

Curriculum Vitae

M. Gloria González-Morales, PhD

Professor of Psychology
Division of Behavioral & Organizational Sciences
Claremont Graduate University (California)

EDUCATION AND DEGREES:

Year	Degree	Program / University	Dates
2006	PhD	Work and Organizational Psychology. University of Valencia (Spain)	2001-2006
2003	DEA (Advanced Studies Diploma)	Work and Organizational Psychology. University of Valencia (Spain)	2003
2001	Psychology Graduate	Psychology. University of La Laguna (Spain)	1996-2001

EMPLOYMENT HISTORY:

Dates	Rank/Position	Department / Institution
July 2026 - Present	Full Professor	Division of Behavioral & Organizational Sciences, Claremont Graduate University
August 2022 - Present	Director	Center for Academic & Faculty Excellence (Claremont Graduate University)
January 2020 – June 2026	Associate Professor	Division of Behavioral & Organizational Sciences, Claremont Graduate University
January 2024 – May 2025	Director	Claremont Faculty Leadership Program (The Claremont Colleges)
July 2014 – December 2019	Associate Professor	Department of Psychology, University of Guelph
May 2011 - December 2019	Visiting Professor and Permanent Teaching Faculty	Consortium Erasmus + Master in Work, Organizational and Personnel Psychology. University of Valencia
May 2010 - June 2014	Assistant Professor	Department of Psychology, University of Guelph
May 2009 - May 2010	Postdoctoral Fellow	Psychology Department. University of Delaware (USA)
May 2007 - May 2009	Fulbright Postdoctoral Scholar Adjunct Professor	Psychology Department, George Mason University (USA)
January 2006 - April 2007	Postdoctoral Research Assistant	Social Psychology Department, University of Valencia (Spain)

RECOGNITIONS

Premio Extraordinario Fin de Carrera (2001), prize awarded to *the most outstanding graduate in Psychology* (1996-2001). Faculty of Psychology. University of La Laguna (Spain).

Premio Extraordinario de Doctorado (2006), prize awarded to the *most outstanding PhD graduates* in the University of Valencia (Spain).

Fulbright Visiting Scholarship 2007 – 2009 to George Mason University (Virginia)

Best paper award at 5th International Seminar on Positive Occupational Health Psychology.

Dublin, Ireland, 7-8 June. (O'Shea, D., González-Morales, M.G., Hoppe, A., Michel, A., Steidle, A. (2012). Investigating the effect of daily positive psychology interventions for the enhancement of well-being in administrative staff.)

Top rated paper award at 27th SIOP Annual Conference. San Diego, USA, 26-28 April. (González-Morales, M.G., Kernan, M., Becker, T., Eisenberger, R. (2012). Managerial Training to Increase Employee Perceptions of Support)

2015 Guelph Top 40 under 40 (Published annually since 2008, the list highlights people making a difference in Guelph, Canada).

2016 Award of Excellence in Teaching. Department of Psychology. University of Guelph.

Stress and Health Top Downloaded Article 2016-2017 and 2017-2018: Pogrebtsova*, E., Craig*, J., Chris*, A., O'Shea, D., & González-Morales, M. G. (2018). Exploring daily affective changes in university students with a mindful positive reappraisal intervention: A daily diary randomized controlled trial. *Stress and Health*, 34(1), 46-58.

Best European Journal of Work and Organisational Psychology 2017 Paper Award for the co-authored study: Steidle, A., González-Morales, M. G., Hoppe, A., Michel, A., & O'Shea, D. (2017). Energizing respites from work: a randomized controlled study on respite interventions. *European Journal of Work and Organizational Psychology*, 26(5), 650-662.

Best Journal of Occupational Health Psychology Paper Award 2017 & 2018 for the study: González-Morales, M. G., Kernan, M. C., Becker, T. E., & Eisenberger, R. (2018). Defeating Abusive Supervision: Training Supervisors to Support Subordinates. *Journal of Occupational Health Psychology*, 23 (2), 151.

Class of 2025 Fellow of the Society for Industrial and Organizational Psychology. Fellow status specifically recognizes unusual and outstanding contributions that have an important impact on I-O psychology. https://www.siop.org/wp-content/uploads/2025/03/2025_SIOP_Salutes.pdf

FUNDING HISTORY

Time Period of Award	Title	Type	Project PI	Role	Total Amount
2026-2027	Development and Validation of the Brave Relational Culture (BRC) Scale)	Jones Fletcher Foundation	M. Gloria González-Morales	PI	\$8,000
2025-2026	Development and Validation of a Family-Building Friendly Climate Scale	Blais Challenge Award CGU	M. Gloria González-Morales	PI	\$24,663
2023-2024	Collaborative Research on AI for Higher Education (2023-2024)	Collaborative Research Award from the Office for Consortial Academic Collaboration. The Claremont Colleges	M. Gloria González-Morales	PI	\$2,000
2023-2024	Integrative Team Belonging Training: A Cross-Cultural Development and Validation	Society of Industrial Organizational Psychology (USA)	Jennifer Feitosa	Co-PI	\$5,000
2022-2023	Professional Development Network Grant: It's all Latin to me (2022-2023)	Network Awards from the Office for Consortial Academic Collaboration. The Claremont Colleges	M. Gloria González-Morales	PI	\$2,500
2020-2022	Design and (Virtual) Implementation of an Integrative Team Belonging Training	Blais Challenge Award CGU	M. Gloria González-Morales	PI	\$19,500
2019-2023	Respectful interaction in multicultural workplaces	SSHRC Insight Development Grant (Canada)	M. Gloria González-Morales	PI	\$56,100
September 2017	Mid-Career retreat for WOP/IO/ Management Scholars	EAWOP Small Group Meeting (Europe)	M. Gloria González-Morales	PI	€3,500

2017-2018	Civility and Respect in Canadian Workplaces.	University of Guelph SSHRC Institutional General Research Grant (Canada)	M. Gloria González-Morales	PI	\$4,000
2016-2017	Respectful Workplaces in the XXI century	University of Guelph-Office of Research (Major Proposal Development Fund) (Canada)	M. Gloria González-Morales	PI	\$10,000
2013-2015	Centre for Worker's Health and Well-Being	Canadian Foundation for Innovation (Canada)	M. Gloria González-Morales	PI	\$124,933
2013-2015	Centre for Worker's Health and Well-Being	Gov-Ont. Min. Of Research & Innovation (Canada)	M. Gloria González-Morales	PI	\$124,933
2014-2015	Starter Research Project Grant	Irish Research Council (Ireland)	Deirdre O'Shea	Co-PI	€ 95, 056
2013-2016	Research grant: Job characteristics and HR practices as antecedents of sustainable well-being	Ministry of Economy and Competitiveness, (Spain)	Jose M. Peiro	Team	€46,800
2012-2014	Diary methods for examining work and personal life over time	SSHRC Insight Development Grant (Canada)	M. Gloria González-Morales	PI	\$74,200
2011-2013	Organizational improvisation and risk taking: Antecedents, consequences and moderating effects. (PTDC/PSI-PSO/111606/2009) Technology and Higher Education)	Fundação para a Ciência e a Tecnologia do Ministério da Ciência, Tecnologia e Ensino Superior (Portugal, Fundation for Science and Technology. Ministry of Science	Pedro Neves	Co-PI	€63, 603
2007-2009	Cooperative Research and Development Agreement among George Mason University, Dr. M. Gloria González and Walter Reed Army Institute of Research.	Research grant W81XWH Control No: 08-0015 (USA)	Lois Tetrick	Co-PI	N/A

