

CURRICULUM VITAE

Lori Anderson Snyder

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ADMINISTRATIVE APPOINTMENTS

2020-Present **Interim Vice Provost for Faculty**
University of Oklahoma, Office of the Sr. Vice President and Provost

2015-2019 **Distinguished Faculty Fellow**
University of Oklahoma, Office of Vice President for Research

ACADEMIC APPOINTMENTS

2010-Present **Associate Professor**
University of Oklahoma, Department of Psychology

2004-2010 **Assistant Professor**
University of Oklahoma, Department of Psychology

OTHER ROLES

2018-Present **Board Member/Associate Director**, Center for Applied Social Research

2018-Present **Full Member**, Stephenson Cancer Center

EDUCATION

August, 2004 **Ph.D., Industrial/Organizational Psychology**, Colorado State University

May, 2001 **M.S., Industrial/Organizational Psychology**, Colorado State University

May, 1997 **B.A., Human Development/Social Relations**, Earlham College

RESEARCH SUMMARY

My primary research interest focuses on the experience of underrepresented groups in the workplace, including women, racial and ethnic minorities, and persons with disabilities, with a particular focus on experiences of students and faculty who are members of marginalized groups in STEM fields. One representation of this focus is my NIH-funded studies, which work to comprehensively understand the social and cultural factors that influence the STEM interests, goals, achievements, and persistence of Native American undergraduates. As part of these grants, my team has been working since 2013 to establish a longitudinal data set on multiple cohorts of American Indian and Alaska Native undergraduates, connecting their experiences to major choice, persistence, graduation, and

other academic outcomes. Because of the low graduation rate among Native American students, this effort will span approximately 10 years. Ultimately, we are interested in using the findings of this research to develop programs and resources to benefit the engagement and persistence of Native American students in higher education, and STEM in particular.

Additionally, I study Occupational Health Psychology, including workplace well-being and safety. One stream of this research investigates the demands of dual roles, such as employee-family member, student-worker, and student-parent, and explores moderators such as personal and institutional resources, as well as outcomes such as psychological and physical well-being. A second objective of this research is to examine the social influences that shape employee perception of risk and safety behavior.

GRANTS UNDER REVIEW (\$3.50million total, \$3.00million PI)

National Science Foundation, ADVANCE (Advancement of Women in Academic Science and Engineering Careers) IT (Institutional Transformation) (2022-2026). \$3,000,000. *OU-ELEVATE: Assessing and Re-envisioning Faculty Evaluations and Workload Distributions*. Principal Investigator.

National Science Foundation, Innovations in Graduate Education (2021-2024). \$500,000. *IGE: Engaging Engineering Graduate Students in Experiential Learning to Mitigate Stress and Build Resilience*. Senior Personnel.

GRANTS FUNDED (\$4.32million total, \$3.06million PI)

National Science Foundation, (2020-2022). \$299,878. *EAGER GOLD-EN Rewards: Removing Barriers and Supporting Geoscience Diversity Leaders by Revising Evaluation and Reward Systems*. Co-Principal Investigator.

Gender Inequities in Academia Seed Grant Program, University of Oklahoma Office of the Vice President for Research and Partnerships (2020). \$20,000. *Understanding the Unique Experiences of Intersectional Faculty*. Co-Principal Investigator.

National Institutes of Health, National Institute of General Medical Sciences, R01GM107696-01. (2018-2023). \$1,688,104. *Factors Influencing Scientific Research Careers among American Indians*. Principal Investigator.

Oklahoma Center for the Advancement of Science and Technology (OCAST) Oklahoma Applied Research Support (OARS) (2019). \$7,400. *Data Model and Algorithms for Data-Driven Team Building with Quantifiable Exaptation*. Senior Personnel.

Department of Defense, U.S. Army Research Institute, W911NF-17-C-0078. (2017-2019). \$375,878. *Assessing and Monitoring Soldier Attitudes and Interactions: A Planning Skills Approach for Small Unit Army Leaders*. Co-Principal Investigator.

