

Claire E. Smith
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Education

Ph.D.	Bowling Green State University Industrial/Organizational Psychology Preliminary examination specialty: Work stress recovery Dissertation: “Too tired to escape tiredness: Work stress undermines healthy leisure decision-making” (<i>Co-advisors: Dr. Clare L. Barratt & Dr. Margaret E. Brooks</i>)	08/2021
M.A.	Bowling Green State University Industrial/Organizational Psychology Thesis: “Breaks that break the burnout spiral” (<i>Advisor: Dr. Clare L. Barratt</i>)	05/2019
B.S.	Georgia Institute of Technology Psychology	05/2016

Academic Employment

Assistant Professor, University of South Florida	Fall 2023-Present
Postdoctoral Scholar, University of South Florida	Spring 2021-Fall 2023
Instructor, Bowling Green State University	Fall 2019-Fall 2020
Graduate Research Assistant, Bowling Green State University	Fall 2016-Spring 2018
Undergraduate Research Assistant, Georgia Tech	Fall 2013-Summer 2016

Research Interests

Work stress and recovery, the work-life interface, and healthy aging

Publications

*Denotes a graduate student coauthor. +Denotes an undergraduate student coauthor.

1. **Smith, C.E.**, Lee, S., & Allen, T.D. (2023). Hard work makes it hard to sleep: Job characteristics link to multidimensional sleep phenotypes. *Journal of Business & Psychology*.
<https://doi.org/10.1007/s10869-023-09882-y>
2. Lawson, K. M., Lee, S., **Smith, C.E.**, & Thiem, K. (2023). Staying in STEM: Work-to-life conflict and retention-related outcomes in a male-dominated occupation. *Gender in Management*.
<https://doi.org/10.1108/GM-10-2022-0326>
3. **Smith, C.E.**, Lee, S., Brooks, M.E., Barratt, C.L., & Yang, H. (2023). Working and working out: Decision-making inputs connect daily work stress to physical exercise. *Journal of Occupational Health Psychology*, 28(3), 160–173. <https://doi.org/10.1037/ocp0000349>.
(APA Editor's Choice Paper)
4. Henderson, A., & **Smith, C.E.** (2022). When does presenteeism harm productivity the most? Employee motives as the key moderator to the presenteeism-productivity relationship. *Journal of Managerial Psychology*. <https://doi.org/10.1108/JMP-08-2020-0446>

