

## AFFILIATION

Professor Tahira M. Probst

Washington State University (USA)

WSU is one of only 108 US universities (out of 4500+) classified by the Carnegie Foundation as a “very high research activity” university, the highest such classification; and one of only 37 to also receive the Carnegie Community Engagement Classification. WSU enrolls more than 25,000 students from over 100 countries; Paul Allen, co-founder of Microsoft, is an alumnus. It is one of only 18 universities recognized by U.S. News & World Reports for its “best in the nation” writing program. WSU offers numerous “top 10” programs in the nation, including criminal justice, hospitality business management, communication, substance abuse prevention, and agriculture. The Carson College of Business is among 2% of business schools worldwide to achieve AACSB accreditation. WSU was one of just 16 public institutions nationally designated as an Innovation and Economic Prosperity University in 2013 by the APLU. It has an operating budget of \$1.8 billion with \$341 million in research expenditures in 2013 and a nearly \$900 million endowment.

## ACADEMIC POSITIONS

2010 – present	Full Professor, Department of Psychology, Washington State University
2001 – present	Affiliate Professor, Department of Management, Carson College of Business, WSU
2014-2017	Edward R. Meyer Distinguished Professor, College of Arts and Sciences, Washington State University. Granted to only 3 faculty university-wide.
2013 – 2014	Assistant Vice Chancellor of Academic Affairs (equiparabile a Prorettore Vicario), Washington State University Vancouver
2012	Visiting Scholar, Sapienza University of Rome, Italy (sabbatical)
2014/17/18/19	Visiting Professor Research Grants from Sapienza
2006 – 2010	Director of Assessment, WSU Vancouver <ul style="list-style-type: none"><li>Reported directly to the Vice Chancellor of Academic Affairs; developed and implemented a comprehensive assessment strategy for the university.</li></ul>
Spring 2005	Visiting Scholar, International Labor Organization, Geneva, Switzerland <ul style="list-style-type: none"><li>Worked with Senior Advisor in the SAFEWORK team to evaluate the effectiveness of their SOLVE workplace training program implemented in 30+ countries; made recommendations for future program improvement; and contributed to the 2<sup>nd</sup> edition of the ILO SOLVE training manual.</li></ul>
2003 – 2010	Associate Professor, Department of Psychology, Washington State University (promoted and tenured)
2002 – 2003	Diversity Faculty Fellow, WSU Vancouver <ul style="list-style-type: none"><li>Reported directly to the Vice Chancellor of Academic Affairs; chaired the campus Diversity Task Force and the external Diversity Advisory Board; administered the internal Diversity grants program; and, founded the MOSAIC Multicultural Student Recruitment Fair.</li></ul>
1998 – 2003	Assistant Professor, Department of Psychology, Washington State University

## PROFESSIONAL SERVICE

Prof. Probst has served on numerous international, national, professional, and university-level committees, including:

- Member, National Occupational Research Agenda Construction Sector Council Safety Culture/Safety Climate Work Group, a national scientist-practitioner group comprised of members from academia, labor groups and trade associations, 2014-2015.
- Steering Committee Member, International Labor Organization SAFEWORK Program on Safety and Health at Work and the Environment, 2010-2011.

- Chair, APA Program Committee (Div. 14), Society for Industrial and Organizational Psychology, 2006-2007. (Co-Chair, 2005-2006)
- International Scientific Committee, *Work, Stress, and Health Conference* 2002-present.
- Psychologically Healthy Workplace Award Committee, Washington State Psychological Association, 2001-2004.
- Education and Training Subcommittee, Society for Industrial and Organizational Psychology, 2002-2005.
- Research Consultant, National Academy of Sciences, Institute of Medicine, Washington, DC for project "Assessing Worksite Preventive Health Program Needs for NASA Employees". Served as external consultant for resulting National Academies book *Integrating Employee Health: A Model Program for NASA*.
- WSU General Education Committee (2009-2011): designed new cutting-edge system of undergraduate general education requirements, implemented university-wide in 2013.
- Provost's Advisory Committee on Tenure and Promotion, 2010-2011. A committee of WSU full professors appointed by the Provost to provide advice on all applications for the promotion and/or granting of tenure by the institution.
- Served as external reviewer for tenure & promotion cases at prestigious universities such as Texas A&M, Columbia University, University of Canterbury, University of Colorado, and others.
- College of Arts & Sciences Faculty Coordinator, Boeing Mentorship Program, 2014 – present.

