

RACHEL (SHELLY) S. RAUVOLA

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ACADEMIC APPOINTMENTS

Assistant Professor, Industrial-Organizational Psychology Sept 2020 – present
Program Director, Industrial-Organizational Psychology July 2022 – July 2023
DePaul University, Chicago, IL

Adjunct Instructor, Interprofessional Education Jan 2020 – May 2020
Saint Louis University, Saint Louis, MO

EDUCATION

Ph.D., Industrial-Organizational Psychology May 2020
Secondary Concentration: Quantitative Methods in the Behavioral Sciences
Dissertation Title: Aging, control, & well-being: A longitudinal investigation of actual, perceived, and enacted control across contexts.
Chair: Cort W. Rudolph, Ph.D.
Saint Louis University, Saint Louis, MO

M.S., Industrial-Organizational Psychology May 2019
Thesis Title: An operational integration of lifespan development & regulation theories.
Chair: Cort W. Rudolph, Ph.D.
Saint Louis University, Saint Louis, MO

B.A., Psychology, *summa cum laude* Dec 2015
Capstone Title: The oldest trick in the book: Inferring traits from facial age and maturity.
Chair: E. Darcy Burgund, Ph.D.
Macalester College, Saint Paul, MN

TEACHING & MENTORING

Undergraduate Courses Taught

- Introduction to Psychological Measurement (PSY-343), DePaul University 2021 – present
- Industrial and Organizational Psychology (PSY-380), DePaul University 2020 – present
- Interprofessional Community Practicum (IPE-4900), Saint Louis University 2020

Graduate Courses Taught

- Psychology of Work and Motivation (PSY-440), DePaul University 2022 – present
- Seminar in I-O Psychology (PSY-559), DePaul University 2021 – present
- Practicum in Advanced Research in I-O Psychology (PSY-587), DePaul University 2021 – 2022

Undergraduate Field Studies Supervised

- Allison Barloga (Experiential Learning/Psychology Research), DePaul University 2023
(WQ, SQ)
- Crystal Alcalá (Experiential Learning/Psychology Research), DePaul University 2022
- Carly Duquette (Experiential Learning/Psychology Research), DePaul University 2021

Graduate Practica Supervised

- Mackenzie Moreno (Practicum in Advanced Research in I-O Psychology), DePaul University 2023
- Zachary Ngo (Practicum in Advanced Research in I-O Psychology), DePaul University 2023
- Lora Bishop (Practicum in Advanced Research in I-O Psychology), DePaul University 2022
- Kiana King (Practicum in Advanced Research in I-O Psychology), DePaul University 2022
- Brooke Nyberg (Practicum in Advanced Research in I-O Psychology), DePaul University 2021
- Mounica Reddy (Practicum in Advanced Research in I-O Psychology), DePaul University 2021
- Morgan Gleason (Practicum in Advanced Research in I-O Psychology), DePaul University 2020

Undergraduate Honors Projects Supervised

- Casey Witkowski (*Title Pending*) 2023 – 2024

Doctoral-Undergraduate Opportunities for Scholarship (DUOS) Projects Supervised

- Lora Bishop & Casey Witkowski (*Quiet Quitting: New Phenomenon or Same Leadership Problems?*) 2022 – 2023

Master's Thesis Chair

- Amber Kaiser (*Title Pending*) 2023 – present
- Carolyn Pham (*Title Pending*) 2023 – present
- Zachary Ngo (*A Leader's Role in Supporting Bereaved Employees*) 2022 – present
- Lora Bishop (*Considering Context: Social Identity Threat and Belongingness as Moderators of the Workplace Mistreatment and Workplace Well-Being Relationship*) 2021 – 2022
- Kiana King (*Workplace Discrimination: Exploring the Impacts of Stereotype Threat and Intragroup Marginalization on Racial Trauma in Minority Workers*) 2021 – 2023

Master's Thesis Reader

- Thomas Rice (*Title Pending*) 2023 – present
- Himali Bhandari (*Identity Shifting Behaviors, Perceptions of Diversity, and Perceived Discrimination in South Asian Employees*) 2023 – present
- Eilish Keane (*Quiet Quitting: Navigating an Old Phenomenon in the New Normal*) 2023 – 2023

- Mackenzie Moreno (*Do Moral Foundations Predict Views on Morally Contested Issues?*) 2022 – 2023
- Nicholas Carruth (*Adjustment to Remote Work During COVID-19*) 2020 – 2021