5. Matthews, R.A., Wayne, J.H., **Smith, C.E.**, Casper, W.J., Wang, Y-R., & Streit, J. (2022). Resign or carry-on? District and principal leadership as drivers of change in teacher turnover intentions during the COVID-19 crisis: A latent growth model examination. *Journal of Occupational and Organizational Psychology*. <https://doi.org/10.1111/joop.12397>
6. Matthews, R.A., Walsh, B.M., **Smith, C.E.**, Whitman, M., & McKersie, S. (2022). Can incivility be informative? Client incivility as a signal for provider creativity. *Journal of Occupational Health Psychology*. <https://doi.org/10.1037/ocp0000323>.
7. Lee, S., **Smith, C.E.**, Wallace, M.L., Andel, R., Almeida, D.M., Patel, S.R., & Buxton, O.M. (2022). Cardiovascular risks and sociodemographic correlates of multidimensional sleep phenotypes in two samples of U.S. adults. *SLEEP Advances*, 3(1), 1-11. <https://doi.org/10.1093/sleepadvances/zpac005>.
8. **Smith, C.E.**, & Lee, S. (2022). Identifying diverse forms of (un)healthy sleep: Sleep profiles differentiate psychological and physical well-being in midlife adults. *Social Science & Medicine*, 292, Article 114603. <https://doi.org/10.1016/j.socscimed.2021.114603>.
9. **Smith, C.E.**, Wayne, J.H., Matthews, R., Lance, C., Griggs, T., & Pattie, M. (2022). Stability and change in levels of work-family conflict: A multi-study, longitudinal investigation. *Journal of Occupational and Organizational Psychology*, 95(1), 1-35. <https://doi.org/10.1111/joop.12372>
10. **Smith, C.E.**, Matthews, R.A., Mills, M., Hong, Y., & Sim, S. (2021). Organizational benefits of onboarding contingent workers: An anchoring model approach. *Journal of Business and Psychology*, 37, 525-541. <https://doi.org/10.1007/s10869-021-09757-0>
11. **Smith, C.E.**, Huang, S., Horan, K.A., & Barratt, C.L. (2021). The “what”, “why”, and “whom” of interrole interference among home-based teleworkers. *Occupational Health Science*. <https://doi.org/10.1007/s41542-021-00084-7>
12. **Smith, C.E.**, Barratt, C.L., & Hirvo, A. (2020). Burned out or engaged at work? The role of self-regulatory personality profiles. *Stress and Health*, 37(3), 572-587. <https://doi/10.1002/smi.3015>
13. McKersie, S., Matthews, R.A., **Smith, C.E.**, Barratt, C.L., & Hill, R.T. (2019). A process model linking family-supportive supervision to employee creativity. *Journal of Occupational and Organizational Psychology*, 92(4), 707-735. <https://doi/10.1111/joop.12276>
14. Barratt, C.L., & **Smith, C.E.** (2018). Workplace relationships and social networks. *Industrial and Organizational Psychology*, 11(3), 510-516. <https://doi.org/10.1017/iop.2018.104>.

Projects In Progress

1. French, K.A., **Smith, C.E.**, Lee, S., & Chen, Z. (1st revise & resubmit). Can allostatic load cross over? Short-term work and non-work pile-up on parent and adolescent diurnal cortisol, physical symptoms, and sleep.
2. **Smith, C.E.**, Lee, S., Allen, T.D., Wallace, M.L., Andel, R., Buxton, O.M., Patel, S.R., & Almeida, D.M. (1st revise & resubmit). Designing work for healthy sleep: A multidimensional, latent transition approach to employee sleep health.
3. **Smith, C.E.**, McAbee, S.T., Freier, L.M., Huang, S., & Albert, M.A. (1st revise and resubmit). Presenteeism pressure: The development of a scale and a nomological network.
4. **Smith, C.E.**, *Mu, C., +Venetto, A., +Khan, A., & Lee, S. (1st revise & resubmit). Be present now, sleep well later: Mindfulness promotes sleep health via emotion regulation.
5. Lee, S., **Smith, C.E.**, Wallace, M., Buxton, O., Almeida, D., Patel, S.R., & Andel, R. (Under review). Sleep tight, stay healthy? Multidimensional sleep health phenotypes and chronic conditions over one decade.

