

## Education

---

### **Florida International University: Miami, FL**

Ph.D. in Industrial and Organizational Psychology (2017)

- **Dissertation title:** The “always on” employee: Antecedents and consequences of work-related email use after hours

### **Florida International University: Miami, FL**

M.S. in Industrial and Organizational Psychology (2015)

- **Thesis title:** Staying silent about safety issues: Conceptualizing and measuring safety silence motives

### **Nova Southeastern University: Davie, FL**

B.S. in Psychology (2012)

## Teaching and Professional Experience

---

### **University of Baltimore: Baltimore, MD**

Assistant Professor, August 2019 - present

Courses taught:

- Intermediate Statistics for Behavioral Science (Graduate)
- Industrial and Organizational Psychology (Undergraduate)
- Job Analysis (Graduate)
- Personnel Assessment (Graduate)
- Personnel Psychology (Graduate)
- Research Methods for Applied Psychology (Graduate)

### **University of Barcelona: Barcelona, Spain**

Visiting Scholar, January 2020, January 2021

Courses taught:

- Personnel Assessment

### **PricewaterhouseCoopers: McLean, VA**

Senior Associate, People Analytics, March 2017 - August 2019

- Designed and conducted employee engagement, change readiness, and customer satisfaction surveys with large local and global organizations across various industries (e.g., energy, healthcare, hospitality, education, entertainment)
- Conducted comparative and predictive analyses with large organizational datasets
- Analyzed, interpreted, and reported employee survey results, with the goal of identifying areas of strength and opportunity
- Consulted with clients to discuss implications of survey findings, and developed actionable recommendations
- Developed new survey products such as the *PwC Safety Climate Survey* and the *PwC Healthcare Safety Survey*

### **Florida International University: Miami, FL**

Teaching Assistant / Lead Instructor, August 2014 - July 2017

Courses taught:

- Research Methods (Teaching Assistant)
- Research Methods Lab (Lead Instructor)
- Introduction to Industrial and Organizational Psychology (Lead Instructor)

**Sentis: Denver, CO**

Research Analyst, September 2015 - March 2017

- Developed and implemented training and development strategies through collaboration with internal and external leaders
- Conducted post-implementation evaluations to gauge effectiveness and utility of training and development initiatives
- Led multiple research and development projects with global and virtual teams
- Developed and validated various research instruments (e.g., situational judgement tests, knowledge tests, personality measures)
- Performed advanced multivariate statistical analyses of data for employee selection, workplace training, and organizational development purposes

**QQ Research Consultants: Miami, FL**

Research Assistant, August 2012 - August 2013

- Evaluated federally-funded community-based programs through analysis of survey, interview, and focus group data
- Designed and administered knowledge and performance-based assessments to measure the effectiveness and utility of after-school programs for underprivileged youth
- Composed pre- and post-program evaluation reports, grant proposals, and responses to RFPs

**Publications\***

---

- Andel, S. A., **Tedone, A. M.**, Shen, W., & Arvan, M. L. (2021). Safety implications of different forms of understaffing among nurses during the COVID-19 pandemic. *Journal of Advanced Nursing*, online pre-print.
- Tedone, A. M.**, & Bruk-Lee, V. (2021). Speaking up at work: Personality's influence on employee voice behavior. *International Journal of Organizational Analysis*, online pre-print.
- Manapragada, A.**, Bruk-Lee, V., Thompson, A. H., & Heron, L. M. (2019). When safety climate is not enough: Examining the moderating effects of psychosocial hazards on nurse safety performance. *Journal of Advanced Nursing*, 75(6), 1207-1218.
- Harari, M. B., **Manapragada, A.**, & Viswesvaran, C. (2017). Who thinks they're a big fish in a small pond and why does it matter? A meta-analysis of perceived overqualification. *Journal of Vocational Behavior*, 102, 28-47.
- Mesmer-Magnus, J. R., **Manapragada, A.**, Allen, J., & Viswesvaran, C. (2017). The personal and professional implications of trait mindfulness: A meta-analysis. *Human Performance*, 21(4), 1-20.
- Manapragada, A.**, & Bruk-Lee, V. (2016). Staying silent about safety issues: Conceptualizing and measuring safety silence motives. *Accident Analysis and Prevention*, 91, 144-156.
- Nixon, A., Lanz, J. J., **Manapragada, A.**, Bruk-Lee, V., Schantz, A., & Rodriguez, J. (2015). Modeling relationships between psychological safety climate, job attitudes, safe workplace practices, and injuries. *Work & Stress*, 29(4), 401-419.