- National Institutes of Health, National Institute of General Medical Sciences, R35GM127107-01. (2013-2017). \$1,349,000. *Social Cognitive Influences on Scientific Research Careers among American Indians*. Principal Investigator.
- Faculty Investment Program, University of Oklahoma Research Council. (2017). \$15,000. *Vocational Interest and Persistence among American Indian and Alaska Native Undergraduates*. Principal Investigator.
- Faculty Investment Program, University of Oklahoma Research Council. (2013). \$14,800. *A Comparative Study of Social Cognitive Influences on STEM Majors*. Principal Investigator.
- Oklahoma State University/ National Science Foundation EPSCoR. (2010-2011). \$15,000. *Second Big 12 Workshop on Faculty Recruitment, Retention and Leadership*. Co-Principal Investigator.
- National Science Foundation ADVANCE (Advancement of Women in Academic Science and Engineering Careers) PAID (Partnerships for Adaptation, Implementation and Dissemination). (2006-2011). \$500,000. *Promoting Institutional Change at the University of Oklahoma and within the Big XII Conference*. Co-Principal Investigator.
- Junior Faculty Research Program Grant, University of Oklahoma. (2008). \$6,000. *Patient Aggression, Burnout, and Turnover among Health Care Workers*. Principal Investigator.
- State of Oklahoma, Regents for Higher Education. (2007). \$10,000. *ADVANCE PAID: Promoting Institutional Change at the University of Oklahoma and within the Big XII Conference*. Co-Principal Investigator.
- Junior Faculty Research Program Grant, University of Oklahoma. (2006). \$6,000. *An Exploration of Social Influence on Counterproductive Work Behavior*. Principal Investigator.
- The Douglas W. Bray and Ann Howard Award from the Society for Industrial and Organizational Psychology (2005). \$10,000. *Validity Evidence for Developmental Assessment Centers*. Co-Principal Investigator.

AWARDS

Vice President for Research Award for Broadening the Participation of Traditionally Underrepresented or Underserved Populations (2019)

PUBLICATIONS

Taylor, W.D., **Snyder, L.A.**, & Lin, L. (2019). What Free Time? A Daily Study of Work Recovery and Well-Being among Working Students. *Journal of Occupational Health Psychology*.

- Lin, L., Shi, D., **Snyder, L.A.**, Lee, T., & Taylor, W.D. (2019). Structure and Measurement Invariance of Ethnic Identity for Native American College Students. *Frontiers in Psychology, 10*.
- Lin, L., Lee, T., & **Snyder, L.A.** (2018). Math Self-Efficacy and STEM Intentions: A Person-Centered Approach. *Frontiers in Psychology, 9*.
- Droegemeier, K.D., **Snyder, L.A.**, Knoedler, A., Taylor, W., Litwiller, B., Whitacre, C., Gobstein, H., Keller, C., Hinds, T.L., & Dwyer, N. (2017). The roles of chief research officers at American universities: A current profile and challenges for the future. *Journal of Research Administration, 48(1)*, 26-64.
*Recipient of the 2017 Rod Rose Award for best article in the Journal of Research Administration.
- Litwiller, B., **Snyder, L.A.**, Taylor, W.D, and Steele, L.M. (2017). The relationship between sleep and work: A meta-analysis. *Journal of Applied Psychology, 102(4)*, 682-699.
- Taylor, W.D. & **Snyder, L.A.** (2017). The influence of risk perception on safety: A laboratory study. *Safety Science, 95*, 116-124.
- Shi, D., Song, H., Liao, X., Terry, R., & **Snyder, L.A.** (2017). Bayesian SEM for specification search problems in testing factorial invariance. *Multivariate Behavioral Research, 52*, 430-444.
- Nei, D., **Snyder, L.A.**, & Litwiller, B.J. (2014). Promoting retention of nurses: A meta-analytic examination of causes of nurse turnover. *Health Care Management Review, 40*, 237-253.
- Litwiller, B., **Snyder, L.A.**, & Nei, D. (2013). Crisis in healthcare: A meta-analytic examination of causes of nurse turnover. *Proceedings of the Southern Management Association Conference*, New Orleans, LA.
- Blackwell, L.V., & **Snyder, L.A.** (2011). *Gender expectations and OCBs: The case of professor evaluations*. Proceedings of the Southern Management Association Conference, Savannah, GA.
- Snyder, L.A.**, Krauss, A.D., Chen, P.Y., Finlinson, S., & Huang, Y.H. (2011). Safety performance: The mediating role of safety control. *Work: A Journal of Prevention, Assessment and Rehabilitation, 40*, 99-111.
- Snyder, L.A.**, Carmichael, J.S., Blackwell, L.V., Cleveland, J.N., & Thornton, G.C. III. (2010). Perceptions of discrimination and justice among employees with disabilities. *Employee Responsibilities and Rights Journal, 22*, 5-19.

