Contributors

**Barbara L. Ahrens** (PhD, Bellevue University, Nebraska) is a Business Education Instructor at Waukee High School, Iowa, and Chief Negotiator for the Waukee Education Association representing over 500 teachers in collective bargaining. Prior to an educational career, she has worked in project management for over ten years at Unisys Corporation, Des Moines, Iowa. Her primary research area is gratitude and its relationship with work stress.

**Holly C. Atkinson** is a student in the Industrial and Organizational Psychology Master’s Program at the University of West Florida. Her research interests include gender issues in the workplace and bridging the gap between work and family.

**David W. Ballard**, PsyD, MBA, is Assistant Executive Director for Organizational Excellence at the American Psychological Association (APA). He is responsible for leadership, direction, evaluation, and management of all activities related to APA’s Center for Organizational Excellence, which includes the association’s Psychologically Healthy Workplace Program. Dr Ballard has provided research, consultation, and training to government agencies, corporations, medical schools, and universities in the areas of workplace health and productivity, public health, prevention, and healthcare finance.

**Ronald J. Burke** (PhD, University of Michigan) is Professor Emeritus of Organization Studies, Schulich School of Business, York University in Toronto. A Fellow of the Canadian Psychological Association, he was the founding editor of the *Canadian Journal of Administrative Sciences* and has served on the editorial boards of over 20 journals. His current research interests include creating psychologically healthy workplaces, the sandwich generation, women in management, and toxic leadership. He has edited or co-edited over 50 books, published over 500 articles and presented over 500 papers at national and international conferences.

**Sharon Clarke**, PhD, is a Full Professor of Organizational Psychology at Alliance Manchester Business School, University of Manchester, UK. She has research interests in safety culture, safety climate, leadership, well-being and health. Her work has been widely published in leading academic and practitioner journals, and co-authored books, including

Jeff P. Dahms is a PhD candidate in Human Capital Management at Bellevue University, Nebraska. His primary research interest is linking evidence-based management practices to positivity, customer service and financial outcomes. Jeff is Vice-President of Research and Development at Customer Service Profiles, where he currently provides consulting services to financial organizations across the United States and oversees statistical analysis of client data.

Arla Day is Canada Research Chair and Professor of Industrial/Organizational Psychology at Saint Mary’s University, Halifax, Nova Scotia, a Fellow of the Canadian Psychological Association, Director of the CN Centre for Occupational Health and Safety, and Chair of the Nova Scotia Psychological Healthy Workplace Program. She sits on the Stockholm Stress Center’s Advisory Board, and was an Erskine Fellow at the University of Canterbury, New Zealand. Her research focuses on developing and validating organizational interventions to foster healthy workplaces, employee well-being, leadership, and work–life balance.

Jennifer K. Dimoff is a PhD candidate in Industrial/Organizational Psychology at Saint Mary’s University, Halifax, Nova Scotia, where she completed her Master’s of Science degree in Applied Psychology. Jennifer’s key research interests include workplace mental health, leadership development, and psychological fitness. Jennifer’s graduate work has focused primarily on the development and evaluation of manager-focused workplace mental health training programmes.

Kyle J. Emich (PhD, Cornell University) is an Assistant Professor of Business Administration at the Alfred Lerner College of Business and Economics at the University of Delaware. He has published in a number of management and psychology journals including Organizational Behavior and Human Decision Processes, Journal of Organizational Behavior, Psychological Science and Personality and Social Psychology Bulletin. His research explores the role of individual perceptions and emotions in group dynamics and other collective environments.

Paul Fairlie is an Adjunct Professor in the School of Human Resource Management at York University, Toronto and an applied consultant in industrial-organizational psychology. He also received his PhD
in psychology from York University. His interests include meaningful work and personality in the workplace. He has published in the Journal of Personality and Social Psychology, the Journal of Cross-Cultural Psychology, and Advances in Developing Human Resources, and has written previous chapters on meaningful work.

Matthew J. Grawitch, PhD, is a professor at Saint Louis University’s (SLU) School for Professional Studies (SPS), the academic unit responsible for providing education to working professionals. He currently serves as the Associate Dean of Graduate and Professional Education. Dr Grawitch conducts most of his research in the areas of stress and the healthy workplace and currently serves as the primary research consultant to the American Psychological Association’s (APA) Psychologically Healthy Workplace Program.

