

Alice Brawley Newlin

Curriculum Vitae

Associate 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

2024 – present	Associate Professor	Gettysburg College Department of Management
2017 – 2024	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. (in press). Not all “small business” is the same, and I-O has shoulders to stand on. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

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.* (2024). Gig work. In C. Cooper, & P. Borough (Eds.), *Elgar encyclopedia of occupational health psychology* (pp. 81-83). Edward Elgar Publishing. <https://doi.org/10.4337/9781035313389.ch25>
- 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 AWARDS

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|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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)
Webpage |

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 38th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

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 (Co-Chairs), & L. B. Hammer (Discussant), "Work-family supportive leadership." Symposium paper presented at the 37th 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 81st 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 35th 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 35th 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 14th 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 14th 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 86th 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 35th 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 35th 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 35th 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*