- Blackwell, L.V., **Snyder, L.A.**, & Mavriplis, C. (2009). Diverse faculty in STEM fields: Attitudes, performance, and fair treatment. *Journal of Diversity in Higher Education*, 2, 195-205.
- Krauss, A.D. & **Snyder, L.A.** (2009). Technology and performance management. In Smither, J.W. & London, M. (Eds.), *Performance Management: Putting Research into Practice* (pp. 445-491). San Francisco: Jossey-Bass.
- Rupp, D.E., Gibbons, A.M., & **Snyder, L.A.** (2008). The role of technology in enabling third-generation training and development. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 495-499.
- Snyder, L.A.**, Krauss, A.D., Chen, P.Y., Finlinson, S., & Huang, Y.H. (2008). Occupational safety: Application of the job demand-control-support model. *Accident Analysis and Prevention*, 40, 1713-1723.
- Hauck, E., **Snyder, L.A.**, & Cox-Fuenzalida, E.L. (2008). Workload variability and social support: Effects on stress and performance. *Current Psychology*, 27, 112-125.
- Snyder, L.A.**, Chen, P.Y., & Vacha-Haase, T. (2007). The underreporting gap in aggressive incidents from geriatric patients against certified nursing assistants. *Violence and Victims*, 22, 371-383.
- Snyder, L.A.**, Rupp, D.E., & Thornton, G.C. (2006). Personnel selection of Information Technology (IT) workers: The people, the jobs, and issues for human resource management. In J. Martocchio (Ed.), *Research in Personnel and Human Resource Management*, 25, 305-376.
- Snyder, L.A.**, Cleveland, J.N., & Thornton, G.C. (2006). Support for affirmative action initiatives among diverse groups: The role of racial/ethnic identity. *Journal of Applied Social Psychology*, 36, 527-551.
- Gibbons, A.M., Rupp, D.E., **Snyder, L.A.**, & Holub, A.S., & Woo, S.E. (2006). A preliminary investigation of developable dimensions. *The Psychologist-Manager Journal*, 9, 99-123.
- Rupp, D.E., Gibbons, A.M., Baldwin, A.M., **Snyder, L.A.**, Spain, S.M., Woo, S.E., Brummell, B., Sims, C., & Kim, M.-J. (2006). Initial validation of a developmental assessment center. *The Psychologist-Manager Journal*, 9, 171-200.
- Rupp, D.E., **Snyder, L. A.**, Gibbons, A.M., and Thornton, G. C. III. (2006). What should developmental assessment centers be developing? *The Psychologist-Manager Journal*, 9, 75-98.

Snyder, L.A., Chen, P.Y., Grubb, P.L., Roberts, R.K., Sauter, S.L. & Swanson, N.G. (2004). Workplace aggression and violence against individuals and organizations: Causes, consequences, and interventions. In P. Perrewe & D. Ganster (Eds.), *Research in Organizational Stress and Well Being*, 4, 1-65.

Slater, M.D., Henry, K.L., Swaim, R.C., & **Anderson, L.L.** (2003). Violent media content and aggressiveness in adolescents: A downward spiral model. *Communication Research*, 30.

MANUSCRIPTS UNDER REVIEW

Finken, A., Lin, L., Dabdoub, A., & **Snyder, L.A.** The Importance of Personal and Contextual Background Factors on Declaration of STEM Majors: A Focus on Native American Undergraduates. (Revise and resubmit).

Lin, L., Finken, A., & **Snyder, L.A.** The Impact of Interest in Math and Physical Sciences Over Time: Applying Latent Growth Models. (Under review).

CONFERENCE PRESENTATIONS

Dabdoub, A., **Snyder, L.A.**, Pendley, J., Holloway, K., Johnston-Fisher, J., Delafield, C., & Finken, A. (2021, June). Native American Success in Higher Education: "We will be scientist when our tribes tell us to be scientists." Presented at the Annual Conference of the National Conference on Race and Ethnicity, Online.

Holloway, K. & **Snyder, L.A.** (2021, April). Leadership Self-Efficacy: Measurement Invariance for Diverse College Students. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA.

Dabdoub, A., Cross, S., & **Snyder, L.A.** (2021, April). A Model of Native American Worker Job Satisfaction. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA.

Finken, A. & **Snyder, L.A.** (2020, April). *Leadership Self-Efficacy for Native American Students*. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Austin, TX.

Lin, Li & **Snyder, L.A.** (2019, April). *The Impact of Interest in Physical Sciences over Time: Applying Latent Growth Models*. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Washington, D.C.

Johnston-Fisher, J. & **Snyder, L.A.** (2019, April). *Culture and Academic Entitlement Predict Perceptions of Incivility toward Faculty*. Presented at the annual meeting of the Society For Industrial/Organizational Psychology, Washington, D.C.