Sabine Gregersen is a Research Fellow at the German Institution for Statutory Accident Insurance and Prevention in the Health and Welfare Services. She studied psychology at the University of Hamburg, majoring in industrial, corporate and organizational psychology, graduating with a diploma. Her research focus is on leadership and employee well-being for institutions in the healthcare and social sector. A central concern of her work is the transfer of research results into practice.

Jonathon Halbesleben, PhD, is the Senior Associate Dean and Russell Professor of Business Administration in Culverhouse College of Commerce at the University of Alabama. His research concerning employee well-being has been published in journals such as the Journal of Applied Psychology, Journal of Management, Journal of Organizational Behavior, and Journal of Occupational Health Psychology, among others. He is a Fellow of the American Psychological Association and Society for Industrial/Organizational Psychology.

Nikola Hartling is a PhD candidate in Industrial/Organizational Psychology at Saint Mary’s University, Halifax, Nova Scotia. Nikola’s research involves the design and evaluation of workplace interventions, leadership development and the impact that leaders can have on their employees’ well-being, as well as assessing the impact of perfectionism in the workplace. In addition to her research, Nikola works as a Research and Evaluation Consultant in Learning & Development for TD Bank Group.

E. Kevin Kelloway holds a PhD in Organizational Psychology from Queen’s University, Kingston, Ontario and is the Canada Research Chair in Occupational Health Psychology and Professor of Psychology at Saint
Mary’s University, Halifax, Nova Scotia. His research interests focus on leadership, mental health in the workplace and occupational safety. He currently serves as President of the Canadian Psychological Association – Canada’s national association for psychology.

**Dorothy Klotz** is a Professor in Management Systems in the Gabelli School of Business, Fordham University, New York. She holds a PhD in Management Science from the Smeal College of Business, Pennsylvania State University. Professor Klotz’s research includes incentive design mechanisms, character-based leadership, employee well-being and curriculum design. Her publications have appeared in *Management Science*, the *RAND Journal of Economics* and the *Journal of Innovative Education*. Several of her participatory learning exercises are widely used by educators and corporate trainers.

**Christian Korunka** is Professor of Work and Organizational Psychology at the University of Vienna, Austria. His main research topics are new demands at work and new forms of work. He has published many journal articles and book chapters on these topics.

**Bettina Kubicek** holds a PhD in Work and Organizational Psychology from the University of Vienna, Austria. She is Professor of Organizational Development at the University of Applied Sciences Upper Austria. Her research focuses on new demands especially on the positive and negative effects of work intensification, flexible and boundaryless work on employees’ well-being and the work–home interface. Additional areas of interest are emotions in organizations, older workers and retirement.

**Michelynn Laflèche** is Director of Research, Public Policy and Evaluation at United Way Toronto and York Region. She is also co-director of the SSHRC-CURA programme on Poverty and Employment Precarity in Southern Ontario (PEPSO). Her work on equality and minority rights issues took her to Europe for 18 years until returning to Canada in 2009. She joined United Way Toronto in 2011.

**Anthony D. LaMontagne** leads the Work, Health and Wellbeing Unit, and is Director of the Centre for Population Health Research at Deakin University in Melbourne, Australia. Tony’s broad research interest is in developing the scientific and public understanding of work as a social determinant of health, and translating this research into policy and practice to improve workplace and worker health. Specific areas of interest include workplace mental health, improving job quality and psychosocial working conditions, and evaluating government policy interventions. Intervention research studies have included process and effectiveness
studies, quantitative and qualitative methods, and study designs ranging from case studies to large-scale cluster randomized controlled trials. He has significant experience in working collaboratively with workplace stakeholders from government, industry, and labour, as well as mentoring to develop research capacity and engagement with workplace stakeholders and early career researchers.

**Lindsey M. Lavaysse** is a graduate student of Industrial/Organizational Psychology at Washington State University Vancouver. Her research focuses on outcomes of job insecurity, as well as how these may differ between permanent and contingent workers. She is also interested in threats to occupational health and safety among vulnerable populations.

**Wayne Lewchuk** is the LIUNA Henry Mancinelli Professor in Global Labour Issues in the School of Labour Studies and Department of Economics at McMaster University, Ontario. In 2011 he completed a project examining the health effects of precarious employment titled ‘Working Without Commitments: Precarious Employment and Health’. He is the co-director of a joint university community research programme on Poverty and Employment Precarity in Southern Ontario (PEPSO).

