Mahira L. Ganster

University of Arizona
Eller College of Management
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EDUCATION

2024 (Anticipated) **University of Arizona**
Ph.D. Management & Organizations
Minor: Research Methods & Statistics

Dissertation: *Parenting interruptions at work: A mixed methods investigation*
Anticipated Proposal: April 2023

Committee: Allison S. Gabriel (Chair), Katina B. Sawyer, Jerel E. Slaughter, Marcus M. Butts

2019 **Colorado State University**
B.S. Industrial-Organizational Psychology, *Magna Cum Laude*
B.A. Spanish, *Magna Cum Laude*
Minor: Applied Statistics
University Honor's Scholar

RESEARCH INTERESTS

- Employee relationships and relational work behaviors
- Employee demands and job stress
- Motivation and well-being
- Work-nonwork interface
- Research methods (e.g., experience sampling, latent profile analysis, construct validity)

REFEREED PUBLICATIONS

Evans, J. B., Slaughter, J. E., & **Ganster, M. L.** (In press). Sins of commission and omission: The implications of an active-passive categorization of counterproductive work behavior. *Journal of Business Ethics.*

Ganster, M. L., Gabriel, A. S., Rosen, C. C., Simon, L., Butts, M. M., & Boswell, W. R. (In press). Retreating or repairing? Examining the alternate linkages between daily partner-instigated incivility at home and helping at work. *Journal of Applied Psychology*.

Shockley, K. M., Gabriel, A. S., Robertson, D., Rosen, C. C., Chawla, N., **Ganster, M. L.,** & Ezerins, M. E. (2021). The fatiguing effects of camera use in virtual meetings: A within-person field experiment. *Journal of Applied Psychology, 106*(8), 1137-1155.

Media coverage by Adam Grant/The Wall Street Journal, Arizona Public Media (NPR live broadcast), BBC, CNN, CNBC, Doctor Radio (SiriusXM), FOX10 News, Futurity, Inc., KVOA News (Tucson; cable broadcast), KJZZ – NPR Phoenix Affiliate (Radio), Mint Lounge, Monitor on Psychology (American Psychological Association), Safety and Health Magazine, The Brian Lehrer Shown (WNYC; Radio), The Independent, The Wall Street Journal, Well+Good, Workr Beeing

Featured by Harvard Business Review: "Research: Cameras On or Off?"
Featured by IO@Work: "Combat Zoom Fatigue by Turning off the Camera"

Slaughter, J. E., Gabriel, A. S., **Ganster, M. L.**, Vaziri, H., & MacGowan, R. L. (2021). Getting worse or getting better? Understanding the antecedents and consequences of emotion profile transitions during COVID-19-induced organizational crisis. *Journal of Applied Psychology, 106*(8), 118-1136.

Featured by IO@Work: "Employee Emotional Responses to the COVID-19 Pandemic"

Gabriel, A. S., MacGowan, R. L. **Ganster, M. L.,** & Slaughter, J. E. (2021). The influence of COVID-induced job search anxiety and conspiracy beliefs on job search effort: A within-person investigation. *Journal of Applied Psychology, 106*(5), 657-673.

Gabriel, A. S., **Ganster, M. L.**, Slaughter, J. E., & MacGowan, R. L. (2021). The emotional complexities of the COVID-19 pandemic and organizational life. *Industrial and Organizational Psychology: Perspectives on Science & Practice, 14*(1-2), 85-89.

MANUSCRIPTS UNDER REVIEW

Bolino, M. C., Keleman, T. K., Matthews, M. J., Gabriel, A. S., & **Ganster, M. L.** (Revising, 1st Round). Marriage and Work. *Journal of Applied Psychology*.