2007-2009	Postdoctoral Fulbright Fellow	MEC-Fulbright Program by Ministry of Education and Science (Spain and USA)	M. Gloria González-Morales	PI	€56,000
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TEACHING AND ADVISING ACTIVITIES

PhD Dissertation advising	# COMPLETED	# ONGOING
Main PhD Advisor at CGU	8	12
Main Advisor at University of Guelph	4	

MA thesis advising	# COMPLETED
Advisor at University of Guelph	8
Reader at University of Guelph	11

Teaching at Claremont Graduate University

Graduate Seminars

- Occupational Health Psychology
- Organizational Theory
- Organizational Culture
- Consulting Procedures

Undergraduate

- Occupational Health Psychology (Avery Fellow at Claremont McKenna College)

Executive Education

- Global HR and Diversity
- Diversity & Team Leadership

Transdisciplinary Graduate Seminars

- Sexual and Gender Belonging
- Transdisciplinary Pedagogy for Ethical Education
- Inclusive Excellence for Professional Practice
- Professional Practice Pathways

Teaching at previous Universities

Undergraduate: Research Methods, Honours Thesis, Occupational Health Psychology Seminar, Social Psychology, Survey of I/O

Graduate: Consulting, Leadership and Motivation, Introduction to I/O Psychology

PUBLICATIONS

Impact Metrics

Google Scholar (September 2026): h-index: 25/ i-10-index: 35/ citations 4477

<https://scholar.google.com/citations?user=S70Uu0YAAAAJ&hl=en>

Edited Books

In preparation

O'Shea, D., Michel, A., & **González-Morales, M.G.** (Editors) Psychological workplace interventions and their benefits for workers, teams, leaders and organizations. Routledge Applied Psychology Series. Expected publication 2027

Chapters in Books

(refereed, *Denotes student contribution)

Published

Corson*, C., González-Morales, M. G., & Castro*, C. (2026). Job crafting for inclusion: Allyship tools to create authentic belonging in organizations. In *Advances in Positive Psychology Research in the Workplace* (pp. 183-210). Edward Elgar Publishing.

*Invited refereed contribution. Manuscript writing led by C. Corson from her dissertation work.

Argote*, N., Feitosa, J., & **González-Morales, M. G.** (2025). The Development of an Integrative Team Belonging Training. In Jacobs, R. and Reynolds, D.H., *Case Studies in I-O Psychology*. The SIOP Organizational Frontier Series. Oxford University Press.

*Invited refereed contribution. Manuscript writing led by N. Argote as main graduate researcher of the 2020-2022 Blais Challenge Award Grant (PI: González-Morales)

Provencher*, Y., Day, A. & **González-Morales, M. G.** (2024). Unmasking leadership incivility: creating a research agenda for employee health. In Schyns, B., Neves, P. & Breevaart, K. *Research Handbook on Destructive Leadership. Forms, Context, and Boundary Conditions* (pp. 70-94). Edward Elgar Publishing.

*Invited refereed contribution. Manuscript writing led by Y. Provencher as part of their doctoral research.

Birnbaum*, A., & **González-Morales, M. G.** (2024). A Social Network Perspective of Work Engagement on Teams. In Harms, P. & Chang, C.H. *Stress and Well-Being in Teams* (pp. 99-120). Emerald Publishing Limited.

*Invited refereed contribution. Manuscript writing led by A. Birnbaum as part of their doctoral research.

Rubin Rojas*, G., Feitosa, J., & **González-Morales, M. G.** (2024). Mindfulness in Teams. In Harms, P. & Chang, C.H. *Stress and Well-Being in Teams* (Vol. 22, pp. 73-97). Emerald Publishing Limited.

*Invited refereed contribution. Manuscript writing led by G. Rubin Rojas as part of their doctoral research.

O'Shea, D., Hoppe, A., Michel, A., **González-Morales, M.G.**, Steidle, A. (2022) Positive Psychology Interventions and Employee Wellbeing: When and for whom are they effective? In A. Kinder, R. Hughes & C. Cooper. *Occupational Health and Wellbeing. 'Current Issues in Work & Organizational Psychology' Series* (pp. 150-165). Taylor and Francis. DOI: 10.4324/9781003172895-15

*Invited refereed contribution. Manuscript writing led by Dr. O'Shea.

Dotzler*, C., **González-Morales, M. G.** (2022). A Gendered Multi-level Model of STEM Entrepreneurship. In B. Owalla, T. Vorley, H. Lawton Smith (Eds.), *Gender, Diversity and Innovation: Concepts, policies and practice* (pp. 29-45). London: Edward Elgar Publishing. <https://doi.org/10.4337/9781800377462.00010>

*Refereed contribution. Equally contributed to all aspects of the research and writing. Dotzler is my doctoral student.

Ewles, G.*, Hausdorf, P., Beehr, T.A., **González-Morales, M. G.** (2021) Severing the Trauma-PTSD Connection with Public Safety Personnel: The Role of Personal Social Support Networks. In R. Ricciardelli, S. Bornstein, A. Hall, & N. Carleton (Eds.), *Handbook of post-traumatic stress: Psychosocial, cultural and biological perspectives* (pp. 403-428). New York, NY: Taylor & Francis. ISBN: 9781351134637

*Invited refereed contribution. I am the last author as part of Grace Ewles' dissertation advisory committee.

Patterson*, A., Chris*, A., **González-Morales, M. G.**, (2017) Workplace Incivility: A Critical Review and Agenda for Research and Practice. In C. Cooper and M. Leiter (Eds.) *The Routledge Companion to Wellbeing at Work* (pp. 150-168). ISBN: 9781315665979.

*Invited refereed contribution. I am the senior author, Patterson and Chris were my doctoral students at the time.

Michel, A. & **González-Morales, M.G.** (2013) Reactions to organizational change: An integrated model of health predictors, intervening variables and outcomes. In S. Oreg, R. Todnem By, A. Michel (Eds.) *The Psychology of Organizational Change: Viewing Change from the Employee's Perspective* (pp. 65-91). Cambridge University Press.

* Equally contributed to all aspects of the research and writing, the order of authorship was decided randomly.

González-Morales, M.G., Tetrick, L.E, & Ginter, R. (2012) Measurement Issues in Work-Family Research. In R. R. Sinclair, M. Wang, & L. E. Tetrick (Eds.), *Research Methods in Occupational Health Psychology: State of the Art in Measurement, Design, and Data Analysis* (pp. 31-48). New York: Routledge.

* Lead role on research and writing.

Papers in Refereed Journals

(*Denotes student contribution; in those cases my authorship as last author denotes senior author)

In preparation

González-Morales, M.G., Provencher*, Y., Mazuritsky, S., Hausdorf, P. Further Examining the Perception of Workplace Incivility based on Personality Characteristics: a Literal Replication and a Constructive Replication. Target journal is *Occupational Health Science*.

