

COVID-19 and Today's Workplace APS Preconference

Date: Thursday, May 26, 2022 and Time: 8:00 AM – 12:00 PM

The workplace, the workers, and the work today has changed and been reframed dramatically during the COVID-19 global pandemic. This interdisciplinary program of speakers covers big data analyses, research methodologies, individual differences, and group inequities related to changes in jobs, well-being, and social status. These diverse speakers proudly join the [APS Global Collaboration on COVID-19](#). APS attendees, at all career stages and interest levels, are encouraged to participate in this inaugural APS preconference meeting.

Meet the APS Preconference Program of Speakers



Adrienne R. Carter-Sowell
University of Oklahoma
APS Preconference Program Chair



Bart Hobijn
Arizona State University
Keynote Speaker



Lisa Helene Rosen, Speaker
Texas Woman's University



Kevin Kniffin, Speaker
Cornell University



Matt C. Howard, Speaker
University of South Alabama



Nicholas Carruth, Panelist
DePaul University



Aijia Yao, Panelist
Johns Hopkins University



Onyinye Miriam Uwolloh, Panelist
Northern Kentucky University

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- How do we assess work and workers differently due to the COVID-19 pandemic?
- What is authentic to perceptions of self, status, and support after two years of pandemic policies?
- How does big data define (for macro and micro levels) the new normal in labor markets?
- Registration is open and seats are limited!

Preconference Date: Thursday, May 26, 2022 and Time: 8:00 AM – 12:00 PM

Schedule of Events

- 8:00am Welcome and Introductions
- 8:15am Presentation on *COVID-19 and the Workplace: Issues, Implications, and Insights for Future Research and Action*
- 9:00am Presentation on *Setbacks, Strain, and Stress: Lived Experiences of Working Mothers during COVID-19*
- 9:45am Presentation on *The U.S. Labor Market in the Wake of the Pandemic*
- 10:30am Panelists covering *Remote Worker Outcomes, Struggles with Substance Use Disorders, and Workgroup Belonging During COVID-19*
- 11:00am Presentation on *Work and Suicide: Understanding their relation before, during, and after the COVID-19 pandemic*
- 11:45am Wrap-up and Closing
- 12:00pm Program Ends

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Program Summary

APS Preconference Program Chair: Adrienne R. Carter-Sowell, University of Oklahoma

Biosketch: Adrienne R. Carter-Sowell, Ph.D., is a Professor of Psychology and the Director of the Gateway to Belonging at the University of Oklahoma First Year Experience course. At the 2022 APS annual convention, she participates as a program chair for the inaugural preconference meeting featuring seven, diverse scholars, including an economics analyst featured on NPR, noted faculty mentors, and emerging graduate student scholars. Professor Carter-Sowell is presenting a poster on *Cultivating Belonging Beyond Politics, Protests, and Pandemics* at the APS Teaching Institute on Thursday, May 26, 2022. She also serves as the symposium chair for a collaboration's working group on the psychology of work and COVID-19. This international group of prominent researchers from the University of British Columbia, University of Amsterdam, Mississippi State University, and Harvard Business School, are scheduled to present on *COVID-19 and the workplace: Interdisciplinary insights on the Shecession, essential workers, and the "new" normal* on Friday, May 27, 2022 from 2:00 pm – 3:20 pm CT in MICHIGAN 1ABC. For more than a year, these researchers have been investigating the effects of new work realities pertaining to COVID-19, such as how different types of work and workers may be differentially affected by COVID-19, what we have learned about productivity and how uncertainty and anxiety has influenced workers and employers. Professor Adrienne R. Carter-Sowell is a proud member of [APS](#), the world's leading professional community dedicated to advancing psychological science through research, education and public engagement, is working to improve public health and well-being by catalyzing the best psychological science to inform solutions to COVID-19 and future crises.

Keynote Speaker: Bart Hobijn, Arizona State University

Title of the presentation: The U.S. Labor Market in the Wake of the Pandemic

List of coauthors: Bart Hobijn, Federal Reserve Bank of Chicago, and Aysegul Sahin, University of Texas at Austin

Summary: There is a sense that the pandemic has been a game changer that has altered Americans' attitudes towards employment and the workplace that will forever change the way the U.S. labor market operates and adjusts to changing economic circumstances. Though there have been some marked changes in the labor market since the spring of 2020, most of the fundamental mechanisms at play are very much the same as before the pandemic. This speech puts the performance of the U.S. labor market since the onset of the pandemic in a historical context, discusses the degree to which it has been in line with previous economic episodes, explains the degree to which changes in attitudes and behaviors of workers have impacted it so far, and speculates about the impact of these changes going forward.