- Johnston-Fisher, J.L., Elliott, S., Torrence, B.S., Turner, M.R., Vowels, C., **Snyder, L.A.**, Mumford, M.D., & Connelly, M.S. (2019, April). *A Planning Approach to Managing Incivility in Small Groups*. In Chris, A.C & González-Morales, M.G. (Co-chairs), *Using Micro to Macro Perspectives to Advance Mistreatment Research and Practice*. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Washington, D.C.
- Snyder, L.A.** (2018, October). *Resources and Barriers to Achievement of Native American Students in STEM*. Invited talk presented at the annual meeting of the Understanding Interventions/Society for Advancement of Chicanos/Hispanics and Native Americans in Science, San Antonio, TX.
- Lin, L., **Snyder, L.A.**, Nguyen, C., & Maglasang, T. (2018, April). *Cultural/Ethnic Identity Acquisition and STEM Academic Outcomes: A Meta-Analysis*. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL.
- Finken, A. & **Snyder, L.A.** (2018, April). *Work-Family Conflict: The Importance of Resource Placement and Distinction*. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL.
- Johnston-Fisher, J., Lin, L., Pendley, J., Taylor, W.D., & **Snyder, L.A.** (2017, May). *Motivation for college attendance, academic performance and experiences*. Presented at the annual meeting of the Association for Psychological Science, Boston, MA.
- Lin, L., Shi, D., **Snyder, L.A.**, Lee, T., & Taylor, W.D. (2017, May). *Multigroup Ethnic Identity Measure (MEIM): Extending understanding of factor structure and measurement invariance to include Native American populations*. Presented at the annual meeting of the Association for Psychological Science, Boston, MA.
- Lin, L., **Snyder, L.A.**, & Maglasang, T. (2017, May). *Cultural participation and self-other discrepancy in perceived discrimination among Native American students*. Presented at the annual meeting of the Association for Psychological Science, Boston, MA.
- Lin, L., **Snyder, L.A.**, Lee, T., Liao, X., & Taylor, W.D. (2017, May). *Implicit theories of math ability: You cannot be an incremental theorist and an entity theorist at the same time*. Presented at the annual meeting of the Association for Psychological Science, Boston, MA.
- Maglasang, T., Lin, L., & **Snyder, L.A.** (2017, May). *Family-school interference: Measurement invariance across Native American, Asian, and White college students*. Presented at the annual meeting of the Association for Psychological Science, Boston, MA.
- Lin, L., Lee, T., & **Snyder, L.A.** (2017, April). *Entering STEM Fields: Interests, Identity, Efficacy, and Influence from Others*. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Orlando, FL.

- Taylor, W.D. & **Snyder, L.A.** (2017, April). *"What free time?" Studying daily work recovery among student-employees.* In G. Sawhney & T. W. Britt (Co-chairs), Examining individual strategies utilized by employees to combat occupational stress. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Orlando, FL.
- Snyder, L.A.**, Pendley, J., & Spicer, P. (2017, April). *Experiences and Factors Influencing the Success of Native American Students in STEM.* Presented at the OU Health Disparities, Social Science, and Humanities Symposium, Oklahoma City, OK.
- Lin, L., Nguyen, C., & **Snyder, L.A.** (2016, August). *Ethnic Identity, Racial/Ethnic Experiences, and College Stress: A Person-Centered Approach.* Presented at the annual meeting of the Asian American Psychological Association, Denver, CO.
- Lin, L., Lee, T., & **Snyder, L.A.** (2016, May). *Sources of Math Self-Efficacy and STEM Intentions: A Latent Class Mediation Model.* Presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Litwiller, B.J., **Snyder, L.A.**, Taylor, W.D., & Steele, L.M. (2015, April). *The Relationship between Sleep and Work: A Meta-Analysis.* Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Philadelphia, PA.
- Taylor, W.D. & **Snyder, L.A.** (2015, April). *The Influence of Risk Perception on Safety: A Laboratory Study.* Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Philadelphia, PA.
- Droegemeier, K.K., **Snyder, L.A.**, et al. (2013, November). *National Survey of APLU Vice Presidents and Vice Chancellors of Research.* Presented at the APLU annual Meeting, Washington, D.C.
- Litwiller, B., **Snyder, L.A.**, & Nei, D. (2013, November). *Crisis in Healthcare: A Meta-Analytic Examination of Causes of Nurse Turnover.* Presented at the annual meeting of the Southern Management Association Conference, New Orleans, LA.
- Snyder, L.A.**, Litwiller, B., & Taylor, W.D. (2013, May). *Developing a Comprehensive Understanding of Risk Perception: A Meta-Analysis.* Presented at the Work, Stress, and Health Conference, Los Angeles, CA.
- Snyder, L.A.** & Hocker, E. (2013, May). *Personal/Group Discrimination Perception: Effects on Incivility Detection.* Presented at the Work, Stress, and Health Conference, Los Angeles, CA.
- Snyder, L.A.** & Hocker, E. (2013, April). *Perceptions of and Attributions about Incivility: The Effects of Gender.* Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Houston, TX.