**Helen Lingard** is an RMIT University Distinguished Professor and Director of the Centre for Construction Work Health and Safety Research. On completing her PhD, Helen spent nearly ten years working as a workplace health and safety advisor to organizations in the construction, mining and telecommunications sectors. She joined RMIT University, Melbourne, Australia in 2005. Since then Helen’s research has focused on work health and safety and work–life balance in the construction industry. In 2009 Helen was awarded a prestigious Australian Research Council Future Fellowship to deliver a four-year programme of research examining ways to integrate work health and safety into the design, planning and delivery of construction projects. Most recently, Helen worked with Dr Michelle Turner in a participatory action research project to develop and evaluate health promotion strategies for construction workers. This work was funded by the Queensland Government under the Healthier. Happier. Workplaces programme.

**Jinky Leilanie Del Prado-Lu** holds a Master’s degree in Occupational Health and a PhD in Sociology focusing on gender and work, and is a Research Professor at the National Institute of Health, University of the Philippines Manila with the Institute of Health Policy and Development Studies. She has authored two books, *Gender, Information Technology, and Health* (Palgrave Macmillan), which won the National Academy of Science and Technology book award in 2010, and *Basics of Occupational
Health and Safety: Guidebook for Practitioners and Industries (UP Press, 2011). She has produced 38 journal articles and she has also contributed a chapter in the Handbook of Anthropometry: Physical Measures of Human Form in Health and Disease, published by Springer in 2012.

Allison J. Milner is a Senior Research Fellow and the Deputy Director of the Work, Health and Wellbeing Unit at the Centre for Population Health Research, Deakin University, Melbourne, Australia. Her current areas of research interest include the influence of employment characteristics, quality of work, job stress, and unemployment as determinants of mental health and suicidality. Allison’s work ranges across a number of externally funded etiologic and intervention projects, many of which have been conducted with police officers. She holds two competitive fellowships on the relationship between psychosocial job stressors and suicide, and actively engages in research and policy on this topic. In 2014, she was recognized with a Tall Poppy Science Award for the State of Victoria, which recognizes her achievements as an outstanding young scientific researcher and communicator.

Kathleen A. Moore holds the position of Professor of Psychology at Federation University and at Charles Sturt University, Australia. Kate is a Fellow of the Australian Psychological Society, a member of the Society’s Health and Organizational Colleges and Past President of the Stress and Anxiety Research Society from which she received a Lifetime Career Award in 2014. Kate’s research interests span stress and coping, psychological adjustment to illness, as well as areas of mental health and help-seeking.

Valerie J. Morganson is an Associate Professor at the University of West Florida. She studies work–family issues and gender barriers. Within the theme of work–family, her research focuses mostly upon practical intervention. Dr Morganson has published numerous articles in peer reviewed and edited volumes.

Albert Nienhaus is Head of the Centre of Excellence for Epidemiology and Health Service Research in Nursing at the University Medical Center Hamburg-Eppendorf and Head of the Occupational Health Research Department of the Institution for Statutory Accident Insurance and Prevention in the Health and Welfare Services in Hamburg. He is an MD specializing in occupational medicine and holds an MPH and a PhD in public health.

Kathryn M. Page is an Honorary Fellow in the Centre for Population Health Research, Deakin University, Australia. Her research interests
include the design, implementation and evaluation of interventions for increasing employee well-being and preventing job stress. Kathryn has considerable experience in conducting applied workplace mental health research in a variety of sectors, including the veterinary sector. Specific interventions Kathryn has developed and/or applied include positive mental health promotion, a systems approach to job stress prevention, and integrated approaches to workplace mental health. Kathryn is also a practising organizational psychologist and consults extensively to industry on leadership and workplace mental health issues. Kathryn was awarded the Andre Bussing Award for Outstanding Early Career Achievement by the European Academy of Occupational Health Psychology in 2009.

Adam Pervez is a doctoral student in the Department of Management in Culverhouse College of Commerce at the University of Alabama. He received his BS degree in Electrical and Computer Engineering from the Ohio State University and an MBA from IE Business School, Madrid. His research interests include employee well-being and emotions.

Tahira M. Probst is the Edward R. Meyer Distinguished Professor of Psychology at Washington State University Vancouver. Her research focuses on economic stress and job insecurity with a particular emphasis on understanding multilevel characteristics of these phenomena. She is currently co-editor of *Stress and Health* and sits on the editorial boards of the *Journal of Occupational Health Psychology*, *Military Psychology* and the *Journal of Business and Psychology*.