Doctoral Dissertation Chair

- Mounica Reddy (*Title Pending*) 2022 – present

Doctoral Dissertation Reader

- Jessica Jacob Chackoria (*Title Pending*) 2023 – present
- Alyssa Green (*Retail Workers' Job Preferences: Uncovering the Drivers of Attraction, Retention, and Attrition*) 2023 – 2023
- Jessie Cooperstein (*Trainee Perceptions of Structured On-the-Job Training (OJT): The Impact of Trainer Experience and Use of Structured OJT Guides*) 2022 – 2023
- Kaitlyn Gallagher (*Balanced Negotiations: An Online Negotiation Training Intervention for Women*) 2020 – 2023
- Mikayla Marcinkowski (*Perspective Taking: A Tool for Improving Team Member Relationships and Performance*) 2021 – 2022
- Ashlyn Lowe (*Understanding Teamwork Using Dynamic Network Models*) 2021 – 2022
- Ellen Dulaney (*True Self in Threat Resilience: Using Essentialist Self-Views to Neutralize Personal Morality Threats*) 2020 – 2021
- Melissa Vazquez (*How Individual Differences and the Use of Humor Shape Relationships in Teams Over Time*) 2020 – 2021

GRANTS & CONTRACTS

Funded External Grants

- Washington University Institute of Clinical and Translational Sciences Research Funding Program (\$47,951) Nov 2022
Role: Co-I (PI: O. B. A. Owoeye, Co-Is: S. Babul, R. Brownson, F. Esposito)
Project Title: *MAP for coaches: A web-based musculoskeletal athletic injury prevention training course to increase the routine use of neuromuscular training warm-up programs*
- Australian Research Council Centre of Excellence in Population Ageing Research (CEPAR) Mature Workers in Organisations Small Grant Award Scheme (\$7,264.00) May 2022
Role: PI (Co-Is: C. W. Rudolph & H. Zacher)
Project Title: *Aging at work: An investigation of developmental self-regulation and job design*

Funded Internal Grants

- DePaul CSH Faculty Summer Research Grant (\$5,500.00) Mar 2023
Role: PI
Project Title: *Representativeness in occupational health psychology: A review of samples and reporting in the past decade of research*
- DePaul URC Research Leave (WQ24 & SQ24) Mar 2023
Role: PI
Project Title: *Trauma-informed occupational health psychology: A conceptual review and assessment tool*
- DePaul URC Summer Research Grant (\$7,499.58) May 2022

Role: PI

Project Title: *Representativeness in occupational health psychology: A review of samples and reporting in the past decade of research*

- DePaul CSH Faculty Summer Research Grant (\$6,799.36) Apr 2021

Role: PI

Project Title: *Emotional job demands: A review and meta-analysis*

- SLU Spark Microgrant (\$1,000) Mar 2020

Role: Co-PI with A. Breitbach, L. Hinyard, G. Kettenbach, & D. Pole

Project Title: *Longitudinal interprofessional education outcomes: Collaboration skills and reflections among graduating seniors*

- SLU Spark Microgrant (\$990) Jan 2019

Role: Co-PI with J. Barreca & K. Sniffen

Project Title: *Investigation of interprofessional education outcomes: Alumni/ae focus groups*

Non-Funded Internal Grants

- SLU College of Arts & Sciences Foreign Travel Fund (\$1,000 requested) Dec 2016

Role: Co-PI with C. W. Rudolph

Project Title: *Lifespan development & self-regulation: A comprehensive analysis*

- SLU Presidential Fellowship (Tuition + Stipend requested) Aug 2016

Non-Funded External Grants

- APA Early Graduate Student Researcher Award (\$1,000 requested) Dec 2018

Role: PI

Project Title: *Well-being at work: An investigation of age, emotion regulation, and compassion outcomes*

Funded Supervised Grants

- DePaul Graduate Research Fund (\$522) June 2023

Role: Advisor to PI (Morgan Gleason Miller)

Project Title: *Emotional job demands: Psychometric review and analyses*

- DePaul Graduate Research Fund (\$700) Feb 2023

Role: Advisor to PI (Lora Bishop)

Project Title: *Who do we represent? Twelve years of occupational health psychology research reviewed*

- DePaul Graduate Research Fund (\$700) Feb 2023

Role: Advisor to PI (Carolyn Pham)

Project Title: *Hidden targets: Racial identity management in response to COVID-19 discrimination*

- Doctoral-Undergraduate Opportunities for Scholarship (DUOS) (\$1,500) Nov 2022

Role: Faculty Mentor (Lora Bishop & Casey Witkowski)

Project Title: *Quiet quitting: New phenomenon or same leadership problems?*

- DePaul Graduate Research Fund (\$500) Feb 2022

Role: Advisor to PI (Lora Bishop)