Köhler, T., **González-Morales, M. G.**, & Chen*, A. Understanding incivility through a sociocultural lens using process analysis. Target journal is *Journal of Management*.

Aragon*, J. & **González-Morales, M. G.** Building Well-Being from Within Faculty Teaching Praxis Development. Target journal is *Studies in Higher Education*

Benzing*, B., Birnbaum*, A., Darlington*, C., **González-Morales, M.G.** Up in the AIR: Revisiting Boundary Management After the COVID-19 Pandemic. Target journal *European Journal of Work and Psychology*

González-Morales, M.G. Civility and incivility: the discourse of power and oppression in organizations. Target journal is *Industrial-Organizational Psychology*.

Lopez, A., Birnbaum*, A., **González-Morales, M. G.** The Role of Respectful Engagement in Occupational Health and Family Wellbeing.

Provencher, Y.* & **González-Morales, M. G.** (2019). 'I Would Be Rude to Them': Exploring the Relation between Target's Traits and Incivility Enactment.

Cole*, A., Hausdorf, P. A., **Gonzalez-Morales, G. M.**, Köhler, T. *Coping with workplace incivility: Unveiling personality's influence.*

Under Review

Lopez, A., Birnbaum*, A., **González-Morales, M. G. (under review)** When Peers Energize and Supervisors Enable: A Resource-Based Model of Speaking up. *European Management Journal*

Vila-Brunet, N., del Rosario-Gilabert, D., **González-Morales, M.G.** (2024). What it Means to be Present at Work and Why it Matters? Measuring Interpersonal Presence at Work. Target journal is Journal of Applied Psychology.

In Print

1. **González-Morales, M.G.**, (2026). From Toxic to Brave Organizations: Transforming Power Cultures into Relational Cultures. *Organizational Dynamics*, 55, 1. <https://doi-org.ccl.idm.oclc.org/10.1016/j.orgdyn.2025.101203>
2. Garant*, J., Hausdorf, P. A., **Gonzalez-Morales, G. M.**, Gill, H. (2025) Understanding workplace incivility dynamics from the perspective of conflict mediators: A qualitative study. *Frontiers in Psychology*, 3:1683369. doi: 10.3389/forgp.2025.1683369
3. Corson*, C., & **González-Morales, M. G.** (2025). Exploring Women's and Men's Belonging in STEM. *Equality, Diversity and Inclusion: An International Journal*, 44 (8), 1164-1180 <https://doi-org.ccl.idm.oclc.org/10.1108/EDI-02-2024-0060>
4. Molina, A., O'Shea, D., Michel, A., **González-Morales, M.G.**, Steidle, A., Hoppe, A. (2025) Mindfulness for the mindful? Examining how trait mindfulness impacts daily energetic wellbeing and cognitive resources. *Occupational Health Science*, 9, 495–523. <https://doi-org.ccl.idm.oclc.org/10.1007/s41542-024-00210-1>
5. Banks, G.C., Rasmussen, L.M., Tonidandel, S., Pollack, J.M., Hausfeld, M.M., Williams, C., Albritton, B.H., Allen, J.A., Bastardo, N., Batchelor, J.H., Bennett, A.A., Briker, R., Castille, C.M., De Jong, B.A., Demeter, E., DeSimone, J.A., Field, J.G., Figueroa-Armijos, M., Garcia, M.F., Gardner, W.L., Gish, J.J., Giurge, L.M., Gonzalez-Brambila, C.N., **González-Morales, M.G.**, Graf-Vlachy, L., Gupta, R.K., Hinojosa, A.S., Howard, Z., Kepes, S., Köhler, T., Kong, D.T., Langer, M., Loi, T.L., Maher, L.P., Miao, C., Mithani, M.A., Nair, L.B., Obenauer, W.G., O'Boyle, E.H., Pierce, J.R., Powell, D.M., Reiter-Palmon, R., Rupp, D.E., Tatachari, S., Thomas, J.S., Vissak, T., Volschenk, J., Wang, C., Whelpley, C.E., Wolff, H.G., Woznyj, H.M.,

- Yang, T. (2025). Women's and Men's Authorship Experiences: A Prospective Meta-Analysis. *Journal of Management*, Vol. 51 No. 4, 1273 –1287
6. Argote*, N., Bonilla*, A., & **González-Morales, M. G.** (2024). Cultural stress among immigrants in the workforce. *Cultural Diversity & Ethnic Minority Psychology*, 30(4), 740–751. <https://doi-org.ccl.idm.oclc.org/10.1037/cdp0000692>
 7. Elms*, A. K., Gill, H., & **González-Morales, M. G.** (2023). Confidence is key: collective efficacy, team processes, and team effectiveness. *Small Group Research*, 54(2), 191-218.
 8. Sakr*, N., Son Hing, L. S., & **González-Morales, M. G.** (2023). Development and validation of the marginalized-group-focused diversity climate scale: group differences and outcomes. *Journal of Business and Psychology*, 38(3), 689-722.
 9. **González-Morales, M. G.**, Stinglhamber, F., Neves, P., & Becker, T. E. (2023). Comment on van Knippenberg and Lee (2023): SOE is walking the talk of the organization. *Journal of Management Scientific Reports*, 1(2), 94-105. doi: 27550311231174563.
 10. Pogrebtsova*, E., Son Hing, L., & **González-Morales, M. G.** (2022). Effectiveness of an emotion regulation intervention versus an active control on daily well-being and cognitive reappraisal: An experience sampling randomized controlled trial. *International Journal of Stress Management*. 29(4), 400.
 11. Chris*, A., Provencher*, Y., Fogg*, C., Thompson*, S., Cole*, Okaka*, O., Bosco, F.A., A., **González -Morales, M.G.** (2022). A Meta-Analysis of Experienced Incivility and its Correlates: Exploring the Dual Path Model of Experienced Workplace Incivility. *Journal of Occupational Health Psychology*, 27(3), 317–338. <https://doi.org/10.1037/ocp0000326>
 12. Lopez*, A., Neves, P., & **González-Morales, M. G.** (2021). What does it take to start a business? Constraint appraisal as predictor of taking entrepreneurial action among nascent entrepreneurs. *Applied Psychology*, 1–29. [//doi.org/10.1111/apps.12354](https://doi.org/10.1111/apps.12354)
 13. Davis*, A. S., Kafka*, A. M., **González-Morales, M. G.**, & Feitosa, J. (2021). Team Belonging: Integrating Teamwork and Diversity Training Through Emotions. *Small Group Research*, <https://doi.org/10.1177/10464964211044813>
 14. Michel, A., Groß*, C., Hoppe, A., **González Morales, M. G.**, Steidle, A., & O'Shea, D., (2021). Mindfulness and Positive Activities at Work: Intervention effects on motivation-related constructs, sleep quality and fatigue. *Journal of Occupational and Organizational Psychology*, <https://doi.org/10.1111/joop.12345>