- Hauck, E., Landon, L.B., Avers, K.B., **Snyder, L.A.**, Banks, J., & Friedrich, T. (2013, April). *Training Needs Analysis: An Alternative Content Development Strategy*. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Houston, TX.
- Snyder, L.A.**, Litwiller, B.J., Hauck, E.L., & Taylor, W.D. (2012, April). *Individual Difference Relationships with Individual and Work-Environment Risk Perception*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Blackwell, L.V. & **Snyder, L.A.** (2011, November). *The Interaction of Gender and Organizational Citizenship Behaviors in Student Evaluation of Teaching*. Presented at the annual meeting of the Southern Management Association, Savannah, GA.
- Snyder, L.A.**, Blackwell, L.V. & Hocker, E.M. (2011, May). *Beyond Overt Discrimination: The Effects of Subtle Discrimination on Attitudes and Performance*. Presented at the 9th International Conference on Occupational Stress and Health, Orlando, FL.
- Carmichael, J.S., **Snyder, L.A.** & Litwiller, B.J. (2011, May). *The Effectiveness of Disability Attitude Measures in Predicting Responses to Peers with Disabilities*. Presented at the 9th International Conference on Occupational Stress and Health, Orlando, FL.
- Snyder, L.A.**, Carmichael, J.S., Nei, D.S. & Snidow, S.M. (2011, May). *Gender Effects on the Strength and Outcomes of Professional Networks*. Presented at the 9th International Conference on Occupational Stress and Health, Orlando, FL.
- Hauck, E.L., Avers, K.B., Banks, J., Blackwell, L.V. & **Snyder, L.A.** (2011, April). *Evaluation of a Fatigue Countermeasure Training Program for Shiftworkers*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Carmichael, J.S., Withrow, S., & **Snyder, L.A.** (2010, May). *Comparison of Three Models of Disability Attitudes*. Presented at the annual meeting of the Association for Psychological Science, Boston, MA.
- Carmichael, J.S., **Snyder, L.A.**, & Dalke, J. (2010, May). *Application of the Stereotype Content Model to Disability Attitudes*. Presented at the annual meeting of the Association for Psychological Science, Boston, MA.
- Mokuolu, F.O., **Snyder, L.A.**, Rupp, D.E., & Gibbons, A. (2010, April). *Gender Demography Effects on Developmental Assessment Center Performance*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Snyder, L.A.**, Hauck, E.L., & Blackwell, L.V. (2009, November). *Workplace Incivility: Outcomes and Incremental Validity*. Presented at the 8th International Conference on Occupational Stress and Health, San Juan, Puerto Rico.

- Blackwell, L.V. & **Snyder, L.A.** (2009, November). *Perceived Organizational Support for Family Friendliness and Work Attitudes*. Presented at the 8th International Conference on Occupational Stress and Health, San Juan, Puerto Rico.
- Blackwell, L.V., **Snyder, L.A.**, Hauck, E.L., & Nei, D. (2009, November). *How the Economic Change is Harming Employees: An Examination of the Last Decade*. Presented at the 8th International Conference on Occupational Stress and Health, San Juan, Puerto Rico.
- Blackwell, L.V., **Snyder, L.A.**, Mavriplis, C. (2009, April). *Outcomes of Workplace Discrimination: The Role of Perceived Demographic Similarity*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Blackwell, L.V., **Snyder, L.A.**, Mokuolu, F., & Carmichael, C. (2009, April). *Diverse Faculty in the Sciences: Attitudes, Performance, and Fair Treatment*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Nei, D., **Snyder, L.A.**, Blackwell, L.V., & Hauck, E. (2009, April). *Negative Performance Feedback: Testing the Frustration-Aggression Hypothesis*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Carmichael, J. & **Snyder, L.A.** (2008, May). *Anchoring Effects and Individual Differences in Performance Evaluations*. Presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Snyder, L.A.**, Blackwell, L.V., Cleveland, J.N., Thornton, G.C., & Carmichael, J. (2008, April). *Experiences of Disabled Workers: Discrimination, Justice, and Satisfaction*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Blackwell, L.V., **Snyder, L.A.**, Nei, D., & Mokuolu, F. (2008, April). *Counterproductive Work Behavior: The Roles of Social Influence and Exposure*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Freeman, E.K., Hauck, E.L., **Snyder, L.A.**, & Cox-Fuenzalida, L.E. (2008, April). *The effects of Sudden Shifts in Workload in a Multi-task Environment*. Presented at the annual meeting of the Oklahoma Psychological Society, Oklahoma City, OK.
- Carmichael, J. & **Snyder, L.A.** (2008, March). *Physical and Cognitive Fatigue: Effects on Performance Rating*. Presented at the Seventh International Conference on Occupational Stress and Health (Work, Stress, and Health 2008), Washington, DC.

