

## Alice Brawley Newlin

### Curriculum Vitae

Assistant Professor  
Department of Management  
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)

- Brawley Newlin, A.** (2024). Methodological and demographic variation in estimates of economic dependence across two types of gig work. *Occupational Health Science*, 8, 161-190. <https://doi.org/10.1007/s41542-023-00168-6> - [Podcast interview - Healthy Work: “Gig workers depend on their gigs”](#)
- Crayne, M. P., & **Brawley Newlin, A.** (2024). Driven to succeed, or to leave? The variable impact of self-leadership in rideshare gig work. *International Journal of Human Resource Management*, 35, 98-120. <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.** (2016). 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.** (2016). 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)

- Brawley Newlin, A.,** Filetti, M.\*, & Branco Chaves, J.\* (in press). Gig work. In C. Cooper & P. Borough (Eds.), *Elgar encyclopedia of occupational health psychology*. Edward Elgar Publishing.
- 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* (3<sup>rd</sup> 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 AWARDS

- |             |  |
|-------------|--|
| 2024        | The Luther W. and Bernice L. Thompson Distinguished Teaching Award, Gettysburg College   |
| 2023        | "Super Saver" Textbook Affordability Champion, Gettysburg College Musselman Library's "Textbook Affordability Week," with M. Maras for saving students \$106,241.60 in textbook costs since 2020 by using OER in MGT 235 |
| 2021 – 2022 | Affordable Learning Champion, Affordable Learning Pennsylvania (ALPA)<br><a href="#">Webpage</a>   |

#### RECENT PRESENTATIONS

##### Papers/Symposia (\*Student coauthor)

- Ajaiyeoba, I. O., Hyde, S., & **Brawley Newlin, A.** (2024, April). *Person-gig fit: Examining the value of volition, boundaryless career orientation, and education of satisfied gig workers*. In J. A. Van Fossen & G. P. Watson (Co-Chairs), "Modern careers research on success, satisfaction, and

continuance in the gig economy.” Symposium paper presented at the 38<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Brawley Newlin, A.** (2023, April). *How to avoid the statistics scares*. In K. J. Black & **A. Brawley Newlin** (Chairs), “Rejecting the dull: Teaching students to know and love statistics.” IGNITE! session presented at the 37<sup>th</sup> 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 (Co-Chairs), & L. B. Hammer (Discussant), “Work-family supportive leadership.” Symposium paper presented at the 37<sup>th</sup> Society for Industrial and Organizational Psychology Annual Conference, 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.
- 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 81<sup>st</sup> annual meeting of the Academy of Management.
- 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 35<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology.
- 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 35<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology.

#### Posters (\*Student coauthor)

- Brawley Newlin, A.** (2023, November). *Psychological “types” of gig workers: Synthesis and future research directions for organizational and vocational behavior*. Poster presented at the 14<sup>th</sup> International Conference on Occupational Stress and Health: Work, Stress, and Health, Miami, FL.
- Filetti, M.\*, & **Brawley Newlin, A.** (2023, November). *Gender role stereotypes and the work-life interface*. Poster presented at the 14<sup>th</sup> International Conference on Occupational Stress and Health: Work, Stress, and Health, Miami, FL.
- Brawley Newlin, A.** (2021, July). *Artificial discriminant validity induced at Time 2: Extending Weijters et al. (2014)*. Poster presented at the 86<sup>th</sup> International Meeting of the Psychometric Society (IMPS 2021).
- 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 35<sup>th</sup> annual meeting of the Society for Industrial Organizational Psychology.

#### Invited Talks/Sessions

- 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).
- 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 35<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology.

In M. Horvath, with A. N. Schroeder (2021, April). *IO and the gig economy*. Invited community of interest (COI) session conducted at the 35<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology.

**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.

**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.

**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

MGT 235: *Quantitative Methods*

MGT 301: *Research Methods*

MGT 370: *Workplace Motivation*

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

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