15. Köhler, T., **González-Morales, M.G.**, Banks, G., O'Boyle, E., Allen, J., Sinha, R., Woo, S., & Gulick, L. (2020). Supporting robust, rigorous, and reliable reviewing as the cornerstone of our profession: introducing a competency framework for peer review. *Industrial and Organizational Psychology*, 13, 1, 1-27. DOI: doi.org/10.1017/iop.2019.121
16. Schenk Martin*, R., Sasso*, T., & **González-Morales, M. G.** (2019). LGBTQ+ students in higher education: an evaluation of website data and accessible, ongoing resources in Ontario universities. *Psychology & Sexuality*, 1-13. DOI: 10.1080/19419899.2019.1690030
17. **González-Morales, M.G.** (2019). A more feminine scholarship: Relational practice for setting a good example. *Academy of Management Learning & Education*, 18(2), 302-305. DOI: doi.org/10.5465/ amle.2019.0032
18. Pogrebtsova*, E., & **González-Morales, M. G.** (2018, July). The emotional labor automation model: Towards the unmanaged heart. In *Academy of Management Proceedings* (Vol. 2018, No. 1, p. 15781). Briarcliff Manor, NY 10510: Academy of Management.
19. Köhler, T; **González-Morales, M.G.**; Sojo, V.E.; Olsen, J.E. (2018) Who Is the Wolf and Who Is the Sheep? Toward a More Nuanced Understanding of Workplace Incivility, *Industrial and Organizational Psychology*, 11 (1), 122-129.
20. Sasso*, T. & **González-Morales, M.G.** (2018) Centering the Target of Mistreatment in Our Measures. *Industrial and Organizational Psychology*, 11 (1), 107-112
21. **González-Morales, M. G.**, Kernan, M. C., Becker, T. E., & Eisenberger, R. (2018). Defeating Abusive Supervision: Training Supervisors to Support Subordinates. *Journal of Occupational Health Psychology*, 23 (2), 151
22. Clauss*, E., Hoppe, A., O'Shea, D., **González-Morales, M. G.**, Steidle, A., & Michel, A. (2018). Promoting Personal Resources and Reducing Exhaustion Through Positive Work Reflection Among Caregivers. *Journal of Occupational Health Psychology*, 23 (1), 127.
23. Gruman, J.A., Lumley, M. N., **González-Morales, M.G.** (2018). Incorporating Balance: Challenges and Opportunities for Positive Psychology. *Canadian Psychology/Psychologie Canadienne* 59 (1), 54.
24. Pogrebtsova*, E., Craig*, J., Chris*, A., O'Shea, D., & **González-Morales, M. G.** (2018). Exploring daily affective changes in university students with a mindful positive reappraisal intervention: A daily diary randomized controlled trial. *Stress and Health*, 34(1), 46-58. (Top Downloaded Article 2016-2017 and 2017-2018)

25. Steidle, A., **González-Morales, M. G.**, Hoppe, A., Michel, A., & O'Shea, D. (2017). Energizing respites from work: a randomized controlled study on respite interventions. *European Journal of Work and Organizational Psychology*, 26(5), 650-662. ***Best 2017 Paper Award.**
26. Donald, J., Lachapelle, S., Sasso*, T., **Gonzales-Morales, G.**, Augusto*, K., & McIsaac*, J. (2017). On the Place of the Humanities and Social Sciences in the Engineering Curriculum: a Canadian Perspective. *Global Journal of Engineering Education*, 19(1), 6-18.
27. **González-Morales, M.G.** & Neves, P. (2015). When stressors make you work: Mechanisms Linking Challenge Stressors to Performance *Work & Stress: An International Journal of Work, Health & Organisations*, 29 (3), 213-229.
28. Eisenberger, R., Shoss, M. K., Karagonlar, G., **González-Morales, M. G.**, Wickham, R., & Buffardi, L., C. (2014). The supervisor POS - LMX - subordinate POS chain: Moderation by reciprocation wariness and supervisor's organizational embodiment. *Journal of Organizational Behavior*. DOI: 10.1002/job.1877.
29. Luchman, J. & **González-Morales, M.G.** (2013) Demands, control and support: A meta-analytic review of work characteristic interrelationships. *Journal of Occupational Health Psychology*, 18 , 37-52.
30. **González-Morales, M.G.**, Peiró, J.M, Rodríguez, I., Bliese, P.D. (2012) Perceived collective burnout: a multilevel explanation of burnout. *Anxiety, Stress and Coping*, 25, 43-61.
31. Sora, B., **González-Morales, M.G.**, Caballer, A., Peiró, J.M. (2011). Consequences of job insecurity and the moderator role of occupational group. *Spanish Journal of Psychology*, 14, 820-31.
32. Eisenberger, R., Karagonlar, G., Stinglhamber, F., Neves, P., Becker, T.E, **González-Morales, M.G.**, Steiger-Mueller, M. (2010). Leader-Member Exchange and Affective Organizational Commitment: The Contribution of Supervisor's Organizational Embodiment. *Journal of Applied Psychology*, 95, 1085-1103.
33. **González-Morales, M.G.**, Rodríguez, I., Peiró, J.M. (2010) A longitudinal study of coping and gender in a female-dominated occupation: Predicting teachers' burnout. *Journal of Occupational Health Psychology*, 15, 29-44.
34. Escamilla, M., Rodriguez, I., **González-Morales, M.G.** (2009). El estrés como amenaza y como reto: un análisis de su relación. *Ciencia y Trabajo*, 32, 96-101. (Journal of Fundación

Científica y Tecnológica de la Asociación Chilena de Seguridad). (Stress as a hindrance and as a challenge: an analysis of their relationship).

35. Sánchez, R. M., Martínez-Tur, V., **González-Morales, M. G.**, Peiró, J. M., Ramos, J. (2009) Un análisis transnivel de las relaciones de la calidad de servicio y la confirmación de expectativas con la satisfacción de los usuarios. *Psicothema*, 21(3), 421-426. (A cross-level analysis of service quality and expectatives confirmation with user satisfaction.)
36. **González-Morales, M.G.**, Peiró, J.M, Rodríguez, I., Greenglass, E.R (2006) Stressors, coping and distress: the role of gender in work stress . *International Journal of Stress Management*, 13(2), May 2006, 228-248.
37. Fortes-Ferreira, L., Peiró, J.M., **González-Morales, M.G.**, Martín, I. (2006) Work Related Stress and Well-Being. The Role of Direct Proactive Coping and Palliative Coping . *Scandinavian Journal of Psychology*, 47(4), 293-302.

Software Development

[Emotion Savvy](#). This is an application for youth mental health developed using CFI/MRI funding in an international collaborative project with Dr. Margaret Lumley's lab (Resilient Youth Research Group), and Dr. Edgar Bresó from University Jaume I and Emotional Apps (Castellon, Spain). In the context of my research, it will be used to train young workers to develop their emotion regulation skills in order to be resilient and able to adapt to the challenges of their professional careers.