Biosketch: Bart Hobijn is a Sr. Economist and Policy Advisor at the Federal Reserve Bank of Chicago. Before joining the FRBC in 2022, he was a professor at Arizona State University and a research economist at the Federal Reserve Banks of New York and San Francisco. Mr. Hobijn got his PhD in economics from New York University and his MA in econometrics from Erasmus University Rotterdam. His current research focuses on the duality of the U.S. labor market and on seasonal fluctuations in employment. In addition, he has investigated the sources of global productivity growth, how workers make long-term career decisions in the face of technological change, why people and businesses in poor countries do not adopt more modern technologies, how firms' price setting decisions drive inflation, and how the Great Recession has affected the U.S. labor market

COVID-19 and Today's Workplace APS Preconference Program Summary *continued*

Session Speaker: Lisa Helene Rosen, Texas Woman's University

Title of the presentation: Setbacks, Strain, and Stress: Lived Experiences of Working Mothers during COVID-19

List of coauthors: Shannon R. Scott (Texas Woman's University), Rebekah Urban (Oklahoma State University), Shazia Ahmed (Texas Woman's University)

Summary: The COVID-19 pandemic has disproportionately affected working mothers. During COVID-19 shutdowns, parents had to juggle work and childcare. These activities, however, were not evenly distributed; in homes where both parents worked, women still bore the brunt of childcare responsibilities (O'Reilly & Green, 2021). Such unequal division of labor reflects historic gender inequalities and is particularly concerning when considering the impacts on women's incomes and career opportunities (Friedman & Satterthwaite, 2021).

In this talk, we present the lived experiences of working mothers during the pandemic. Using a mixed-methods approach of surveys, interviews, and focus groups, we examined the perceived effect of COVID-19 on working mothers' career trajectories as well as what kind of support and training they desired during pandemic. Our research seeks to better understand the ways the pandemic has impacted the work lives of mothers and what they believe would help mitigate their concerns.

Biosketch: Lisa H. Rosen is an Associate Professor and Director of the Undergraduate Psychology Program at Texas Woman's University. Her research focuses on parent-child communication and exploring ways that parents can best support victimized youth. More recently, she has focused on how the pandemic has affected working mothers. With the support of the Jane Nelson Institute for Women's Leadership, she and her colleagues are examining the negative effects of the pandemic on working mothers and their children as well as potential positive effects on daughters' career and leadership aspirations from observing their mothers working from home.

Session Speaker: Kevin Kniffin, Cornell University

Title of the presentation: Issues, Implications, and Insights for Future Research and Action

Summary: This talk will review the background and impacts of "COVID-19 and the Workplace: Issues, Implications, and Insights for Future Research and Action" (American Psychologist, 2020). In addition to reviewing the broad array of topics addressed by the 29-author article, which is accessible via <tinyurl.com/ampsyhc19>, the talk will focus attention on ways that researchers and practitioners can helpfully apply prior research as the COVID-19 pandemic continues.

Biosketch: Kevin Kniffin is a faculty member at Cornell University in the Dyson School of Applied Economics and Management within the SC Johnson College of Business. Kniffin leads streams of research on teamwork, leadership, and interdisciplinarians. Kniffin has contributed original research to publications including American Psychologist, Academy of Management Discoveries, and The Leadership Quarterly. Kniffin's research has been featured by popular outlets including Harvard Business Review and The New York Times. Kniffin won the Established Researcher Award in 2019 from the Institute for Research on Innovation & Science (IRIS) and is an Editorial Board Member for Academy of Management Discoveries (2021-2023).

Session Speaker: Matt C. Howard, University of South Alabama, Mitchell College of Business

Title of the presentation: Work and Suicide: Understanding their relation before, during, and after the COVID-19 pandemic

Summary: The COVID-19 pandemic has caused popular-press and academic authors alike to speculate how shifts in the modern world may impact suicide rates, and a large portion of this discourse has focused on changes to the workplace (e.g., virtual work, great resignation, and job instability). While organizational researchers have shown a strong interest in employees' mental well-being, there has been much less attention given to the relation of work and suicide. This dearth suggests that much is still unknown regarding how work influences suicide as well as how changes in work may or may not produce changes in suicide rates. In the current presentation, I present an integrative model of work and suicide, highlighting that several commonly-studied aspects of work may relate to suicidal ideation and suicide attempts; however, despite being commonly-studied, these aspects of work have yet to be robustly supported as predictors of suicide in empirical research. Therefore, this model can produce many avenues for future research that can better inform practice.