- Krauss, A.D. & **Snyder, L.A.** (2008, March). *Role of Preferences in Predicting Healthcare Worker Stress and Safety*. Presented at the Seventh International Conference on Occupational Stress and Health (Work, Stress, and Health 2008), Washington, DC.
- Mokuolu, F., **Snyder, L.A.**, & Blackwell, L.V. (2008, March). *Counterproductive Work Behavior: Social Contagion and Rationalization*. Presented at the Seventh International Conference on Occupational Stress and Health (Work, Stress, and Health 2008), Washington, DC.
- Hauck, E.L., **Snyder, L.A.**, & Cox-Fuenzalida, L.E. (2008, March). *Workload Variation and Social Support: Effects on Stress and Performance*. Presented at the Seventh International Conference on Occupational Stress and Health (Work, Stress, and Health 2008), Washington, DC.
- Freeman, E.K., Cox-Fuenzalida, L.-E., **Snyder, L.A.**, & Hauck, E.L. (2008, February). *The Effects of Personality and Sudden Shifts in Workload on a Multi-Task Environment*. Presented at the 9th Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Blackwell, L.V., **Snyder, L.A.**, & Manley, G.G. (2007, November). *Counterproductive Work Behavior: Biodata Personality Measures, Social Influence, and Justice*. Presented at the annual meeting of the Southern Management Association, Nashville, TN.
- Snyder, L.A.**, Cox-Fuenzalida, L.E., Hauck, E.L., & Vacha-Hasse, T. (2007, April). *Predictors and Consequences of Physical Symptoms for Direct-Care Workers*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Blackwell, L.V., **Snyder, L.A.**, Cleveland, J.N., & Thornton, G.C. (2007, April). *Ethnic identity, other-group orientation, and race effects on subtle discrimination*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Cleveland, J.N., **Snyder, L.A.**, & Thornton, G.C. (2006, November). *Older worker perceptions of workplace discrimination, support, & effort: Variation by gender and occupation*. Presented at the annual conference of the European Academy of Occupational Health Psychology, Dublin, Ireland.
- Krauss, A. & **Snyder, L.** (2006, August). Effects of Climate and Work Locus of Control on Transfer. In DeArmond, S. & Chen, P.Y. *Occupational Safety Outcomes---Individual and Organizational Level Predictors*. Presented at the annual meeting of the American Psychological Association, New Orleans, LA.
- Snyder, L.A.** (2006, April). *Perceptions of discrimination at work: Prevalence, Correlates, and Consequences*. Chair of symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

- Snyder, L.A.** & Cleveland, J.N. (2006, April). *An exploration of the experience of subtle discrimination at work*. Presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Snyder, L.A.**, Chen, P.Y., & Vacha-Haase, T. (2006, March). *The underreporting gap in aggressive incidents from geriatric patients against certified nursing assistants*. Presented at the Work, Stress, and Health Conference, Miami, FL.
- Cox-Fuenzalida, L.E., **Snyder, L.A.**, Davis, J., Beeler, C., & Angie, A. (2006, March). *Personality and workload history effects on dual task performance*. Presented at the Work, Stress, and Health Conference, Miami, FL.
- Chen, P.Y., Krauss, A.D., **Snyder, L.A.**, Rosecrance, J., DeArmond, S., Smith, A., & Mazurkiewicz, M. (2006, March). *Safety task and contextual behaviors: The jury is still out*. Presented at the Work, Stress, and Health Conference, Miami, FL.
- Krauss, A.D., Chen, P.Y., **Snyder, L.A.**, Finlinson, S., & Huang, Y.H. (2006, March). *Applying the job demand-control-support model to occupational safety*. Presented at the Work, Stress, and Health Conference, Miami, FL.
- Chen, P.Y., **Snyder, L.A.**, Huang, Y.H., Finlinson, S. (2005, August). *Moderating effect of organizational constraints and supervisory safety support for safety behaviors*. Presented at the International Commission on Occupational Health International Conference on Psychosocial Factors at Work, Okayama, Japan.
- Carmichael, J., **Snyder, L.A.**, Chen, P.Y. & Vacha-Haase, T. (2005, May). *Moderators of the relationships between work-family conflict, turnover intentions, and organizational commitment*. Presented at the annual meeting of the American Psychological Society, Los Angeles, CA.
- Snyder, L.A.** (2005, April). *Predicting diversity-related outcomes: Examining the roles of justice*. Chair of symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Bitzer, E., **Snyder, L.A.**, & Thornton, G.C. III (2005, April). *Discrimination Claim Filing: The Roles of Procedural Injustice and Supervisor/Administration Support of Diversity*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Snyder, L.A.**, Gibbons, A.M., Woo, S.E., & Kim, M.J. (2005, April). *An Examination of the Developability of Dimensions in DACs*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