Selected Conference Presentations

- Köhler, T., Gonzalez-Morales, G., & Chen, A. (2025). Understanding incivility through a sociocultural lens using process analysis. *QRM*, Albuquerque, USA.
- Cole, A., Hausdorf, P. A., Gonzalez-Morales, G. M., Köhler, T. (2024). *Coping with workplace incivility: Unveiling personality's influence*. Poster presented at the annual meeting of the Canadian Psychological Association, Ottawa, Ontario.
- Köhler, T., Gonzalez-Morales, M.G., & Chen, A. (2024). Studying team incivility dynamics using activity logs. *AOM*, Chicago, USA.
- Vila-Brunet, N., del Rosario-Gilabert, D., González-Morales, G., & Recoder, S. (2024). What it Means to be Present at Work and Why it Matters? Two Instruments to Measure Presence at Work. In *Academy of Management Proceedings* (Vol. 2024, No. 1, p. 12297). Valhalla, NY 10595: Academy of Management.
- Birnbaum*, A., & Gonzalez-Morales, M. G. (2024). Advancing Workplace Incivility Research:

Interaction Quality through the Day Reconstruction Method in Symposium Research Methods Advancements for Studying Workplace Mistreatment. Academy of Management Conference. Chicago, Illinois. United States. <https://doi.org/10.5465/AMPROC.2024.18270symposium>

Corson*, C., & **Gonzalez-Morales, M. G.** (2024). Exploring Women's Inclusion in STEM Through a Job Crafting Framework. In Academy of Management Proceedings (Vol. 2024, No. 1, p. 14477). Valhalla, NY 10595: Academy of Management.

Birnbaum*, A. & Gonzalez-Morales, M. G. (2024). Virtually Possible. Understanding Employee Preferences in Remote Work Environments [Symposium]. Society of Industrial and Organizational Annual Conference, Chicago, IL., United States.

Birnbaum*, A. (Co-Chair), & Gonzalez-Morales, M. G. (Co-Chair) (2024). Virtually Connected: High Quality Connections at Work Post-COVID-19. Oral presentation at Society of Industrial and Organizational Annual Conference, Chicago, IL., United States.

O'Shea, D., Molina, A., Gonzalez-Morales, M. G., Michel, A., Steidle, A., & Hoppe, A. (2023). Positive affect as a mechanism through which mindfulness effects daily outcomes [Poster]. Society of Industrial and Organizational Annual Conference, Boston, MA, United States.

Haas, J.B. (Chair), González Morales, M.G. (Chair); Downey, S., Lawal, T., Moukarzel R., Sawyer, K., & Vijayakumar, P. (2023). Alliance: A Humanistic Approach to Global Talent Management [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

González-Morales, M. (2022). Relational Inquiry for Active Organizational Belonging. Poster Presentation at the 10th Biennial POS Research Conference. Ann Arbor, MI.

Gonzalez-Morales, M. G. (Co-Chair), Roach, K. N. (Co-Chair), Williams, M. S., Burleson, S. D., Claris, V., & Wade, T. (2022). Community of Interest: Uniting students around the globe [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Avery, D., Bliese, Grandey, A., P., Hebl, M., Rogelberg, S., Sasso, T. & González-Morales, M.G. (Chair) (2022). Alliance: #TimeSUp: How real I/Os step up at work [Invited Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Haas, J.B. (Chair), González Morales, M.G. (Chair), Roach, K. N., Castillo, J., Cozma, I., Jain, S., Moukarzel, R., and Vijayakumar, P. (2022). Global Talent Management Post-Pandemic: Remote, Hybrid, and In-Person Work [Invited Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

González-Morales, M. (2021). Post-COVID19 Opportunities for People in the new Global World of

- Work. Invited Alliance for Organizational Psychology session chaired at Society of Industrial and Organizational Psychology (SIOP) Conference, virtual.
- González-Morales, M. (2021). Remote Work in the Time of COVID-19. Symposium chaired at Society of Industrial and Organizational Psychology (SIOP) Conference, virtual.
- González-Morales, M. (2021). The I-O Psychology of Gig Work: Drivers of Workers' Outcomes and Wellbeing. Symposium chaired at Society of Industrial and Organizational Psychology (SIOP) Conference, virtual.
- Benzing*, M., Birnbaum*, A., Darlington*, C., Paulson*, E., Zavala*, E., & González-Morales, M. (2021). The GIG economy: challenges and recommendations for gig worker's well-being. Oral presentation at Society of Industrial and Organizational Psychology (SIOP) Conference, virtual.
- Benzing*, M., Birnbaum*, A., Darlington*, C., & González-Morales, M. (2021) Boundary management during COVID-19: A thematic analysis of forced remote work. Oral presentation at Society of Industrial and Organizational Psychology (SIOP) Conference, virtual.
- González-Morales, M.G., Provencher*, Y., Mazuritsky, S., Hausdorf, P. (2020) Further Examining the Perception of Workplace Incivility based on Personality Characteristics: a Literal Replication and a Constructive Replication. Oral presentation at Academy of Management (AOM) Conference, virtual.
- González-Morales, M. (2020). Political Ideas in Global Workplaces: Role of I-O in Politically Charged Environments. Invited Alliance for Organizational Psychology session chaired at Society of Industrial and Organizational Psychology (SIOP) Conference, virtual.
- González-Morales, M. (2020). A Guide to Rigorous, Reliable, and Responsible Reviewing for a Better I-O Science. Panelist at Society of Industrial and Organizational Psychology (SIOP) Conference, virtual.
- Sasso*, T., González-Morales, M., Gmitrowicz, M., González-Morales, M. (2020). Who Decides Who's Family? Exploring Work Needs of Queer Families. Oral presentation at Society of Industrial and Organizational Psychology (SIOP) Conference, virtual.
- González-Morales, M. G., & Koehler, T. (2019) Deviating from deviance: introduction to the culture-driven communication-based incivility (CBI) model. Paper presented at the Work, Stress and Health Conference. Philadelphia, PA.
- Koehler, T., González-Morales, M. G., Cortina, J., et al. (2019) Pay disparity, Leader-Member Exchange, and Incivility: A contextual approach. Paper presented at the Symposium 'From apples and cases to barrels and orchards: Macro-level Drivers of Workplace Abuse' at Academy of Management Conference, Boston, MA.

- Gonzales-Morales, M. (2019). A more feminine scholarship: Relational practice for setting a good example Academic Careers in Management. Paper discussed at the Symposium How do We Get to Where the Grass Is Greener? at Academy of Management Conference, Boston, MA.
- Sinha, R., Ertug, G., Grote, G., Allen, J., Williams, L., González-Morales, M.G., Hibbert, P. (2019). How to be a good reviewer? A competency framework for reviewer development. Symposium to presented at Academy of Management Conference, Boston, MA.
- Gibbard, K.*, Pike, M.*, Chabornneau, B.*, González-Morales, M. G. (2019) More Effective Consulting Training: integrating onboarding, mentorship and exchange opportunities in an Experiential Learning Model. Session to be presented at the Teaching and Learning Conference at Academy of Management Conference, Boston, MA.
- Leonard, C. M., Pogrebtsova, E., Cherry, K., Lumley, M. N., Gonzales-Morales, M. (2019). Emotion Savvy: Emotional resources in your smartphone. Paper to be presented at 19th EAWOP Congress, Turin, Italy.
- Provencher, Y.* & González-Morales, M. G. (2019). I Would Be Rude to Them': Exploring the Relation between Target's Traits and Incivility Enactment. Paper to be presented at 19th EAWOP Congress, Turin, Italy.
- Koehler, T., González-Morales, M. G. (2019). Norms as a precursor and a solution to international teamwork challenges. Paper to be presented at the symposium International Teamwork: Big Challenges and Big Opportunities at 19th EAWOP Congress, Turin, Italy
- González-Morales, M. G. (2019) How to Be a Good Reviewer. Panel discussion to be chaired at 19th EAWOP Congress, Turin, Italy
- González-Morales, M. G. (2019) Gender and sexual diversity in WOP, a more inclusive science and practice. Panel discussion to be chaired at 19th EAWOP Congress, Turin, Italy.
- González-Morales, M. G. & Chris, A.* (2019) Using Micro to Macro Perspectives to Advance Mistreatment Research and Practice. Symposium to be chaired at SIOP Annual Conference, National Harbour, Washington DC.
- Bergman, M.* & González-Morales, M. G. (2019) Women's Inclusion Network: Marketplace of Ideas, Research and Support. Session to be chaired at SIOP Annual Conference, National Harbour, Washington DC.
- Pogrebtsova*, E., Leonard*, C. M., & González-Morales, M. G. (2018). From burnout to vitality: Using appreciative inquiry to discover the positive core of the teaching profession. Oral presentation presented at the 13th European Academy of Occupational Health Psychology Conference, Lisbon, Portugal.
- Oliver, D., Wright, R., Dittrich, K., Antonacopoulou, E., Balogun, J., Jon Billsberry, Bill Harley, Tine