Project Title: *Mistreatment, identity, and well-being at work (Master's thesis)*

- DePaul Graduate Research Fund (\$700) Feb 2022

Role: Advisor to PI (Mounica Reddy)

Project Title: *An individual differences approach to remote worker outcomes during COVID-19*

Non-Funded Supervised Grants

- Psi Chi Winter Undergraduate Research Grant (\$1,500 requested) Jan 2023
Role: Advisor to PI (Casey Witkowski)
Project Title: *Quiet quitting: New phenomenon or same leadership problems?*
- Psi Chi Winter Graduate Research Grant (\$1,500 requested) Jan 2022
Role: Advisor to PI (Lora Bishop)
Project Title: *Mistreatment, identity, and well-being at work (Master's thesis)*
- APS Student Caucus Student Grant Competition 2022 (\$500 requested) Dec 2021
Role: Advisor to PI (Lora Bishop)
Project Title: *Considering context: Social identity threat and belongingness as moderators of the workplace mistreatment and workplace well-being relationship (Master's thesis)*
- Psi Chi Fall Graduate Research Grant (\$1,500 requested) Oct 2021
Role: Advisor to PI (Lora Bishop)
Project Title: *Mistreatment, identity, and well-being at work (Master's thesis)*
- APF Graduate Student Scholarship (\$3,000 requested) June 2021
Role: Advisor to PI (Lora Bishop)
Project Title: *Mistreatment, identity, and well-being at work (Master's thesis)*
- APAGS/Psi Chi Junior Scientist Fellowship (\$1,000 requested) June 2021
Role: Advisor to PI (Lora Bishop)
Project Title: *Mistreatment, identity, and well-being at work (Master's thesis)*

Graduate Study: Internal Stipends & Funding

- SLU Graduate Student Association Conference Award (\$300) 2019
- SLU Graduate Student Association Conference Award (\$400) 2019
- SLU School of Medicine Research Assistantship (Tuition + Stipend) 2018 – 2020
- SLU Graduate Research Assistantship (Tuition + Stipend) 2016 – 2018
- SLU Graduate Teaching Assistantship (Tuition + Stipend) 2016 – 2018
- SLU Severin Travel Award (\$300) 2018
- SLU Graduate Student Association Conference Award (\$400) 2017
- SLU Graduate Student Association Conference Award (\$200) 2017

Undergraduate Study: Internal Funding

- Macalester Dewitt Wallace Distinguished Scholarship (\$59,500 in Tuition) 2012 – 2015

RESEARCH & SCHOLARSHIP

Note. Items presented in chronological order. ^G denotes work with graduate student author. * denotes project pre-registered through the Open Science Framework (OSF).

Publications: Journal Articles

22. **Rauvola, R. S., & ^GReddy, M.** (2023). Improving conditions or conditional improvements? A modern code, and mode, of I-O ethics. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16, 174–178.
doi:10.1017/iop.2023.15

21. **Rauvola, R. S.**, & Rudolph, C. W. (2023). Worker aging, control, and well-being: A specification curve analysis. *Acta Psychologica*, 233, 103833. doi:10.1016/j.actpsy.2023.103833 <https://osf.io/zhsnb/>*
20. **Rauvola, R. S.**, Rudolph, C. W., & Zacher, H. (2022). Short-term effects of short-term work: Dynamics in fatigue across two lockdowns. *Journal of Occupational and Environmental Medicine*, 64, 550–556. doi:10.1097/JOM.0000000000002537 <https://osf.io/2t8wg/>
19. Katz, I. M., **Rauvola, R. S.**, Rudolph, C. W., & Zacher, H. (2022). Employee green behavior: A meta-analysis. *Corporate Social Responsibility and Environmental Management*, 29, 1146–1157. doi:10.1002/csr.2260
18. **Rauvola, R. S.**, & Rudolph, C. W. (2022). Control at work: An integrative, lifespan-informed review. *Work, Aging and Retirement*, 8, 117–145. doi:10.1093/workar/waab015
17. **Rauvola, R. S.**, & Rudolph, C. W. (2021). An operational integration of lifespan development theories. *Current Psychology*, 42, 11184–11194. doi:10.1007/s12144-021-02385-0 <https://osf.io/uwn3m/>*
16. Katz, I. M., **Rauvola, R. S.**, & Rudolph, C. W. (2021). Feedback environment: A meta-analysis. *International Journal of Selection and Assessment*, 29, 305–325. doi:10.1111/ijsa.12350 <https://osf.io/8qa4m/>*
15. Owoeye, O. B. A., **Rauvola, R. S.**, & Brownson, R. C. (2020). Dissemination and implementation research in sport and exercise medicine: Translating evidence to practice and policy. *BMJ Open Sport & Exercise Medicine*, 6, e000974. doi:10.1136/bmjsem-2020-000974
14. Breitbach, A. P., Pole, D., **Rauvola, R. S.**, Kettenbach, G., & Hinyard, L. (2020). Longitudinal assessment of students’ perceived collaboration skills at institution with a structured interprofessional education curriculum. *Journal of Allied Health*, 49, 235–245.
 - Received the *Journal of Allied Health* J. Warren Perry Award, 2021
13. Rudolph, C. W., **Rauvola, R. S.**, Costanza, D. P., & Zacher, H. (2020). Generations and generational differences: Debunking myths in organizational science and practice and paving new paths forward. *Journal of Business and Psychology*. doi:10.1007/s10869-020-09715-2
 - One of 13 papers (of approx. 1,000) selected to receive Editor Commendation, 2022
12. **Rauvola, R. S.**, & Rudolph, C. W. (2020). On the limits of agency for successful aging at work. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13, 383–387. doi:10.1017/iop.2020.61
11. Rudolph, C. W., **Rauvola, R. S.**, Costanza, D. P., & Zacher, H. (2020). Answers to