Nicola J. Reavley is a Senior Research Fellow and NHMRC Career Development Fellow in the Melbourne School of Population and Global Health at the University of Melbourne, Australia. Her research focuses on improving public knowledge and beliefs about mental health problems, reducing stigma and discrimination and improving support for those with mental disorders. Nicola has led a number of projects that aim to assist organizations to better manage mental health issues, including the development of guidelines for implementation of a strategy for the prevention of mental health problems and for supporting employees returning to work after an episode of anxiety or depression.

Astrid M. Richardsen is Professor of Organizational Psychology at BI Norwegian Business School. She is also Associate Dean of the MSc Program in Leadership and Organizational Psychology. Her main research interests are within occupational health, specifically relationships between individual and work characteristics, job stress and burnout, work engagement, and work outcomes. She has also published work on women in
management. A recent focus is work motivation, passion for work and motivational climate.

**Toon W. Taris** received a PhD in Psychology in 1994 from the Free University of Amsterdam. In 2000 he was appointed at the Radboud University Nijmegen, the Netherlands, where he received a full professorship (in 2006) in Work and Organizational Psychology. In 2009 he moved to Utrecht University. He is currently Head of the Department of Psychology of that university. He serves on the boards of several journals and is the Editor-in-Chief of *Work & Stress*.

**Friederike Teetzen** is a PhD student in the Department of Work and Organizational Psychology at the University of Hamburg. Her research focus comprises leadership and employee well-being. She studied at the University of Münster and the University of Hamburg and works with leaders through systemic coaching.

**Christine E. Thomson** is an Associate Professor of Veterinary Medicine at the University of Alaska Fairbanks (UAF). Her primary areas of teaching and research are clinical neuroscience and neurobiology. She has worked in various veterinary schools around the world, doing teaching and research since 1985. From 2012 to 2015 she was the Academic Director for Continuing Education for the New Zealand Veterinary Association, which places significant emphasis on developing non-technical skills within the veterinary profession, including communication, mindfulness and well-being. The importance of incorporating strategies that develop resilience and work–life balance are key to promoting long and sustainable veterinary careers. Chris has carried this philosophy forward to UAF where she co-tutors in a course on Veterinary Well-being for veterinary students to raise awareness of vets-in-training, to the importance of caring for self through good nutrition, exercise, taking time out and enhancing emotional intelligence.

**Michelle Turner** has more than 20 years of experience in various sectors, including higher education, state government, not-for-profit, and health. Michelle has held senior management roles in management, business planning, and corporate strategy. In 2008, Michelle joined academia and undertook doctoral research, developing a work–life fit model for the Australian construction workforce. She investigated construction workers’ experience of demands, and the resources required to meet these demands. Alongside her research activities, Michelle has worked at RMIT University, Melbourne, Australia since 2011 and teaches in the Bachelor of Applied Science (Project Management) and Master of Project Management programmes.
Sylvie Vincent-Höper is a Research Associate at the Department of Work and Organizational Psychology at the University of Hamburg. Her research focus is on leadership and employee well-being, which was also the topic of her dissertation. She has worked as a researcher at Stanford University, California and Stellenbosch University, South Africa, and held a professorship at the Department of Work and Organizational Psychology at the University of Hamburg.

Jenny Weston has worked as a veterinarian in predominantly dairy cattle practice for more than 20 years, the last 14 years being at Massey University, New Zealand. She has been integrally involved with the New Zealand Veterinary Association for the past 18 years. Although most of her research has been in clinical cattle topics she has also had a long-standing interest in the mental health of veterinarians and veterinary students and has published in this area. She presented at the 2015 Veterinary Wellness and Social Work Conference in Tennessee and participated in the AVMA Wellness Roundtable in Chicago in March 2016.

Thomas A. Wright (PhD, University of California, Berkeley) is the Larkin Distinguished Professor in Management at Fordham University, New York. Like the Claude Rains character from the movie, Casablanca, he has published in many of the ‘usual suspects’. Wright has been awarded Fellow status in the Association for Psychological Science, the American Psychological Association, and the Society for Industrial and Organizational Psychology. He enjoys spending time with his wife Kay, family and friends, and competitively lifting weights.

Carolyn M. Youssef-Morgan (PhD, University of Nebraska, Lincoln) is the Redding Chair of Business at Bellevue University, Nebraska, co-author of Psychological Capital (Oxford University Press, 2007) and Psychological Capital and Beyond (Oxford University Press, 2015) with Fred Luthans and Bruce Avolio, and a leading researcher, author, speaker and consultant on positivity in the workplace. Her research has been published in top-tier journals and prestigious edited volumes, presented at national and international conferences, and applied in organizations worldwide.