- Koehler, Saku Mantere, M. Susan Taylor, Laure Cabantous, Miriam Erez, Cynthia Fukami, Jean-Pascal Gond, M. Gloria González-Morales, Robert E. Quinn, Linda Rouleau, Sara L. Rynes, Stewart R. Clegg (2018). Rhythms of Academic Life – Insights and Advice for Academic Scholars at All Career Stages. Academy of Management Conference, Chicago, Illinois.
- Chris*, A. C., Provencher*, Y., Okaka*, O., Thompson*, S., Fogg*, C., Cole*, A., González-Morales, M. G. (2018). An Integrative Model and Meta-Analysis of Experienced Incivility and its Correlates. Poster presented at the 29th International Congress for Applied Psychology, Montreal, Canada.
- Leonard*, C. M., Pogrebtsova*, E., Cherry*, K., Lumley, M. N., Gonzales-Morales, M. G. (2018). Can a positive psychology smartphone intervention develop emotion regulation skills? A randomized controlled trial of the Emotion Savvy app. Oral presentation presented at the Canadian Conference on Positive Psychology, Toronto, Canada.
- Matzurisky*, S. & González-Morales, M.G (2018) Perceptions of Incivility Based on Personality Characteristics: A Replication. Paper presented at the SIOP Annual Conference, Chicago, Illinois.
- Rabelo, V. & González-Morales, M.G (2018) Publishing Qualitative Research in I-O Psychology. Round table organized at SIOP Annual Conference, Chicago, Illinois.
- González-Morales, M.G., Cortina, J., Antonakis, J. (2017). Let's talk about rigorous research and Academic Evaluation. SIOP Annual Conference, Orlando, Florida.
- Cortina, J., González-Morales, M. Gloria, Grote, G., & Landis, R. (2017). Alliance Special Session: Ethical, Rigorous and Relevant Research. SIOP Annual Conference, Orlando, Florida.
- Pogrebtsova*, E., & González-Morales, M. G. (2017, May). Savour good moments, practice mindfulness, and reframe the bad: A randomized controlled trial (RCT) of the Mental Wellbeing Toolkit. Paper presented at the European Association of Work and Organizational Psychology 18th Congress, Dublin, Ireland.
- Grote, G., Cortina, J., Landis, R., González-Morales, M. Gloria, & Kohler, T. (2017). Ethical, Rigorous and Relevant Research. Roundtable presented at the European Association of Work and Organizational Psychology 18th Congress, Dublin, Ireland
- González-Morales, M.G. (2017). The Role of Burnout and Engagement in Weekly Work–personal Life Enrichment. The 12th International Conference on Occupational Stress and Health, Minneapolis, Minnesota.

- González-Morales, M. Gloria, Kohler, T., Cortina, J., & Landis, R. (2017). Improving Research, Reporting, and Reviewing Practices for Ethical, Rigorous, and Relevant Research. Academy of Management Conference, Atlanta, Georgia.
- González-Morales, M. Gloria, Cortina, J., & Grote, G. (2017). Ethical, Rigorous and Relevant Organizational and Management Science. Academy of Management Conference, Atlanta, Georgia. Professional Development Workshop Session sponsored by the OB division.
- Pogrebtsova*, E., González-Morales, M. G., & Hill*, C. (2016). The criticality of matched-expectancy and motivation placebo conditions in positive psychology interventions. Paper presented at the Third Canadian Conference on Positive Psychology, Niagara-on-the-Lake, Ontario, Canada.
- Patterson*, A., González-Morales, M.G. (2016) Let's Stop and Reflect: What Is Workplace Civility? SIOP Annual Conference, Anaheim, California.
- Koehler, T., A., González-Morales, M.G. (2016) Qualitative Methods for I-O Psychology Graduate Research. SIOP Annual Conference, Anaheim, California.
- González-Morales, M. Gloria, Sasso*, T., Pogrebtsova*, E., & Barrios*, P. (2015). Perceived Organizational Support conceptualization within the Job Demands-Resources Model. SIOP Annual Conference, Philadelphia, Pennsylvania.
- Chris*, A. & González-Morales, M. Gloria (2015). Work-Personal Life Conflict and Burnout: Predictors of Enacted Incivility. SIOP Annual Conference, Philadelphia, Pennsylvania.
- Craig*, J., Pogrebtsova*, E., Chris*, A., & González-Morales, M. Gloria (2015). Positive reappraisal of negative events and negative affect: is mindfulness a necessary component? European Association of Work and Organizational Psychology, Oslo, Norway.
- González-Morales, M. Gloria (2015). Context Matters: New Perspectives in the Study of Incivility. SIOP Annual Conference, Philadelphia, Pennsylvania.
- Chris*, A., Patterson*, A., Pogrebtsova*, E., Sasso*, T., & González-Morales, M. Gloria (2015). Methodological Issues in the Measurement of Enacted Incivility. European Association of Work and Organizational Psychology, Oslo, Norway.
- González-Morales, M.G. (2014). Novel Approaches to the Study of Workplace Incivility and Victimization. Symposium chaired at the 29th SIOP Annual Conference. Honolulu, USA, 15-17 May.
- Sasso*, T. & González-Morales, M.G. (2014). The development of the Perceived Victimization Measure for Workplace Aggression. Communication presented at the 29th SIOP Annual Conference. Honolulu, USA, 15-17 May. Student contribution