- 10 questions about generations and generational differences in the workplace. *Public Policy & Aging Report*, 30, 82–88. doi:10.1093/ppar/praa010
10. Rudolph, C. W., Chang, C., **Rauvola, R. S.**, & Zacher, H. (2020). Meta-analysis in vocational behavior: A systematic review and recommendations for best practices. *Journal of Vocational Behavior*, 118, 103397. doi:10.1016/j.jvb.2020.103397
 9. **Rauvola, R. S.**, Briggs, E. P., & Hinyard, L. J. (2020). Nomology, validity, and interprofessional research: The missing link(s). *Journal of Interprofessional Care*, 13, 1–12. doi:10.1080/13561820.2020.1712333
 8. **Rauvola, R. S.**, Rudolph, C. W., Ebbert, L. K., & Zacher, H. (2020). Person–environment fit and work satisfaction: Exploring the conditional effects of age. *Work, Aging and Retirement*, 6, 101–117. doi:10.1093/workar/waz011
 7. **Rauvola, R. S.**, & Thomas, C. L. (2019). An ethical role for I/O psychology in lean management. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 239–242. doi:10.1017/iop.2019.51
 6. **Rauvola, R. S.**, Rudolph, C. W., & Zacher, H. (2019). Generationalism: Problems and implications. *Organizational Dynamics*, 48. doi:10.1016/j.orgdyn.2018.05.006
 5. **Rauvola, R. S.**, Vega, D. M., & Lavigne, K. N. (2019). Compassion fatigue, secondary traumatic stress, and vicarious traumatization: A qualitative review and research agenda. *Occupational Health Science*, 3, 297–336. doi:10.1007/s41542-019-00045-1
 - Featured as a COVID-19 resource by the Society for Occupational Health Psychology, 2020
 - Circulated as an “intimate partner violence and the law” resource by Australia’s National Research Organisation for Women’s Safety, 2019
 4. Lavigne, K., & **Rauvola, R.** (2018). Bridging individual and social-structural perspectives. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11, 331–334. doi:10.1017/iop.2018.25
 3. Rudolph, C. W., Kooij, D. T. A. M., **Rauvola, R. S.**, & Zacher, H. (2018). Occupational future time perspective: A meta-analysis of antecedents and outcomes. *Journal of Organizational Behavior*, 39, 229–248. doi:10.1002/job.2264
 - Recognized as the 10th most cited article in the *Journal of Organizational Behavior*, 2020
 - Recognized as a top cited article in the *Journal of Organizational Behavior*, 2018–19
 2. Rudolph, C. W., **Rauvola, R. S.**, & Zacher, H. (2018). Leadership and generations at work: A critical review. *The Leadership Quarterly*, 29, 44–57. doi:10.1016/j.leaqua.2017.09.004
 - Recognized as a “most cited” article in *The Leadership Quarterly* since 2018, 2021

1. Scullin, M. K., Bugg, J. M., & **Rauvola, R. S.** (2016). Forgetting no-longer relevant prospective memory intentions is (sometimes) harder with age but easier with forgetting practice. *Psychology and Aging, 31*, 358–369. doi:10.1037/pag0000087