#### RESEARCH & PUBLICATIONS

- Prof. Probst's primary research expertise centers on the topics of organizational safety climate, accident underreporting, and economic stressors such as job insecurity. She has worked with dozens of organizations in numerous countries representing many different industries, including manufacturing, mining, construction, health care, and transportation.
- 265.69 TOTAL IMPACT FACTOR; h-index: 40; i10-index: 76
- 7204 total citations.
- Co-editor (with S. Clarke and F. Guldenmund), Wiley Handbook on *The Psychology of Occupational Health & Safety*, 2016.
- Two invited *Harvard Business Review* articles, 2017.
- 139 journal articles and book chapters, many appearing in leading international journals, including:

Journal	IF	# articles	IF points
<i>Journal of Personality and Social Psychology</i>	5.919	1	5.919
<i>The Leadership Quarterly</i>	5.631	1	5.631
<i>Journal of Occupational Health Psychology</i>	5.128	8	41.024
<i>Journal of Applied Psychology</i>	5.067	8	40.536
<i>Safety Science</i>	4.35	4	17.4
<i>Academy of Management Executive (now AOM Perspectives)</i>	3.857	1	3.857
<i>Journal of Business Ethics</i>	3.796	2	7.592
<i>Applied Psychology: An International Review</i>	3.265	2	6.53
<i>Group &amp; Organization Management</i>	3.104	1	3.104
<i>Accident Analysis &amp; Prevention</i>	3.058	9	27.522
<i>Organizational Behavior and Human Decision Processes</i>	2.908	1	2.908
<i>Journal of International Management</i>	2.83	1	2.83

<i>PLoS ONE</i>	2.776	1	2.776
<i>Work &amp; Stress</i>	2.683	5	13.415
<i>Journal of Business and Psychology</i>	2.582	1	2.582
<i>Journal of Trust Research</i>	2.524	1	2.524
<i>International Journal of Environmental Research and Public Health</i>	2.468	6	14.808
<i>Journal of Occupational and Organizational Psychology</i>	2.323	3	6.969
<i>Frontiers in Psychology</i>	2.129	1	2.129
<i>International Journal of Conflict Management</i>	2.105	1	2.105
<i>Journal of Management, Spirituality &amp; Religion</i>	2.024	1	2.024
<i>Stress and Health</i>	1.875	8	15
<i>Journal of Safety Research</i>	1.87	3	5.61
<i>Nurse Education in Practice</i>	1.665	1	1.665
<i>Career Development International</i>	1.561	3	4.683
<i>Economic and Industrial Democracy</i>	1.557	5	7.785
<i>Journal of Applied Social Psychology</i>	1.553	2	3.106
<i>International Studies of Management and Organization</i>	1.49	3	4.47
<i>Journal of Homosexuality</i>	1.438	1	1.438
<i>Scandinavian Journal of Management</i>	1.415	1	1.415
<i>Journal of Cross-Cultural Psychology</i>	1.348	1	1.348
<i>International Journal of Cross-Cultural Management</i>	1.081	1	1.081
<i>Military Psychology</i>	1.033	1	1.033
<i>Work</i>	1.009	1	1.009
<i>Teaching of Psychology</i>	0.98	1	0.98
<i>International Journal of Manpower</i>	0.882	1	0.882
<b>TOTAL IMPACT FACTOR POINTS</b>			<b>265.69</b>

Her top 10 cited articles are:

1. Probst, T.M. & Brubaker, T.L. (2001). The effects of job insecurity on employee safety outcomes: Cross-sectional and longitudinal explorations. *Journal of Occupational Health Psychology*, 6, 139-159. (547 citations)
2. Robert, C., Probst, T. M., Drasgow, F., Martocchio, J., & Lawler, J. (2000). Empowerment and continuous improvement in the U.S., Mexico, Poland, and India: Predicting fit on the basis of the dimensions of power distance and individualism. *Journal of Applied Psychology*, 85, 643-658. (537)
3. Carnevale, P. J. & Probst, T. M. (1998). Social values and social conflict in creative problem solving and categorization. *Journal of Personality and Social Psychology*, 74, 1300-1309. (522)
4. Probst, T.M. (2003). Development and validation of the Job Security Index and the Job Security Satisfaction Scale: A classical test theory and IRT approach. *Journal of Occupational and Organizational Psychology*, 76, 451-467. (269)
5. Reisel, W. D., Probst, T. M., Chia, S-L., Maloles, C. M., & Konig, C. K. (2010). The effects of job insecurity on job satisfaction, organizational citizenship behavior, deviant behavior, and negative emotions of employees. *International Studies of Management and Organization*, 40(1), 74-91. (267)