- Patterson*, A. & González-Morales, M.G. (2014). Role of Negative Affectivity and Emotion Regulation in Reciprocal Incivility. Communication presented at the 29th SIOP Annual Conference. Honolulu, USA, 15-17 May. Student contribution
- González-Morales, M.G. & Steidle, A. (2014). Building and Restoring Resources at Work: Intervention Success and Boundary Conditions. Symposium chaired at the 11th Conference of the European Academy of Occupational Health Psychology. London, UK, 14-16 April.
- O'Shea, D., & González-Morales, M.G. (2014). The Role of Daily Resource-Based Exercises at Work in Buffering Daily Depletion and Boosting Initial Resources. Communication presented at the 11th Conference of the European Academy of Occupational Health Psychology. London, UK, 14-16 April.
- Michel, A., González-Morales, M.G., Hoppe, A., O'Shea, D., Steidle, A. (2013). Looking at the bright side of work: Person-level interventions that foster employee optimism and satisfaction. Communication presented at the XVI European Congress of Work and Organizational Psychology. Munster (Germany), 23-25 May.
- González-Morales, M.G., & Upton*, C. (2013). Perils of Academic Work Engagement: What Are Organizations Hearing? Roundtable discussion chaired at the 28th SIOP Annual Conference. Houston, USA, 11-13 April.
- González-Morales, M.G., & Eisenberger, R. (2013). Perceived Organizational Support and Employee Wellbeing. Symposium chaired at the 28th SIOP Annual Conference. Houston, USA, 11-13 April.
- Zheng*, D., González-Morales, M. G., Eisenberger, R., Kim, Y., Mesdaghinia, S., Farmer, B. (2013). Challenge and Hindrance Appraisals: The Influence of Perceived Organizational Support and Organizational Resources. Communication presented at the 28th SIOP Annual Conference. Houston, USA, 11-13 April.
- Hoppe, A., González-Morales, M.G., Michel, A., O'Shea, D., Steidle, A. (2012). Looking at the bright side of work: A day level positive psychology intervention for administrative staff. Communication presented at the Symposium "Evaluation of positive interventions at work and their effects on employee health and well-being" at the 10th Conference of the European Academy of Occupational Health Psychology. Zurich, Switzerland, 11-13 April.
- Luchman, J., & González-Morales, M.G. (2012). Demands, control and support: A meta-analytic review of work characteristic interrelationships. Paper presented at the 2012 Annual Meeting of Academy of Management. Boston, USA, 3-7 August.

- Neves, P. & González-Morales, M.G. (2012). I Am Stressed, Ergo I Perform: Stress Appraisal and Mechanisms Linking to Performance. Paper presented at the 30th International Congress of Psychology. Cape Town, South Africa, 22-27 July.
- Craig*, J., Dupre*, L., Patterson*, A., Upton*, C., & González-Morales, M.G. (2012). Reappraisal and mindfulness: a daily intervention on academic stress. Poster presented at the 74th Annual Canadian Psychological Association Convention. Halifax, 14-16 June.
- Deacon*, A. & González-Morales, M.G. (2012). The importance of membership mindset on team interactions and performance. Poster presented at the 74th Annual Canadian Psychological Association Convention. Halifax, 14-16 June. . Student contribution
- Yorke*, A. & González-Morales, M.G. (2012). Academic stress and its crossover effects on one's significant other. Poster presented at the 74th Annual Canadian Psychological Association Convention. Halifax, 14-16 June.
- Stein*, E. & González-Morales, M.G. (2012). Resilient and supported: a formula for healthy and engaged correctional officers. Poster presented at the 74th Annual Canadian Psychological Association Convention. Halifax, 14-16 June.
- O'Shea, D., González-Morales, M.G., Hoppe, A., Michel, A., Steidle, A. (2012). Investigating the effect of daily positive psychology interventions for the enhancement of well-being in administrative staff. Communication presented at 5th International International Seminar on Positive Occupational Health Psychology. Dublin, Ireland, 7-8 June. (alphabetical order except for presenting author). *Best Paper award.
- González-Morales, M.G., Kernan, M., Becker, T., Eisenberger, R. (2012). Managerial Training to Increase Employee Perceptions of Support. Featured Top Rated Posters session 27th SIOP Annual Conference. San Diego, USA, 26-28 April.
- Michel, A. & González-Morales, M.G. (2011). Resources for Engaged and Healthy Employees. Symposium chaired at the 2011 Annual Meeting of Academy of Management. San Antonio, USA, 12-16 August.
- González-Morales, M.G. & Tetrick, L. (2011). Applying the Job Demands-Resources Model to Work-Family Conflict and Family-Friendly Policies. Communication presented at the Symposium "Resources for Engaged and Healthy Employees" at the 2011 Annual Meeting of Academy of Management. San Antonio, USA, 12-16 August.
- Luchman, J. & González-Morales, M.G. (2011). One Process to Rule Them All? A Critical Examination of Job Resources. Communication presented at the Symposium "Resources for Engaged and

- Healthy Employees” at the 2011 Annual Meeting of Academy of Management. San Antonio, USA, 12-16 August.
- Michel, A. & González-Morales, M.G. (2011). Resources for Engaged and Healthy Employees. Symposium chaired at the 2011 Annual Meeting of Academy of Management. San Antonio, USA, 12-16 August.
- González-Morales, M.G. & Tetrick, L.E. (2011). Diary studies and the positive relations between work and family: A methodological answer to our theoretical problems. Communication presented at the XV European Congress of Work and Organizational Psychology. Maastricht (Netherlands), 25-28 May.
- Michel, A. & González-Morales, M.G. (2011). Healthy and Engaged Workers I: Appraisal Processes. Symposium chaired at the XV European Congress of Work and Organizational Psychology. Maastricht (Netherlands), 25-28 May. González-Morales, M.G. & Michel, A. (2011). Healthy and Engaged Workers II: Organizational Resources. Symposium chaired at the XV European Congress of Work and Organizational Psychology. Maastricht (Netherlands), 25-28 May.
- González-Morales, M.G. & Neves, P. (2011). The appraisal of challenges and hindrances as opportunities and obstacles as predictors of health and performance. Communication presented at the Symposium ‘Healthy and Engaged Workers I: Appraisal Processes’ at the XV European Congress of Work and Organizational Psychology. Maastricht (Netherlands), 25-28 May.
- González-Morales, M.G. & Eisenberger, R. (2011). It helps when it hurts? The role of Perceived Organizational Support in Work Stress. Communication presented at the Symposium ‘Healthy and Engaged Workers II: Organizational Resources’ at the XV European Congress of Work and Organizational Psychology. Maastricht (Netherlands), 25-28 May.
- González-Morales, M.G., & Tetrick, L.E. (2011) Methodological issues in Work-Family(/Nonwork) Research. Session chaired at the 26th SIOP Annual Conference. Chicago, USA, 14-16 April.
- Luchman, J., Mock, L., Kaplan, S., González-Morales, M.G. (2011) Are You Satisfied...Now? Scale-Ordering Effects in Attitude Surveys. Poster presented at the 26th SIOP Annual Conference. Chicago, USA, 14-16 April.
- Luchman, J.N., & González-Morales, M.G. (2010). Incremental validity of Supervisor Support in the prediction of Job-Related Strain. Paper presented at the 2010 Annual Meeting of Academy of Management. Montreal, Canada, 6-10 August.