Symposiums and Panels

1. *Schoffel, M.K., *Waiwood, A.M., **Smith, C.E.**, Allen, T.D., Miller, M.H., French, K.A., Kim, E., & Centeno, G. (2023, November). Sleep health, vitality, and work-family balance: A person-centered approach. Paper accepted for presentation at the Work, Stress, and Health Conference, Miami, FL.
2. **Smith, C.E.**, Lee, S., & Barnes, C.M. (2023, November). Linking Work to Employee Sexual Health: Differences by Gender and Sexual Orientation. Paper accepted for presentation at the Work, Stress, and Health Conference, Miami, FL.
3. **Smith, C.E.**, & Lee, S. (2023, November). Putting you to sleep or keeping you up at night? Differential sleep experiences across workers, retirees, and non-workers. Paper accepted for presentation at the Work, Stress, and Health Conference, Miami, FL.
4. **Smith, C.E.** (Moderator), Bergman, M.E., Jones, K., & Wessel, J. (2023, May). Diversity issues in workplace well-being. Panel presented at the Association for Psychological Science Conference, Washington D.C.
5. Lawson, K. M., Lee, S., **Smith, C.E.**, & Thiem, K. (2023, April). Retaining STEM women faculty: The role of family-supportive supervisor behaviors. Paper submitted for presentation at the Midwestern Psychological Association Conference, Chicago IL.
6. Brossoit, R. M., Kring, C., Leslie, J. J., Anderson, K., Green, S., Burke, V., & **Smith, C. E.** (2023, April). Bridging Disciplinary Barriers: Interdisciplinary I-O IGNITE [IGNITE]. Society for Industrial and Organizational Psychology (SIOP), Boston, MA, United States.
7. **Smith, C.E.**, & Lee, S. (2022, November). Decisions, decisions: Characterizing workers' daily decision processes during leisure time. In **C.E. Smith** & S. Lee (Chairs), Healthy leisure: Advancing understanding of leisure decisions, activities, and health consequences. Symposium submitted to the Annual Gerontological Society of America (GSA) Conference, Indianapolis, IN.
8. **Smith, C.E.**, Barratt, C.L., & Brooks, M.E. (2022, April). Too stressed to decide to decompress: Work stress undercuts healthy leisure decisions. In K.J. Black (Chair), Damaging downtime: Attitudes and behaviors that affect recovery, sleep, and health. Symposium accepted to the Society for Industrial and Organizational Psychology (SIOP), Seattle, WA.
9. **Smith, C.E.**, & Lee, S. (2021, November). Identification of latent sleep profiles in middle-aged adults and connections to well-being. In S. Lee & M.L. Wallace (Chairs), Novel approaches examining sleep health as a marker of successful aging. Symposium presented at the Annual Conference for the Gerontological Society of America (GSA), Phoenix, AZ.
10. Lee, S., Gatti, W., **Smith, C.E.**, Hinz, J., Liu, H., & Lubojacky, C. (Virtual, 2020, June). Implementing group projects in online management courses: Lessons learned. Discussion session conducted at the 47th Annual Conference for the Management & Organizational Behavior Teaching Society (MOBTS), Fort Wayne, IN.
11. Albert, M.A., Huang, S., **Smith, C.E.**, & McAbee, S.T. (2020, April). Testing a model of presenteeism behavior: The role of presenteeism pressure. In S. Huang & S.T. McAbee (Chairs), The many faces of work and well-being: Untangling relations between work and health. Symposium presented at the 35th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
12. Hirvo, A., Barratt, C. L., & **Smith, C. E.** (2020, April). Re-examining the personality-counterproductivity relationship with profiles. In C. L. Barratt (Chair), Naughty by nature: An in-depth look at personality's role in employee deviance. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

13. **Smith, C.E.**, Barratt, C.L., & Hirvo, A. (2019, November). Worker personality profiles predict burnout and engagement. Paper presented at the 13th Work, Stress, & Health Conference, Philadelphia, PA.
14. **Smith, C.E.** (2019, November). The differential effects of recovery experiences on employee well-being: A meta-analysis. In **C.E. Smith** (Chair), Work stress recovery. Symposium presented at the 13th Work, Stress, & Health Conference, Philadelphia, PA.
15. **Smith, C.E.**, Huang, S., & Barratt, C.L. (2019, April). The what, why, and whom of work-family conflict in home-based teleworkers. In D. Ingels & C. Spitzmueller (Chairs), Blending the boundaries between work and home: New research on boundary theory. Symposium presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington D.C.