Publications: Book Chapters and Other Contributions

8. **Rauvola, R. S.**, ^GCarruth, N. P., & Rudolph, C. W. (2022). Modern ageism & age stereotyping. In M. Yerkes & M. Bal (Eds.), *Solidarity and social justice in contemporary societies: An interdisciplinary approach to understanding inequalities* (pp. 97–106). doi:10.1007/978-3-030-93795-9_9
7. **Rauvola, R. S.**, & Rudolph, C. W. (2022). Integrating lifespan theories: Implications for the study of age(ing) and work. In H. Zacher & C. W. Rudolph (Eds.), *The SIOP organizational frontiers series: Age and work: Advances in theory, methods, and practice* (pp. 114–131). doi:10.4324/9781003089674-9
6. **Rauvola, R. S.**, Rudolph, C. W., & Zacher, H. (2021). Handling time in contemporary occupational stress & well-being research: Considerations, examples, and recommendations. In P. D. Harms, P. L. Perrewé, & C.-H.(D.) Chang (Eds.), *Examining and exploring the shifting nature of occupational stress and well-being (Research in Occupational Stress and Well Being, vol. 19, pp. 105–135)*. doi:10.1108/S1479-355520210000019006
5. Rudolph, C., **Rauvola, R.**, Costanza, D., & Zacher, H. (2020). Generations science is bunk. *Oxford University Press Blog*. <https://blog.oup.com/2020/08/generations-science-is-bunk/>
4. **Rauvola, R. S.** (2020). Re-experiencing through research: Addressing empathy-based stress and trauma in the academic community. *Social Epistemology Review and Reply Collective, 9*, 53–59. <https://wp.me/p1Bfg0-5iQ>
3. **Rauvola, R.**, & Rudolph, C. (2019). Multigenerational workforce. In D. Gu & M. E. Dupre (Eds.), *Encyclopedia of gerontology and population aging*. Cham, Switzerland: Springer. doi:10.1007/978-3-319-69892-2_905-1
2. **Rauvola, R. S.**, Rudolph, C. W., & Zacher, H. (2019). Innovating career counselling for middle-aged and older adults. In K. Maree (Ed.), *Handbook of innovative career counselling* (pp. 307–331). New York, NY, US: Springer.
1. Zacher, H., **Rauvola, R. S.**, & Rudolph, C. W. (2019). Innovating career counselling to manage the transitions to bridge employment and retirement. In K. Maree (Ed.), *Handbook of innovative career counselling* (pp. 173-192). New York, NY, US: Springer.

Scholarly Papers Presented: Symposia (Refereed)

2. **Rauvola, R. S.**, & Nittrouer, C. (2023, April). *Intersectional I-O research: Studying interlocking systems of identity & experience*. Symposium accepted for presentation at the 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.

1. **Rauvola, R. S.**, & Rudolph, C. W. (2018, April). *New frontiers in work ability: Theory, research, and practice*. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Scholarly Papers Presented: Conference Papers (Refereed)

7. **Rauvola, R. S.**, Rudolph, C. W., & Zacher, H. (2023, April). Posttraumatic growth trajectories associated with health, financial difficulties, and intersecting identities: A longitudinal study. In H. Cheung & C. L. Baker (Chairs), *Age and gender: An intersectional approach to understanding employee's experiences*. Symposium paper accepted for presentation at the 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
6. **Rauvola, R. S.**, Rudolph, C. W., & Zacher, H. (2022, April). Short-term effects of short-term work: Studying discontinuous change in work fatigue during the COVID-19 pandemic. In D. Jundt, M. Shoss, & S. Su (Chairs), *Methodological and statistical approaches to studying adaptation and change*. Symposium presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
5. **Rauvola, R. S.**, & Rudolph, C. W. (2021, November). *Age, control, & work: An integrative lifespan review and research agenda*. Poster session presented at the Bi-Annual Aging and Work Meeting, Groningen, the Netherlands.
4. **Rauvola, R. S.**, ^GGleason, M. E., ^GCarruth, N. P., Rudolph, C. W., & Zacher, H. (2021, April). *High time for continuous time: Analyzing longitudinal data with SEM*. Poster session presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology (Virtual).
3. **Rauvola, R. S.**, ^GNyberg, B. E., ^GMoreno, M. M., & Rudolph, C. W. (2021, April). *Putting O*NET back to work: An occupational crosswalk for archival research in I/O*. Poster session presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology (Virtual).
2. **Rauvola, R. S.**, & Rudolph, C. W. (2019, November). *An operational integration of lifespan development & regulation theories*. Paper presented at the Bi-Annual Aging and Work Meeting, St. Gallen, Switzerland.
1. **Rauvola, R. S.**, Rudolph, C. W., Ebbert, L. K., & Zacher, H. (2017, November). *Person–environment fit and work satisfaction: The conditional influence of age*. Poster session presented at the Bi-Annual Aging and Work Meeting, Lüneberg, Germany.