6. Probst, T. M., Brubaker, T. L., & Barsotti, A. (2008). Organizational injury rate under-reporting: An examination of the moderating effect of organizational safety climate. *Journal of Applied Psychology, 93*(5), 1147-1154. (259)
7. Probst, T. M., Stewart, S., Gruys, M. L., & Tierney, B. W. (2007). Productivity, counterproductivity, and creativity: The ups and downs of job insecurity. *Journal of Occupational and Organizational Psychology, 80*, 479-497. (251)
8. Probst, T. M. (2004). Safety and insecurity: Exploring the moderating effect of organizational safety climate. *Journal of Occupational Health Psychology, 9*, 3-10. (231)
9. Probst, T. M., & Estrada, A. X. (2010). Accident under-reporting among employees: Testing the moderating influence of safety climate and supervisor enforcement of safety practices. *Accident Analysis & Prevention, 42*, 1438-1444. (220)
10. Triandis, H. C., Carnevale, P. J., Gelfand, M., Robert, C., Wasti, A., Probst, T. M., Kashima, E., Dragonas, T., Chan, D., Chen, X. P., Kim, U., de Dreu, C., van de Vliert, E., Iwao, S., Ohbuchi, K-I., & Schmitz, P. (2001). Culture and deception in business negotiations: A multilevel analysis. *International Journal of Cross-Cultural Management, 1*, 73-90. (210)

Her most recent 10 articles are:

1. Bettac, E., & Probst, T. M. (in press). Work-family conflict, sleep, and health: A comparison of traditional and self-employed workers. *International Journal of Manpower*.
  2. Hu, S., Jiang, L., Probst, T. M., & Liu, M. (in press). The role of work-family conflict and work centrality in the relationship between qualitative job insecurity and subjective well-being. *Economic and Industrial Democracy*.
  3. Lavaysse, L. M., & Probst, T. M. (in press). Pregnant employees and occupational safety: The impact of stereotype threat. *Work & Stress*.
  4. Petitta, L., Probst, T. M., Barbaranelli, C., & Ghezzi, V. (in press). Economic stress, emotional contagion and safety outcomes: A cross-country study. *Work*.
  5. Ghezzi, V., Probst, T. M., Petitta, L., & Barbaranelli, C. (2020). Multilevel job demands and resources: Cross-level effects of organizational safety and production pressure climates on the relationship between workload and risky safety behaviors. *International Journal of Environmental Research and Public Health, 17*, 3496.
  6. Ghezzi, V., Probst, T. M., Petitta, L., Ciampa, V., Ronchetti, M., Di Tecco, C., Iavicoli, S., & Barbaranelli, C. (2020). The interplay among age and employment status on the perceptions of psychosocial risk factors at work. *International Journal of Environmental Research and Public Health, 17*, 3611.
  7. Probst, T. M. (2020). Economic stress during the coronavirus pandemic. Invited Commentary in Sinclair et al., *Occupational Health Science in the Time of COVID-19: Now More than Ever*. *Occupational Health Science*. <https://doi.org/10.1007/s41542-020-00064-3>
  8. Probst, T. M., Chizh, A., Hu, S., Jiang, L., & Austin, C. T. (2020). Explaining the relationship between job insecurity and creativity: A test of cognitive and affective mediators. *Career Development International, 25*(3), 247-270.
  9. Probst, T. M., Jiang, L., & Lopez-Bohle, S. (2020). Job insecurity and impression management: Which is the horse and which is the cart when it comes to job performance? *Career Development International, 25*(3), 306-324.
  10. Probst, T. M., Petitta, L., Barbaranelli, C., & Austin, C. (2020). Safety-related moral disengagement in response to job insecurity: Counterintuitive effects of perceived organizational and supervisor support. *Journal of Business Ethics, 162*, 343-358.
- 48 book chapters authored or co-authored, under contract with the following prestigious publishers:
    - Oxford University Press
    - American Psychological Association
    - International Labor Office
    - Wiley-Blackwell