Posters

1. **Smith, C.E.**, Lee, S., Allen, T.D., Wallace, M.L., Andel, R., Buxton, O.M., Patel, S.R., & Almeida, D.M. (2023, April). Sleep well by design: Structural job design factors predict sleep health transitions. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
2. **Smith, C.E.**, Lee, S., & Allen, T.D. (2022, April). Hard work makes it hard to sleep: Job characteristics link to multidimensional sleep profile. Poster accepted to the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
3. **Smith, C.E.**, Huang, S., Albert, M.A., & McAbee, S.T. (Virtual, 2021, November). Pushed to attend: Does presenteeism pressure predict presenteeism behavior, work engagement, and extra-role behaviors? Poster presented at the 14th Work, Stress, & Health Conference, Miami, FL.
4. Barratt, C.L., & **Smith, C.E.** (Virtual, 2021, April). Is mental detachment from work necessary for health? A necessary condition analysis. Poster presented at the 36th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.
5. **Smith, C.E.**, Samo, A., & Barratt, C.L. (Virtual, 2020, April). To detach or not to detach? Well, it depends...Poster presented at the 35th Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Austin, TX.
6. **Smith, C.E.**, Hirvo, A., & Barratt, C.L. (Virtual, 2020, April). Unpacking workplace social support: A policy capturing experiment. Poster presented at the 35th Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Austin, TX.
7. Brown, E. E., **Smith, C. E.**, & Barratt, C. L. (Virtual, 2020, April). Do-it-yourself workplace creativity: Job crafting supplements creative personality. Poster accepted to the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
8. **Smith, C.E.**, Barratt, C.L., Barlow, K., Page, K.J., & Rospenda, K. (2019, April). Re-examining the relationship between workplace support and harassment. Poster presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington D.C.
9. Huang, S., **Smith, C.E.**, Albert, M.A., & McAbee, S.T. (2019, April). Development of scales for presenteeism and presenteeism pressure. Poster presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington D.C.
10. Henderson, A., & **Smith, C.E.** (2019, April). Is presenteeism really detrimental to productivity? Employee motives are key. Poster presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington D.C.

11. Keller, A. C., Matthews, R. A., & **Smith, C.E.** (2018, June). Time management strategies' hindering effect on adaptation to work interruptions. Paper presented at Institute of Work Psychology International Conference, Sheffield, UK.
12. **Smith, C.E.**, Keller, A.C., & Matthews, R.A. (2018, April). Interruption type & performance: A trade-off between creativity & task completion. Poster presented at the 33rd Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.
13. Weiss, H.M., Merlo, K.L., **Smith, C.E.**, & Cho, W. (2014, October). The use of goals in managing attention resources. Poster presented at Georgia Tech College of Sciences Colloquium. Atlanta. GA.

Grants

USF Undergraduate Research Mentorship Grant, \$2,000 (Funded 2023)

NIH/NIA

- K99/R00 Grant (*PI: Smith*): “Chronic Conditions as a Function of Midlife Work Characteristics and Health Decision-Making”, \$750,000 (Role: PI) (Unfunded 2022)
- R56 Grant (*PI: Lee*): “Sleep Health Profiles in Middle-aged Adults in Relation to Cardiovascular Health”, \$400,000 (Role: Postdoctoral Researcher) (Funded 2020)

Michael Doherty I-O Research Fund for Dissertations, \$500 (PI) (2020)

Society for Industrial and Organizational Psychology (SIOP):

- International Research and Collaboration Small Grant \$5,000 (PI) (Unfunded 2020)

NIOSH Education and Research Center

- Pilot Research Project Grant, \$7,500 (Role: Co-investigator) (Funded 2021)
- Pilot Research Project Grant, \$7,900 (Role: PI) (Unfunded 2018)
- Pilot Research Project Grant, \$7,500 (Role: Co-investigator) (Funded 2017)

BGSU Institute for Psychological Research & Application:

- Research Enhancement Award, \$1,000 (PI) (Funded 2020)
- Research Enhancement Award, \$2,500 (PI) (Funded 2017)

Awards

USF Postdoctoral Research Symposium, 1st place (2023)

Charles E. Shanklin Research Excellence Award, 1st place (2020)

2nd place (2019)

Bonnie A. Sandman Award for Overall Performance by an I/O Student (2019)

Society for Occupational Health Psychology Student Travel Award (2019)