Scholarly Papers Presented: Other Presentations (Non-Refereed)

1. **Rauvola, R.** (2015, December). *The oldest trick in the book: Inferring traits from facial age and maturity*. Poster session presented at the Macalester College Fall Psychology Poster Session, Saint Paul, MN.

Scholarly Papers Presented: Co-Authored Conference Presentations (Refereed)

13. ^GBishop, L., & **Rauvola, R. S.** Considering context: Workplace mistreatment, well-being,

- and identity. In **R. S. Rauvola** & C. Nittrouer (Chairs), *Intersectional I-O research: Studying interlocking systems of identity & experience*. Symposium paper accepted for presentation at the 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
12. ^GBishop, L., **Rauvola, R. S.**, ^GKing, K., ^GNgo, Z. N., & ^GKaiser, A. R. *Who do we represent? Twelve years of occupational health psychology research reviewed*. Poster session accepted for presentation at the 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
 11. ^GGleason, M. & **Rauvola, R. S.** (2023, April). *Emotional job demands: Psychometric review and analysis*. Poster session accepted for presentation at the 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
 10. Katz, I. M., **Rauvola, R. S.**, & Werth, P. (2022, April). *Community of Interest: Establishing inter-industry partnerships to evaluate trauma and workplace outcomes*. Session conducted at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
 9. Breitbach, A. P., Pole, D., **Rauvola, R. S.**, Kettenbach, G., & Hinyard, L. (2021, October). *Longitudinal assessment of students' perceived collaboration skills with structured IPE curriculum*. Paper accepted for presentation at the 2021 Annual Association of Schools Advancing Health Professions Conference, Long Beach, CA.
 8. Katz, I. M., **Rauvola, R. S.**, ^GWarnock, K. N., Lavigne, K. L., & Palmer, S. N. (2021, April). *Organizational identification: A meta-analysis and meta-regression*. Poster session accepted for presentation at the 36th Annual Conference of the Society for Industrial and Organizational Psychology (Virtual).
 7. Barreca, J., & **Rauvola, R. S.** (2020, August). *Conducting a virtual poster symposium in an interprofessional community practicum course*. Paper presented at the Nexus Summit 2020 (Virtual).
 6. Barreca, J., Sniffen, K., & **Rauvola, R. S.** (2020, August). *IPE alumni focus groups—Tracking IPCP abilities to improve IPE experiences*. Paper presented at the Nexus Summit 2020 (Virtual).
 5. Katz, I. M., **Rauvola, R. S.**, & Rudolph, C. W. (2019, April). Feedback environment: A meta-analysis. In A. B. Speer (Chair), *Advances in the measurement of performance and the appraisal context*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
 4. Pole, D., Barreca, J., & **Rauvola, R. S.** (2019, April). *Program design and community collaborations that result in IP student readiness to improve community health outcomes*. Paper presented at 76th Annual Conference of the Association for Prevention Teaching and Research, Cleveland, OH.
 3. Rudolph, C. W., Kooij, D. T. A. M., **Rauvola, R. S.**, & Zacher, H. (2017, November).

Occupational future time perspective: A meta-analysis of antecedents and outcomes. Paper presented at the Bi-Annual Aging and Work Meeting, Lüneberg, Germany.

2. Bugg, J. M., Scullin, M. K., & **Rauvola, R.** (2015, November). *Prospective memory commission errors: A selective age-related increase and selective strategy-related decrease.* Paper presented at the 56th Annual Meeting of the Psychonomic Society, Chicago, IL.
1. Scullin, M. K., Bugg, J. M., **Rauvola, R.**, & Sutton, L. (2014, April). *This might raise your blood pressure: Hypertension history increases risk for prospective memory commission errors.* Poster session presented at the Cognitive Aging Conference, Atlanta, GA.