## Select Conference Presentations\*

- Tedone, A. M.**, Danielson, M., Lanz, J., & Maurice, W. (2021). *Owning workplace safety: Investigating the influence of safety locus of control on employee safety behaviors and outcomes*. Poster presented at the American Psychological Association's 2021 Work Stress and Health Conference [virtual].
- Andel, S. A., **Tedone, A. M.**, Shen, W., & Arvan, M. L. (2021, April). Safety implications of manpower and expertise understaffing for nurses during the COVID-19 pandemic. In A. Schroeder & T. Bricka (Chairs), *Safety first: Examining the hazards of working during COVID-19*. Symposium conducted at the Annual Conference for the Society of Industrial and Organizational Psychology [virtual].
- Armenteros, N., **Tedone, A. M.**, Bruk-Lee, V., Heron, L. M., & Thompson, A. (2021, April). *Speak up! Traumatic events, burnout, and safety voice in nurses*. Poster presented at the Annual Conference of the Society for Industrial-Organizational Psychology Conference [virtual].
- Garry, A., & **Tedone, A. M.** (2021, April). The moderating effect of home workspace design on the relationship between technostress and mental fatigue. In R. Saef & X. Hu (Chairs), *The implications of COVID-19 related job demands for occupational health*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology [virtual].
- Tedone, A. M.** (2021, April). The impact of work-related email use on wellbeing in forced remote workers. In M. G. González-Morales (Chair), *Remote work in the time of COVID*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology [virtual].
- Tedone, A. M.**, Armenteros, N., Bruk-Lee, V., Heron, L. M., & Thompson, A. (2020, April). Examining the role of safety silence motives in nurse safety and intent to turnover. In T. W. Casey (Chair), *Investigations into factors that build positive safety capacity*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology [virtual].
- Manapragada, A.**, Bruk-Lee, V., Thompson, A., & Heron, L. M. (2018, April). Examining the impact of psychosocial hazards on safety in nurses. In A. F. Neal (Chair), *Augmenting safety climate theory: Mediators & moderators*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Manapragada, A.**, & Viswesvaran, C. (2018, April). *Examining work-related email use and employee burnout*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Snihur, A., Lanz, J. J., & **Manapragada, A.** (2018, April). Climatologist stress: Are climate scientists feeling the heat? In T. E. Rizzuto (Chair), *IO to the rescue: Managing crises in the aftermath of Hurricane Harvey*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Manapragada, A.**, & Bruk-Lee, V. (2017, May). The influence of safety silence motives on the relationship between safety communication and safety performance. In L. Kath (Chair), *The "dark side" of safety: Measuring what isn't working*. Symposium conducted at the American Psychological Association's Work, Stress, and Health Conference, Minneapolis, MN.
- Manapragada, A.**, Eaton, A. A., Reizer, A., & Koslowsky, M. (2017, May). *Understanding technology-assisted supplemental work: An examination of workplace, job, and individual-level predictors*. Poster presented at the American Psychological Association's Work, Stress, and Health Conference, Minneapolis, MN.
- Casey, T., & **Manapragada, A.** (2017, April). *Examining the relationships between safety climate, error management, and safety communication*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Manapragada, A.,** Naude, M. N., & Krauss, A. D. (2017, April). *Perceptions of wellbeing climate and burnout in the healthcare industry*. In J. J. Lanz & **A. Manapragada** (Chairs) *Putting the “health” in healthcare: Protecting worker safety and wellbeing*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Manapragada, A.,** & Viswesvaran, C. (2017, April). *Examining the relationship between engagement and technology-assisted supplemental work*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Manapragada, A.,** Barrantes, R., & Bruk-Lee, V. (2016, April). *The role of individual differences in a model of workplace safety*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Falcon, A., & **Manapragada, A.** (2015, May). *The mediating role of job-related negative affect in the job control-physical symptoms relationship*. Paper presented at the American Psychological Association’s Work, Stress, and Health Conference, Atlanta, GA.
- Manapragada, A.,** & Bruk-Lee, V. (2015, May). *Safety silence: The conceptualization and measurement of a new construct*. Paper presented at the American Psychological Association’s Work, Stress, and Health Conference, Atlanta, GA.
- Manapragada, A.,** Bruk-Lee, V., Lanz, J.J., Falcon, A., & Schantz, A.D. (2015, April). *Speaking up at work: Personality’s role in employee voice behavior*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Schantz, A. D., Falcon, A., Lanz, J., **Manapragada, A.,** & Bruk-Lee, V. (2015, April). Drug, alcohol, and tobacco use to cope with workplace conflict. In M. A. Clark & L. M. Zimmerman (Chairs), *Addictions, vices, and work, Oh my!* Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Lanz, J.J., **Manapragada, A.,** Nixon, A. E., Bruk-Lee, V., Schantz, A. D., & Rodriguez, J. (2014, May). *The safety dance: Outcomes of psychological safety climate*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Manapragada, A.,** Lanz, J.J., Falcon, A., Schantz, A. D., & Bruk-Lee, V. (2014, May). *Breaking the silence: An examination of employee silence behavior*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Lanz, J.J., **Manapragada, A.,** Bruk-Lee, V., & Nixon, A.E. (2013, May). *Expanding safety climate research: The mediating effect of job attitudes on organizational outcomes*. Poster presented at the American Psychological Association’s Work, Stress, and Health Conference, Los Angeles, CA.