Ganster, M. L., Ezerins, M. E., Gabriel, A. S., Chawla, N., Rosen, C. C., MacGowan, R. L., & Slaughter, J. E. (Under Review, 2nd Round). Profiles of coping strategies. *Journal of Business and Psychology.*

MANUSCRIPTS IN PROGRESS

Ganster, M. L., Gabriel, A. S., Chawla, N., Jordan, S. L., Rosen, C. C., MacGowan, R. L., Hochwarter, W., & Koopman, J. (Data Collection). Challenge and hindrance stress. (Target: *Personnel Psychology*).

Ganster, M. L., Podsakoff, N. P., Gabriel, A. S., & Slaughter, J. E. (Analyzing data). Daily job characteristics. (Target: *Journal of Applied Psychology*)

MacGowan, R. L., Chawla, N., **Ganster, M. L.**, Gabriel, A. S., & Slaughter, J. E. (Analyzing data). Job seeker stress appraisals. (Target: *Journal of Applied Psychology*)

Podsakoff, N. P., **Ganster, M. L.,** & Gabriel, A. S. (Manuscript in preparation). Academic

research team effectiveness. (Target: *Journal of Applied Psychology*)

Wong, E. M., MacGowan, R. L., **Ganster, M. L.,** Gabriel, A. S., & Rosen, C. C. (Manuscript in preparation). Daily eldercare demands. (Target: *Organization Science*)

CHAIRED CONFERENCE SESSIONS

Podsakoff, N. P., & **Ganster, M. L**. (2022, August). The future of help at work. Panel Symposium at the 92nd annual meeting of the Academy of Management, Seattle, Washington, United States.

MacGowan, R. L., **Ganster, M. L.,** & Chawla, N. (2022, August). Understanding job search processes for a better job search experience. Symposium presented at the 82nd annual meeting of the Academy of Management, Seattle, Washington, United States.

Ganster, M. L., & Gabriel, A. S. (2021, August). Rethinking work-nonwork spillover: The critical role of work and nonwork relationships. Symposium presented at the 81st annual meeting of the Academy of Management, Virtual Conference.

Evans, J. B. & **Ganster, M. L.** (2021, April). Does breaking bad hurt? Intrapersonal consequences of counterproductive work behavior. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Virtual Conference.

CONFERENCE PRESENTATIONS

Ezerins, M. E., **Ganster, M. L.,** Gabriel, A. S., Chawla, N. Rosen, C. C., Christian, M. S., & Butts, M. M. (2022, October). Burning the candle at both ends? Exploring the work and health correlates of profiles of engagement and emotional exhaustion. Paper presented at the annual meeting of the Southern Management Association, Little Rock, Arkansas, United States.

MacGowan, R. L., **Ganster, M. L.,** Chawla, N., & Slaughter, J. E. (2022, August). The influence of challenge and hindrance appraisals on search behavior and impression management during job search. In MacGowan, R. L., **Ganster, M. L.,** & Chawla, N. (Chairs). Understanding job search processes for a better job search experience. Symposium presented at the 82nd annual meeting of the Academy of Management, Seattle, Washington, United States.

Ganster, M. L., Gabriel, A. S., Campbell, J. T., Ezerins, M. E., Chawla, N., & Rosen, C. C. (2022, April). Understanding Configurations of Coping in Relation to Well-Being and Performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, Washington, United States.

Winner of the John C. Flanagan Award for Best Student Presentation, SIOP 2022.

Ganster, M. L., Gabriel, A. S., Rosen, C. C., Butts, M. M., & Boswell, W. R. (2021, August).

The daily effects of partner-instigated incivility on helping at work. In **M. L. Ganster** & A. S. Gabriel (Chairs), Rethinking work-nonwork spillover: The critical role of work and nonwork relationships. Symposium presented at the 81st annual meeting of the Academy of Management, Virtual Conference.

MacGowan, R.L., **Ganster, M.L.,** & Slaughter, J.E. (2021, August). How COVID-induced job search anxiety affects new labor market entrants' job search and well-being. Paper presented at the 81st annual meeting of the Academy of Management, Virtual Conference.