Sliter Award for Graduate Research in Occupational Health Psychology (2017)

Invited Talks

Bowling Green State University

- *Work, non-work, and health over the lifespan*, Presented as part of their speaker series (2023)

Future of Work Institute, Curtin University

- *Stability and change in levels of work-family conflict*, Present as part of the seminar series (2021)

National Institute for Occupational Safety & Health

- *Stress and burnout in home healthcare: Causes, impact, and prevention*, Presented with Clare L. Barratt and William H. O'Brien as part of the National Institute for Occupational Safety & Health's webinar series on worker well-being (2020)

Technical Reports

Matthews, R.A., Streit, J.M.K., & Smith, C.E. (2021). *Teaching in the Time of COVID-19*.

Wise, S., **Smith, C.E.**, Lortie, B., Melick, S., Ron, T., & McAbee, S., & Zickar, M. (2018). *Item Writing Report for Procter & Gamble Plant Technician Applicant Reaction Survey*.

Smith, C.E., Parsons, R., & Matthews, R.A. (2017). Stressed but satisfied: Results and implications of a Toledo Bar Association well-being survey. *Toledo Bar Association News*, 64(8), 4-5.

Horan, K., Howald, N., Lortie, B., Gallagher, C., **Smith, C.E.**, & Matthews, R.A. (2017). *U.S. Tsubaki Employee Opinion Survey Report*.

Professional Experience

Institute for Psychological Research and Application BGSU, Director (May 2017-May 2019)

- Communicated with researchers and organizations regarding assessments of job satisfaction, attitudes, and stress; provided advice and consultation for statistical data analysis; designed electronic advertisement and outreach materials to clients for consulting projects.

Procter & Gamble, External Consultant (September 2017-July 2018)

- Wrote personality, biodata, and situation judgement test items for a selection tool used for plant technicians. Designed, conducted, and analyzed data from an applicant reaction study, focus groups, and interviews to make recommendations for a validation study.

NorthShore Assessment Center, Selected and Trained as an Assessor (May 2017)

- Trained to rate performance from direct and video observation and code behavioral data.

Miami-Dade Workers Union, External Consultant (May 2017)

- Reviewed academic literature concerning barriers to recruiting and retaining union members. Provided recommendations for focus group and survey items addressing these issues.

U.S. Tsubaki, External Consultant (August 2016-February 2017)

- Developed, administered, and analyzed an employee opinion survey. Conducted pre- and post-survey focus groups. Presented results through a technical report and an on-site presentation to management.

Service and Professional Activity

Editorial Board Member

Occupational Health Science

Reviewing

Occupational Health Science

Journal of Applied Psychology (ad hoc)

European Journal of Work & Organizational Psychology (ad hoc)

Work, Aging and Retirement (ad hoc)

Journal of Personnel Psychology (ad hoc)

Journal of Aging and Health (ad hoc)

Psychology & Health (mentored review)

Stress & Health (mentored review)

Sleep Health (mentored review)

Society for Industrial and Organizational Psychology conference

Work, Stress, & Health conference

Professional membership and service

- Society for Industrial and Organizational Psychology (Member)
 - SIOP Association for Psychological Science (APS) Program Committee Member
- Society for Occupational Health Psychology (Member)
- American Psychological Association (Member)

Departmental service and administration

Deputy Director , <i>Occupational Health Psychology Program, USF</i>	2023-Present
Member , <i>Occupational Health Psychology Research Group, BGSU</i>	2017-2021
Co-president	2017-2018; 2020-2021
Faculty Search Committee Student Representative , <i>BGSU I/O Area</i>	2018-2019
Member , <i>I/O Psychology Graduate Student Recruitment Committee, BGSU</i>	2016-2019
Chair	2017-2018
I/O Area Student Representative , <i>BGSU Psychology Department</i>	2017-2019
Mentor , <i>BGSU Undergraduate Psychology Association</i>	2016-2021