Invited Presentations and Panels

8. **Rauvola, R. S.** (2023, February). *Emotions and coping.* DePaul University College of Science and Health, Undergraduate Visit Day Mini-Lecture.
7. **Rauvola, R. S.** (2023, February). *Intentional and ethical “open science” in I-O.* Wayne State University Doctoral I-O Psychology Colloquium Series.
6. **Rauvola, R. S.** (2022, October). *Advancing worker health, here & now.* DePaul University Department of Psychology, University President & Provost Presentation.
5. **Rauvola, R. S.** (2022, February). Panelist for the SIOP Disability Inclusion and Accessibility Committee’s Student Q&A Panel.
4. **Rauvola, R. S.** (2022, February). *“I feel your pain”:* Identifying, preventing, and coping with empathy-based stress. University of Missouri-St. Louis School of Social Work, Behavioral Health Workforce Education and Training Seminar.
3. **Rauvola, R. S.** (2022, January). *Reinventing “venting”:* Channeling frustration in the face of adversity. DePaul University Office of Health Promotion and Wellness, “Whine and Cheese Night” Mental Health Panel.
2. **Rauvola, R. S.** (2021, October). *Industrial/organizational psychology and you.* DePaul University Speech-Language Pathology, Guest Lecture.
1. **Rauvola, R. S.** (2020, November). *Navigating the academic job market.* Saint Louis University Department of Psychology, Industrial/Organizational Psychology Professional Activities Group Lecture.

News Coverage of Research or Expertise

6. East, S. (2022, March 4). How debt and financial stress affects your mental health and ways to cope. *MoneyGeek.* <https://www.moneygeek.com/debt/resources/how-debt-can-harm-your-health/>
5. Thometz, K. (2021, August 17). COVID-19 etiquette: Vaccines. *WTTW.* <https://news.wttw.com/2021/08/17/covid-19-etiquette-vaccines>

4. Thometz, K. (2021, August 17). COVID-19 etiquette: Out and about. *WWTW*.
<https://news.wttw.com/2021/08/17/covid-19-etiquette-out-and-about>
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<https://news.wttw.com/2021/08/17/covid-19-etiquette-face-masks>
2. Quraishi, A.-h. (2021, April 27). As offices begin to reopen, most remote workers don't want to go back. *Scripps Media*. (National coverage in 30+ markets online and on television; e.g., <https://www.wmar2news.com/rebound/coronavirus-stress/as-offices-begin-to-reopen-most-remote-workers-dont-want-to-go-back>)
1. McCann, A. (2021, March 8). 2021's happiest cities in America. *WalletHub*.
<https://wallethub.com/edu/happiest-places-to-live/32619>

SERVICE

Service: University Level

- DePaul Office of Health Promotion and Wellness Event Panelist 2022
- Center for Community Health Equity – Affiliate Faculty Member 2021 – present

Service: College Level

- DePaul CSH Undergraduate Visit Days 2023 – present
 - Greeter/Department Representative – AQ 2023
 - Presenter – WQ 2023
- *DePaul Discoveries* Editorial Board 2022 – present
- DePaul CSH Ad Hoc DEI Website Planning Committee 2022
- Guest Lecturer, DePaul Speech-Language Pathology MS Program 2021

Service: Department Level

- DePaul University President, Provost, & Psychology Dept. Meeting Faculty Presenter 2022
- Graduate Student Teaching Evaluations 2021 – present
 - Mounica Reddy – 2022
 - Alyssa Green – 2021
- DePaul Psychology Dept. Diversity, Equity, & Inclusion Steering Committee 2020 – present
 - GSA Survey Sub-Committee, Member – 2020 – 2022
 - DEI Website Sub-Committee, Project Lead & Update Manager – 2020 – present
- DePaul Psychology Dept. Graduate Statistics Committee 2020 – present
- DePaul Psychology Dept. Interim Subject Pool Manager 2021 – 2022
- DePaul Psychology Dept. Ad Hoc Article Processing Charges Committee 2021
- DePaul Psychology Dept. ReproducibiliTea Open Science Discussion Group 2020 – 2021

Service: Program Level

- I-O Program Director 2022 – 2023
- I-O Doctoral Comprehensive Examination Coordinator 2021 – present
- I-O Doctoral Program Graduate Admissions Committee 2020 – present

Doctoral Comprehensive Examination Committee Member

- Lora Bishop 2023
- Kiana King 2023
- Mackenzie Moreno 2023
- Nicholas Carruth 2022
- Jessica Chackoria 2022
- Brooke Nyberg 2022
- Mounica Reddy 2022
- Alyssa Green 2021
- Morgan Gleason 2021
- Anthony Colaneri 2020
- Mikayla Marcinkowski 2020
- Lauren Zervos 2020

PROFESSIONAL ACTIVITIES

Journal Editing & Reviewing

Editorial Board Member

- *Psychology and Aging* 2024 – present
- *Work, Aging and Retirement* 2023 – present