Biosketch: Dr. Matt C. Howard is an assistant professor in the Mitchell College of Business at the University of South Alabama. His research interests include statistics and methodology, health and well-being, personality and individual differences, as well as technology-enhanced training and development. He has published lead-author works in the Journal of Applied Psychology, Organizational Research Methods, Applied Psychology, Journal of Business Research, Journal of Organizational Behavior, Information & Management, and many other outlets. He serves on the editorial boards of the Journal of Business and Psychology, Human Resource Management, and Human Resource Management Journal. He was recently recognized as an Association for Psychological Science Rising Star 2022.

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Panel Speaker: Nicholas Carruth, DePaul University

Title of the presentation: An Individual Differences Approach to Remote Worker Outcomes During COVID-19

List of coauthors: Mounica Reddy, and Jane Halpert, DePaul University

Summary: In a sample of remote workers during the COVID-19 pandemic (N = 126), we examined how a selection of individual difference variables predict work-related outcomes such as job satisfaction, worker well-being, work-to-family conflict (WFC), and family-to-work conflict (FWC). Results indicated that an individual's segmentation preferences were a robust predictor of all four outcomes, trait mindfulness was positively associated with worker well-being and negatively associated with WFC, and psychological detachment was negatively associated with WFC.

Biosketch: Nicholas Carruth is a third-year doctoral graduate student in industrial / organizational psychology at DePaul University in Chicago. Before attending graduate school, he worked as a researcher at the University of Colorado Boulder studying topics in social psychology such as self-control, attention, procrastination, and motivation. His current research interests include the boundaries between work and personal life domains, environmental sustainability in the workplace, and predictive analytics in Human Resources.

Panel Speaker: Aijia Yao, Johns Hopkins University

Title of the presentation: Financial hardship, depression, and anxiety: the struggle of individuals with substance use disorders in COVID-19

List of coauthors: Jennifer D. Ellis, Ph.D., Andrew S. Huhn, Ph.D., Department of Psychiatry, Johns Hopkins University School of Medicine

Summary: Emerging evidence suggests that depression and anxiety have increased in prevalence and severity due to the COVID-19 pandemic, especially in individuals with substance use disorders. Meanwhile, the pandemic has exacerbated mental health disparities in the United States, which may be particularly pronounced among marginalized groups. This talk will present a study exploring (1) the effects of race, gender, and three common COVID-19 consequences (a friend or family member got sick, financial hardship, and unemployment) on depression and anxiety in persons with substance use disorders, and (2) the interaction between race, gender, and COVID-related consequences.

Biosketch: Aijia Yao (She/They) is a Research Program Coordinator at the Johns Hopkins School of Medicine. She earned an MA in Psychology from Stony Brook University in 2021. Aijia's current research focuses on exploring the stigma and experience of mental health in BIPOC and sexual and gender minority young adults through ecological momentary assessment (EMA). She embraces a great passion for designing accessible, culturally competent, and evidence-based interventions targeting depression and anxiety in minoritized populations.

Panel Speaker: Onyinye Miriam Uwolloh, Northern Kentucky University

Title of the presentation: Do I Belong? Development and Validation of a New Workgroup Integration Scale

List of coauthors: Molly Diamon, Jordan Holmes, Jason Midkiff, and Philip Moberg, Northern Kentucky University

Summary: The present study describes initial efforts to develop and validate a new measure designed to assess workgroup integration, an employee's perception that s/he is an integral part of the workgroup. Internal factor structure is examined and dimensional relations with existing measures of group inclusion, psychological safety, and exclusion are reported.

Biosketch: Onyinye Miriam Uwolloh is a graduate student at Northern Kentucky University. She is set to graduate from the Industrial/Organizational Psychology program in December of 2022. Uwolloh's primary research interest is geared towards how workers with accented English experience discrimination, social exclusion and/or oppression in the workplace. She also enjoys cooking (and eating) food from her home country of Nigeria and writing haiku.

That's all...Thanks!