://doi.org/10.1093/oxfordhb/9780199396511.013.30>
- 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. <https://doi.org/10.1108/S1479-355520200000018005>
- 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. <https://doi.org/10.4324/9780203097984-20>

RECENT PRESENTATIONS

Paper/Symposium Presentations (*Student coauthor)

- Brawley Newlin, A.** (2023, April). *How to avoid the statistics scaries*. In K. J. Black, & **A. Brawley Newlin** (Chairs), “Rejecting the dull: Teaching students to know and love statistics.” IGNITE! session presented at the 37th annual meeting of the Society of Industrial and Organizational Psychology, Boston, MA.
- Odle-Dusseau, H. N., & **Brawley Newlin, A.** (2023, April). *Employee- and supervisor-rated FSSB: Congruence and correlates*. In V. J. Morganson, R. P. Yates, M. R. Maki (Chairs), & L. B. Hammer (Discussant), “Work-family supportive leadership.” Symposium paper presented at the 37th annual meeting of the Society of Industrial and Organizational Psychology, Boston, MA.
- 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 M. Baloochi (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 A. N. Schroeder, & T. M. Bricka (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 M. G. González-Morales (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.**, 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.** (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. (2019, April). *Seriously?: Estimates of gig work dependence vary with question wording*. In M. A. Mugayar-Baldocchi*, & **A. Brawley Newlin** (Chairs), & T. S. Behrend (Discussant), "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.

Brawley Newlin, A. (2019, April). *The part we forget about: Treat yo self*. In K. J. Black, & **A. Brawley Newlin** (Chairs), "Leaving the nest: Surviving the academic job hunt and your first year." IGNITE! session conducted at the the 33rd annual meeting of the Society of Industrial and Organizational Psychology, National Harbor, MD.

Posters (*Student coauthor)

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]

Panelist (*Student panelist)

In J. Wertzberger, & M. Elmquist, with R. Nedrow* (2021, March). *Perspectives on open education at Gettysburg College*. Friday Forum presentation at Gettysburg College. [Panelist] [Virtual]

In A. N. Schroeder, & **A. Brawley Newlin** (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 J. Brandaeur (2020, April). *Thinking about conducting an exam through Moodle?* Virtual panel discussion held by Johnson Center for Creative Teaching and Learning (JCCTL), Gettysburg, PA. [Panelist] [Virtual]

In J. A. Hendon (2019, October). *Mentoring undergraduate students*. Panel discussion held by Johnson Center for Creative Teaching and Learning (JCCTL), Gettysburg, PA. [Panelist]

In J. C. Batarse (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 (*Student co-presenter)

- Brawley Newlin, A.** (2022, October). *Why, and so what? The work motivations of rideshare gig workers.* “Fresh Perspective” closing plenary at the 18th Annual River Cities I-O (RCIO) Psychology Conference, Chattanooga, TN.
- In D. Stafford 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 M. G. González-Morales (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 M. Horvath, 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.** (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.** (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.** (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 AND MENTORSHIP

MGT/OMS 235: *Quantitative Methods*

MGT/OMS 301: *Research Methods*

MGT/OMS 370: *Workplace Motivation*

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

MGT/OMS 460/462/470/477: *Individualized Study – Research/Internship/Half-Credit Internship*