- Snyder, L.A.** & Rupp, D.E. (2005, April). *Developmental Assessment Centers: Special Considerations for Researchers and Practitioners*. Co-chair of symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Snyder, L.A.**, Thornton, G.C. III, & Edwards, W.R. (2005, April). *The Mediating Effect of Reactions to Multisource Feedback*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Anderson, L.L.**, Chen, P.Y., Finlinson, S., Krauss, A.D., & Huang, Y.H. (2004, April). *Roles of safety control and supervisory support in work safety*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Krauss, A.D., Chen, P.Y., Finlinson, S., **Anderson, L.L.**, Huang, Y.H., & Tamanini, K.B. (2004, April). *Occupational safety: The job demand-control model strikes again*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Rupp, D.E., Gibbons, A.M., Runnels, T.R., **Anderson, L.L.**, & Thornton, G.C. (2003, August). *What should managerial developmental assessment centers be assessing?* Presented at the annual meeting of the Academy of Management, Seattle, Washington.
- Slater, M.D., Henry, K.L., Swaim, R.C., & **Anderson, L.L.** (2003, May). *Violent media content and aggressiveness in adolescents: A downward spiral model*. Presented at the annual meeting of the International Communication Association, Mass Communication Division, San Diego, CA.
- Cleveland, J.N., Brauburger, A.L., Skattebo, A., Tam, A., & **Anderson, L.L.** (2001, August). *Perceptions of fair treatment and discrimination: Role of organizational support, perceived discriminatory behaviors, and diversity initiatives*. Presented at the annual meeting of the Academy of Management, Washington, D.C.
- Cleveland, J.N., **Anderson, L.L.**, & Thornton, G.C. III. (2001, June). *Support for diversity enhancement initiatives among diverse groups in the U.S.: The role of ethnic identity*. Presented at the Human Resources Global Management Conference, Barcelona, Spain.
- Anderson, L.L.**, Thornton, G.C. III, & Cleveland, J.N. (2001, April). *Support for affirmative action initiatives among diverse groups: The role of ethnic identity*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Anderson, L.L. & Thornton, G.C. III. (2001, April). *Factors affecting the emphasis placed on multisource feedback ratings.* Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

TECHNICAL REPORTS

Connelly, M.S., Mumford, M., **Snyder, L.A.**, Torrence, B., Turner, M.R., Johnston-Fisher, J., Elliott, S., Brunot, A., & Vowels, C. (2019). Developing Planning and Assessment Tools for Army Squad Leaders to Manage Negative Soldier Attitudes and Behavior. Fort Hood, TX: U.S. Army Research Institute and Norman, OK: University of Oklahoma.

Blackwell, L.V. & **Snyder, L.A.** (2010). University of Oklahoma Faculty Climate Survey Report. Norman, OK: University of Oklahoma.

Blackwell, L.V. & **Snyder, L.A.** (2008). University of Oklahoma Faculty Climate Survey Report. Norman, OK: University of Oklahoma.

Britain, D. & **Snyder, L.A.** (2007). Renewable Term Faculty Focus Group Summary Report. Norman, OK: University of Oklahoma.

Anderson, L., Rupp, D., Heggstad, E. D., & Thornton, G. C., III (2002). Development of proficiency measures for Sun Microsystems, Inc.: Problem solving and decision making and adaptability/flexibility. Broomfield, CO: Sun Microsystems.

Anderson, L., Rupp, D., & Borden, R. (2002). Content Validation Project Report: Model of Non-Technical Proficiencies Required of Java Programmers and System Administrators. Broomfield, CO: Sun Microsystems.

Anderson, L., Ward, R., Rupp, D.E., Hastey, K., & Shaffer, G. (2000). Professional Development Assessor's Manual. Denver, CO: Colorado Department of Human Services

TEACHING EXPERIENCE

Undergraduate

History of Psychology (Capstone Course), University of Oklahoma
 Exploring Psychology: Careers in Psychology, University of Oklahoma
 Work Stress and Well-Being, University of Oklahoma
 Industrial/Organizational Psychology, University of Oklahoma
 Industrial Psychology, Colorado State University

Graduate

Organizational Behavior, University of Oklahoma
 Occupational Health Psychology, University of Oklahoma
 Foundations of Psychological Science I and II, University of Oklahoma

SERVICE**Professional Service**

Editorial Board – Occupational Health Science (2016-)
 Editorial Board – Journal of Management (2011-2019)
 Editorial Board - Journal of Psychological Issues in Organizational Culture (2010-2016)
 Consortium of Social Science Associations (COSSA) Annual Meeting and Advocacy Day (Invited Attendee, 2015)
 Society for Industrial and Occupational Psychology Student Scholarship Awards Committee (2012-2013)
 Society for Occupational Health Psychology - Member at Large (2008-2010)
 Planning Committee - 2009 Work, Stress, and Health Conference (2008–2009)
 Ad hoc reviewer - Accident Analysis and Prevention (2008-present)
 Ad hoc reviewer - Journal of Management (2005-2011)