- *Routledge*
- *Sage*
- *Lawrence Erlbaum*
- *Emerald*
- *Gower*
- *Vuibert*
- *Edward Elgar*
- *Praeger*
- *Springer*

#### PRESENTATIONS

- Prof. Probst has been invited to give numerous presentations, including to the U.S. Department of Energy Safety Culture Improvement Panel; IESE Business School in Spain; ENAC; British Psychological Society; NIOSH; North-west University, South Africa; Catholic University of Chile; and, the Society for Human Resource Management.
- 120+ presentations at national and international conference, including:
  - Academy of Management
  - Society of Industrial and Organizational Psychology
  - American Psychological Association Convention
  - American Psychological Society Convention
  - APA/NIOSH Conference on Work, Stress, and Health
  - NIOSH/CDC National Occupational Research Agenda Symposium
  - National Science Foundation ADVANCE Program Meeting
  - European Academy of Occupational Health Psychology
  - European Congress of Work and Organizational Psychology

#### FUNDED GRANT ACTIVITY

- Prof. Probst has been PI or Co-PI on 30+ internal and external grants totaling over \$360,000, including funding from the SHRM Foundation; The Center for Construction Research and Training; the Robert Wood Johnson Foundation; and the National Science Foundation.

#### EDITORIAL SERVICE

- Editor of *Stress and Health*
- Section Editor, *International Journal of Environmental Research and Public Health*
- Editorial Board Member: *Journal of Occupational Health Psychology*; *Military Psychology*; *Journal of Business and Psychology*; *International Journal of Workplace Health Management*; *Occupational Health Science*; *Safety*.
- Guest Editor, *International Studies of Management & Organization*; *Journal of Occupational Health Psychology*.
- Invited Reviewer for over 20 different journals

#### AWARDS & RECOGNITIONS

Prof. Probst has been nominated for and received numerous awards and honors. Among others, this includes:

- Outstanding Achievement in International Activities Award, College of Arts and Sciences, Washington State University, 2020.
- Selected to receive 2017-2018 U.S. Fulbright Scholar Research Grant.
- Chancellor's Award for Research Excellence, WSU Vancouver, 2015. The highest research recognition granted by the university to one faculty member each year.
- Emerald Literati Network Award for Excellence (Highly Commended Paper) for co-authored 2014 *Career Development International* article on coping with job insecurity, 2015.
- Student mentored paper with M. Charkhabi received the "Best Student Manuscript" award at the 20<sup>th</sup> International Academy of Management and Business conference, 2015.

- Fellow, Society for Industrial and Organizational Psychology (APA Division 14), 2014.
- Nominee, National Advisory Committee on Occupational Safety and Health (NACOSH), 2014.
- WSU College of Liberal Arts Mid-Career Achievement in Scholarship Award, 2011.
- Society for Human Resource Management Research Award, 2002, recognizing “the finest empirical research in Human Resource Management.”
- Accomplished & Under 40, *Vancouver Business Journal*, 2005. This annual award recognizes individuals “who have distinguished themselves through their accomplishments early in their careers.”
- Superior Merit Award, WSU Vancouver student chapter of the Society of Human Resource Management, 2002-2010 (role: faculty advisor of the chapter).
- “Top Poster” Award at the 2006 conference of the Society for Industrial and Organizational Psychology.
- Fulbright Teaching Assistantship Award, Austria, 1993-1994.
- Nominee, Distinguished Woman of the Year Award, WSU Vancouver, 2011.
- Nominee, WSU Outstanding Mentor Award, 2009.
- Nominee, Students Choice Award for Teaching Excellence, WSU Vancouver, 2004.
- Finalist candidate, Editor of the *APA Journal of Occupational Health Psychology*, 2004, 2009.
- Nominee, APA Division 14 S. Rains Wallace Dissertation Award, 1998.

#### MEDIA RECOGNITION

- 80+ newspaper and magazine articles and radio interviews in recognition of the impact and significance of her research particularly in the areas of economic stress, job insecurity, and workplace safety. This includes major outlets such as: Reuters, ABC/CBS/FOX/NBC broadcasting networks (with over 5000 affiliate radio stations), National Public Radio, the Today Show, and newspapers such as *USA Today*, *Dallas Morning News*, *San Francisco Chronicle* and *Los Angeles Times*.