\*Middle name (Manapragada) used for publications and conference presentations prior to 2020

## Research Funding and Awards

---

### University of Baltimore College of Arts and Sciences Office of the Dean Research Funding

- **Title of project:** Examining the impact of work-related technology on employee wellbeing
- **Date received:** July 2020
- **Amount:** \$1700

### Florida International University Dissertation Seed Fund Award

- **Title of project:** The “always on” employee: The effect of work-related email use on employee burnout

- **Date received:** May 2016
- **Amount:** \$1400

**Society of Occupational Health Psychology Student Travel Award**

- **Title of project:** Uncovering safety silence
- **Date received:** May 2015
- **Amount:** \$200

**National Institute of Occupational Safety and Health Pilot Grant**

- **Title of project:** Staying silent about safety issues: Conceptualizing and measuring safety silence motives
- **Date received:** September 2014
- **Amount:** \$4000

Service

---

**Reviewer**

- Permanent Review Panel: *Journal of Advanced Nursing* (2020-present)
- Ad-hoc reviewer: *Career Development International* and *Personality and Individual Differences*
- 32<sup>nd</sup> to 36<sup>th</sup> Annual Conferences of the Society for Industrial and Organizational Psychology
- The American Psychological Association's 12<sup>th</sup> Annual Work, Stress, and Health Conference

**FIU IO Psychology Department: Miami, FL**

Graduate Student Representative, August 2014 - July 2017

- Facilitated communication between faculty and graduate students
- Maintained relationships between alumni and current graduate students
- Disseminated information on job opportunities and professional development activities to current students and alumni
- Maintained the IO department's website
- Organized departmental events such as graduate student recruitment, new student orientations, and faculty-student meetings

**"Turning off Tech" Professional Development Workshop: Miami, FL**

Keynote Speaker, October 2015

- Served as a keynote speaker for a professional development workshop for elementary, middle, and high school educators
- Discussed the impact of technology on health and wellbeing outcomes in teachers, both inside and outside of the classroom

**Psychologically Healthy Workplace Award Committee for the Florida Psychological Association: Miami, FL**

Committee Member, September 2013 - September 2016

- Assessed employee engagement, safety, and wellbeing in organizations through conducting site visits, surveys, interviews, and focus groups
- Analyzed qualitative and quantitative data from surveys, focus groups, and interviews
- Evaluated organizations based on psychological health, workplace safety, and employee well-being, and composed assessment reports including recommendations for further organizational

development

## Media Contributions

---

### **Podcast Interview (July, 2020) - The Safety Guru with Eric Michrowski**

- Episode 8 - Improving our Safety Communications with Dr. Archana Tedone
- <https://thesafetyculture.guru/>

## Professional Development

---

### **Southern Management Association's Late-Stage Doctoral Consortium: St. Pete Beach, FL (2015)**

- Funding received: \$500

## Professional Affiliations

---

**Academy of Management**

**Southern Management Association**

**Society for Industrial and Organizational Psychology**

**Society for Occupational Health Psychology**

## Committee Memberships

---

**Psychologically Healthy Workplace Awards Committee for the Florida Psychological Association**  
(September 2013 - September 2016)

**Society for Occupational Health Psychology Graduate Student Issues Committee** (March 2014 - April 2017)

Updated: 07/28/2021