University/Departmental Service Committees

OU Psychology Department Graduate Liaison (2011-)
 OU Psychology Department Graduate Studies Committee Chair (2011-2020)
 OU Deans Council (2020-)
 Chair, Gateway to Belonging Ranked Renewable Term Faculty (5 positions) Search Committee (2021)
 Chair, OU Arts and Humanities Forum Search Committee (2020)
 OU Faculty Campus Climate Survey Planning Committee (2019-2020)
 OU Teaching Evaluation Working Group (2019-present)
 OU Benchmarking Taskforce (2020-2021)
 OU Provost's Advisory Committee on Women's Issues (Co-Chair 2012-2013, Executive Committee Member 2011-2012, 2013-present)
 Search Committee Chair, Assistant Professor of Occupational Health Psychology (2019)
 Invited Speaker, OU Faculty Search Committee Training, December 1, 2020
 Invited Speaker, OU New Faculty Orientation, August 13, 2019
 Invited Speaker, OU New Faculty Orientation, August 14, 2018
 Invited Speaker, OU Faculty Search Committee Training, September 25, 2108
 Invited Speaker, OU New Faculty Orientation, August 15, 2017
 Invited Speaker, OU Faculty Search Committee Training, September 22, 2107
 OU Vice President for Research's Advisory Council (2014-2017)
 OU Provost's Advisory Committee – STEM Undergraduate Education (Co-Chair 2014-2016)
 OU Provost's Advisory Committee – STEM Faculty Issues (2014-2016)
 OU Research Council (2010-2013)
 OU Social Science Strategic Planning Committee (2012)
 OU Arts and Sciences Dean's Advisory Committee on Women's Issues (Co-Chair 2007-2008, Member 2005-2007)
 OU JR Morris Endowed Professor Search Committee (2007-2008)
 OU Psychology Department Honors Liaison (2007-2010)
 OU Psychology Department Undergraduate Studies Committee (2004-2007)

OU Psychology Department Library Committee (2004-2006)
OU Tulsa Organizational Dynamics Admissions Committee (2006, 2008, 2009, 2012,
2013; 2014)

Thesis/Dissertation Chair

Allyson Finken (General exam, 2019)
Alise Dabdoub (General exam, 2019)
Jessica Johnston-Fisher (General exam, 2018)
Li Lin (Dissertation defense, 2018)
Liz Hocker (Dissertation defense, 2018)
Andrew Keahiolalo (Dissertation defense, 2018)
William Taylor (Dissertation defense, 2016; Thesis defense 2014)
Brett Litwiller (Dissertation defense, 2014)
Darin Nei (Dissertation defense, 2011; Thesis defense, 2009)
Lauren Blackwell (Dissertation defense, 2010; Thesis defense 2007)
Erica Hauck (Dissertation defense, 2010; Thesis defense, 2007)
Jennifer Carmichael (Dissertation defense, 2010; Thesis defense, 2007)
Tiffany Maglasang (Thesis defense, 2017)
Felicia Mokuolu (Thesis defense, 2009)
Katie Holloway (Thesis defense, 2020)
Cooper Delafield

Thesis/Dissertation Committee Member

Cheryl Beehler (Thesis defense, 2007)
Vykinta Kligyte (Dissertation defense, 2008)
Rich Marcy (Dissertation defense, 2008)
Lauren Jackson (Dissertation defense, 2008)
Paul Boatman (Dissertation defense, 2008)
Vanessa Kowollik (Dissertation defense, 2009)
Josh Davis (Dissertation defense, 2009)
Katrina Bedell (Dissertation defense, 2009)
Xiaoqian Wang (Dissertation defense, 2010)
Alison Antes (Dissertation defense, 2010)
Andrew Vert (Dissertation defense, 2011)
Amanda Shipman (Dissertation defense, 2011)
Cristina Byrne (Dissertation defense, 2011)
Brandon Vessey (Dissertation defense, 2012)
Jennifer Griffith (Dissertation defense, 2013)
Zhanna Bagdasarov (Dissertation defense, 2014)
Rahul Chauhan (Dissertation defense, 2015)
Derek Mracek (Dissertation defense, 2015)
Genevieve Johnson (Dissertation defense, 2015)
Dexin Shi (Dissertation defense, 2016)
Amy Morrissette (Dissertation defense, 2016)
John (Jay) Heslen (Dissertation defense, 2016)
Alisha Ness (Dissertation defense, 2017)

Chris Nguyen (Dissertation defense, 2018)
Xiaolan Liao (Dissertation defense, 2018)
Yijia (Veronica) Guo (General exam, 2016)
Brett Torrence (Dissertation defense, 2019)
Joseph Westlin (Dissertation defense, 2019)
Michelle Todd (Dissertation defense, 2020)
Megan Turner (Dissertation defense, 2020)
Robert Martin (Dissertation defense, 2021)
Kelsey Richels (General exam, 2019)
Samantha Elliott (General exam, 2019)
Seunghoo Lee (General exam, 2020)
Mojtaba Nourihamedani (Thesis defense, 2020)

Psychology B.S. Degree Advisor

Cassidy King (2021)
Grey Kennedy (2019)

Undergraduate Honors Thesis Advisor

Monica Huerta (2021)
Keith Strasbaugh (2016)
Darwin Roman (2011)
Kelly Campbell (2009)
Andrew Schiller (2008)
Brittany Dray (2008)
Kimberly Hester (2008)
Bailey Dobbs (2008)
Anna Brown (2007)
Alison Iski (2006)

McNair Thesis Advisor

Kimberly Hester (2008)
Rhiannon Hardwick (2007)