Journal Ad Hoc Reviewing

- *Industrial and Organizational Psychology: Perspectives on Science and Practice* 2022 – present
- *Acta Psychologica* 2022 – present
- *Journal of Occupational and Environmental Medicine* 2022 – present
- *Global Business and Organizational Excellence* 2021 – present
- *Translational Issues in Psychological Science* 2021 – present
- *Current Psychology* 2020 – present
- *Journal of Vocational Behavior* 2020 – present
- *Psychology and Aging* 2020 – 2024
- *Advances in Health Sciences Education* 2019 – present
- *Organizational Behavior and Human Decision Processes* 2019 – present
- *Work, Aging and Retirement* 2019 – 2023
- *European Journal of Work and Organizational Psychology* 2018 – present
- *Journal of Managerial Psychology* 2018 – present

Conference Reviewing

- SIOP Annual Conference 2020 – present
- Midwest Academy of Management 2018 – present

Grant Reviewing

- Swiss National Research Foundation 2023 – present
- United States-Israel Binational Science Foundation 2021 – present

Other Professional Activities

Professional Committee Service

- SIOP Disability Inclusion and Accessibility Committee (DIAC) 2020 – present
 - DIAC Chair-in-Training (Chair Term: 2024-2026) 2023 – present
 - Visibility Sub-Committee Chair and Steering Committee Member 2022 – 2023
 - Visibility Sub-Committee Member 2020 – 2022
- SIOP Women’s Inclusion Network – Member 2020 – 2023
- GOHWP Task Force for Injustice and Police Brutality – Member 2020 – 2022

Current and Former Professional Associations

- Academy of Management (AOM)
- American Psychological Association (APA)
- Association for Psychological Science (APS)
- Global Organisation for Humanitarian Work Psychology (GOHWP)
- Major Extremity Trauma Research Consortium (METRC) Work Group
- Psi Chi International Honor Society in Psychology
- Society for Industrial and Organizational Psychology (SIOP)
- Society for Occupational Health Psychology (SOHP)
- Society for Total Worker Health (*Founding Member*)
- UIC Center for Healthy Work (Center of Excellence for Total Worker Health®, funded by the National Institute for Occupational Safety and Health (NIOSH))

HONORS & RECOGNITION

Scholarly Honors & Recognition

- DePaul QIC Excellence in Teaching Award Nominee (Nominated, ineligible) 2021, 2022, 2023
- DePaul College of Science and Health Faculty Mentor of the Year Nominee 2021
- SLU Department of Psychology Nick J. Colarelli Award (\$500) 2020
- SLU Department of Psychology David C. Munz Award (\$500) 2019
- Macalester College Dean’s List 2012 – 2015
- Missouri 100 Scholar 2012
- National Merit Scholar 2012

Other Honors & Recognition

- Midwest Academy of Management Outstanding Reviewer 2019

APPLIED & CONSULTING EXPERIENCE

Center for the Application of Behavioral Sciences Jan 2019 – May 2019

Pro Bono Organizational Assessment Consultant & Project Manager, Saint Louis, Missouri

- Led eight-person consulting team in assessing and evaluating the organizational processes of a local nonprofit organization.
- Assisted in proposal writing, contracting, survey development, quantitative and qualitative data collection and analyses, benchmarking, report creation, and client presentations.

Duke Manufacturing

Jan 2016 – Aug 2016

Human Resources Intern, Saint Louis, Missouri

- Partnered with hiring managers and HR leaders to develop Lean talent acquisition procedures and communication tools, establishing efficient processes and alignment between key stakeholders and business objectives.
- Analyzed Duke's 2015 employee engagement survey results in collaboration with the Director of Organizational Development and developed actionable recommendations for company leaders.

Express Scripts

May 2015 – Aug 2015

Human Resources Talent Acquisition Intern, Saint Louis, Missouri

- Created candidate guides for key company positions by charting typical personnel characteristics, motivations, and career goals according to research findings.
- Worked with recruiters and HR leaders to improve job descriptions, maximize career site design and accessibility, and generate high-quality materials for the department.

SKILLS, CERTIFICATIONS, AND TRAININGS

- Data Analysis: R, SPSS
- Languages: English, French (fluent); Latin, Spanish (professional working proficiency); Danish, Finnish (limited working proficiency)
- Learning Management Systems: Blackboard, D2L
- Online Survey Design and Data Collection: Qualtrics, Survey Monkey
- Teaching: College Reading & Learning Association (Certified Level 2), SLU Reinert Center coursework in Course Design, Learning Technologies, and Teaching Philosophy, DePaul Online Teaching Series (DOTS)