Evans, J.B., Slaughter, J.E., & **Ganster, M.L.** (2021, April). Tossing and turning: The intrapersonal effects of active and passive CWB. In J. B. Evans & **M. L. Ganster** (Chairs). Does breaking bad hurt? Intrapersonal consequences of counterproductive work behavior. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Virtual Conference.

Stevens, S. C., Crain, T. L., Ellis, A. M., & **Ganster, M. L.** (2019, April). Part of my job or none of my business? A look at leaders' FSSB role perceptions. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, National Harbor, Maryland, United States.

Ganster, M. L., Leslie, J., Stevens, S., & Crain, T. (2018, April). Detecting fatigue across daily lives: A longitudinal validation of the AlertMeter app [Poster]. The 24th Annual Celebrate Undergraduate Research and Creativity (CURC) Showcase, Fort Collins, Colorado, United States.

Hanscom, M. & **Ganster, M. L**. (2017, March). Perceptions of age and occupational safety: Can generational labels play a role? Poster presentation at the 9th Annual MAP ERC Research Day Symposium, Denver, Colorado, United States.

RESEARCH FUNDING

2021 $1700 – Management & Organizations Department Small Grant
Project: "Leader introversion and burnout"

2021 $2500 – Eller College of Management Small Research Grant
Project: "Comparing the effects of multitasking and task variety at work"

2020 $2000 – University of Arizona Graduate & Professional Student Council Research and Project Grant
Project: "Comparing the effects of multitasking and task variety at work"

2020 $1900 – Management & Organizations Department Small Grant
Project: "Leader introversion and burnout"

2020 $1500 – Management & Organizations Department Small Grant
Project: "Exploring the half-life of an affective event"

2019 $1300 – Management & Organizations Department Small Grant
Project: "Active & passive counterproductive work behaviors"

TEACHING EXPERIENCE

Fall 2022 **Instructor**, Influence in Organizational Contexts

Summer 2022 **Graduate Teaching Assistant,** Leadership in Healthcare

Spring 2022 **Graduate Teaching Assistant**, The Science and Practice of Influence

Fall 2021 **Graduate Teaching Assistant**, Influence in Organizational Contexts

Spring 2021 **Graduate Teaching Assistant**, The Science and Practice of Influence

Fall 2020 **Graduate Teaching Assistant**, Applied Business Statistics

Fall 2018 **Statistics Tutor,** CSU Department of Statistics' Statistics Success Center

Fall 2018 **Teaching Assistant,** Organizational Psychology

Spring 2018 **Statistics Tutor,** CSU Department of Statistics' Statistics Success Center

RELEVANT WORK EXPERIENCE

2018-2019 **Registered Student Organization Coordinator Manager**, CSU Office of Student Leadership, Involvement, and Community Engagement (SLiCE)

2018 **CSU Global Business Academy Coordinator,** CSU College of Business

2017-2018 **Registered Student Organization Coordinator**, CSU SLiCE Office

HONORS AND AWARDS

2022 John C. Flanagan Award for Best Student Presentation, *Society for Industrial and Organizational Psychology.*

2021, 2022 Stephen Robbins Doctoral Fellowship, *University of Arizona, Management & Organizations Department.*

2019 Undergraduate Excellence in Tutoring Award, *Colorado State University, Department of Statistics*

2019 Outstanding Achievement in the Bachelor of Sciences Program for Psychology, *Colorado State University Department of Psychology*

2019	Outstanding Achievement in the Bachelor of Arts Program for Spanish, *Colorado State University Department of Languages, Literatures, and Cultures*
2018	IDDEAS Scholar, *Wharton School of Business, University of Pennsylvania*
2018-2019	Member of *Psi Chi Honor Society and Psychology Student Association*
2016-2019	Dean's List Spring 2016, Fall 2016, Spring 2017, Fall 2017, Spring 2018, Fall 2018, Spring 2019 *Colorado State University College of Natural Sciences.*

PROFESSIONAL AFFILIATIONS

- Society for Industrial and Organizational Psychology
- Academy of Management: (OB, HR, and RM Divisions)