- Koehler, T., González-Morales, M.G., Fine, S. (2010). Is integrity universal across cultures? Conceptual and measurement challenges. Paper presented at the 27th International Congress of Applied Psychology. Melbourne, Australia, 11-16 July.
- Neves, P. & González-Morales, M.G. (2010). Trust between supervisors and subordinates: Antecedents and interaction effects on performance. Paper presented at the 27th International Congress of Applied Psychology. Melbourne, Australia, 11-16 July.
- González-Morales, M.G., & Eisenberger, R. (2010). Multilevel Perspectives on Perceived Organizational Support. Symposium chaired at the 25th SIOP Annual Conference. Atlanta, USA, 8-10 April.
- González-Morales, M.G., & Eisenberger, R., Buffardi, L.C., Tetrick, L.E. (2010). Development of Perceived Organizational Support: influences of leader-member exchange and affective exchange ideology. Communication presented at the 25th SIOP Annual Conference. Atlanta, USA, 8-10 April.
- Wu*, H., González-Morales, M.G., & Eisenberger, R. (2010). Transformational Leadership Behavior and outcomes: role of supervisor's organizational embodiment. Poster presented at the 25th SIOP Annual Conference. Atlanta, USA, 8-10 April.
- González-Morales, M.G., & Tetrick, L.E. (2010). The measurement of Work-Family Positive Spillover in Spain and the USA. Communication presented at the 25th SIOP Annual Conference. Atlanta, USA, 8-10 April.
- González-Morales, M.G., Tetrick, L.E. (2010). Decision making process in work-personal life dilemmas: The case of expatriate post-doctoral researchers. Paper presented at the 27th International Congress of Applied Psychology. Melbourne, Australia, 11-16 July.
- Escamilla*, M., Rodríguez, I., González-Morales, M.G. (2009). Occupational Stress as Threat and Opportunity: an analysis of relationships and antecedents. Paper presented at the XIV European Congress of Work and Organizational Psychology. Santiago de Compostela (Spain), 13-16 May.
- González-Morales, M.G.; Rodríguez, I. Peiro, J. M., Tordera, N. (2009) A multilevel analysis of transformational leadership as antecedent of job stress appraisal. Communication presented at the XIV European Congress of Work and Organizational Psychology. Santiago de Compostela (Spain), 13-16 May.
- González-Morales, M.G.; Tetrick, L.E. (2009). Work-family interface as predictor of work engagement and the moderating role of savoring. Paper presented at the Conference Work,

- Stress and Health 2009: Global Concerns and Approaches. San Juan, Puerto Rico, 5-8 November.
- González-Morales, M. G., Tetrick, L. E. (2009). Frequency and Intensity of Work–Family Conflict: An Enriched Measurement Strategy. Communication presented at the SIOP Annual Conference. New Orleans, USA, 2-4 April.
- González-Morales, M. G., Tetrick, L. E., Thomas, J. L., Bliese, P. D. (2009). Combat Exposure and Combat Stress: The Role of Perceived Organizational Support and Group Cohesion. Communication presented at the SIOP Annual Conference. New Orleans, USA, 2-4 April.
- Batlle, S.; González-Morales, M. G., Peiro, J. M. (2008). La madurez vocacional: un análisis pormenorizado de su dimensión actitudinal en jóvenes argentinos. Communication presented at the International Congress on Guidance. Buenos Aires, 18-20 September. (Career Maturity: a thorough analysis of its attitudinal dimension among Argentinean adolescents).
- Tetrick, L. E.; González-Morales, M. G. (2008). Cross-cultural perspectives on coping with work-family conflict. Communication presented at the International Congress of Psychology. Berlin, Germany, 20-25 July.
- González-Morales, M.G; Rodríguez, I. Peiro, J. M. (2008) Do Personal Resources and Coping Predict Challenge/Hindrance Stressors Appraisal? Communication presented at the Conference Work Stress and Health 2008: Healthy and Safe Work Through Research, Practice, and Partnerships. Washington, DC, 6-8 March.
- Peiro, J.M.; Rodríguez, I.; González-Morales, M.G. (2007) Stress as threat vs. opportunity, and use of reactive vs. proactive coping. Communication presented at the X European Conference ENOP 2007 on Organizational Psychology and Human Service Work: Work and Organizational Psychology in Human Services Organizations: Different European Perspectives. Kyiv (Ukraine), 3-6 October.
- González-Morales, M.G; Escamilla, M.; Rodríguez, I.; Bravo, M. J.; Peiro, J. M. (2007) Psychometric Analysis of an Experimental Spanish Version of the Occupational Stress Indicator (OSI). Poster presented at the XIII European Congress of Work and Organizational Psychology. Stockholm (Sweden), 9-12 May.
- González-Morales, M.G; Escamilla, M.; Rodríguez, I. (2007) Shared Understandings about Absenteeism. A Qualitative Study based on Focus Group Research. Poster presented at the XIII European Congress of Work and Organizational Psychology. Stockholm (Sweden), 9-12 May.
- Peiró, J. M., González-Morales, M. G.; Rodríguez, I. (2006). Work stressors, Coping and Burnout: The Role of Gender. Communication presented at the Work, Stress, and Health 2006: Making a

Difference in the Workplace. Sixth conference on occupational stress and health. Miami, 2-4 March.

Rodríguez, I.; González-Morales, M.G. (2005). Teacher stressors, gender and job satisfaction: Interactive effects on burnout. Poster presented at the XII European Congress of Work and Organizational Psychology. Istanbul (Turkey), 12-15 May.

González-Morales, M.G.; Thomas, J. L., Bliese, P.D., Wright, K.M. (2005). Interpersonal conflict and two levels of supervisory leadership perceptions: effects on psychological health. Poster presented at the XII European Congress of Work and Organizational Psychology. Istanbul (Turkey), 12-15 May.

González-Morales, M.G.; Bliese, P.D., Wright, K.M., Thomas, J. L. (2005). Combat exposure, collective efficacy, cohesion and leadership perceptions: effects on soldiers' anger. Communication presented at the 41st International Applied Military Psychology Symposium (IAMPS) Washington, DC, 21-23 May.

González-Morales, M.G.; Peiró, J.M.; Rodríguez, I. (2005) Consequences of burnout on teachers' work satisfaction: A multilevel analysis. Poster presented at the 9th European Congress of Psychology. Granada (Spain), 3-8 July.

Peiró, J. M. ; González-Morales, M. G.; Rodríguez, I. (2004). Stressors, Coping and Burnout in School Teachers: The Role of Gender. Communication presented at the 6th Conference of the EA-OHP. Oporto (Portugal), 24-26 November.

Rodríguez, I., Bravo, M.J., Zurriaga, R., González-Morales, M.G., Fortes-Ferreira, L. (2004) Estrés y afrontamiento en entornos laborales. Communication presented at the II Jornadas de Investigación en Psicología en la Universitat de Valencia. Valencia, 28 April. (Stress and coping in work settings. II Conference on Research Psychology in University of Valencia.)

González-Morales, M.G., Peiró, J.M, Rodríguez, I., Greenglass, E.R. (2003) Estresores, Afrontamiento y Distress: el papel del Género en el Estrés Laboral . Communication presented at the I Simposio sobre Estrés y Riesgos Laborales: Investigación y aplicación en los ámbitos militar y civil. Madrid, 17-18 November. (Stressors, coping and distress: the role of gender in work stress. Symposium: Stress and Work-Related Risks: Research and Application on military and civilian fields.)

Peiró, J. M., González-Morales, M. G; Moliner, C. (2003) Acoso Psicológico en el ámbito laboral: el Mobbing. Communication presented at the III Encontre de Psicologia a les Illes Balears. Palma de Mallorca, 20-21 November. (Psychological Harassment in work settings: Mobbing. III Meeting of Psychology in Balear Islands).

- Rodríguez, I.; González-Morales, M. G.; Bresó, I.; Martín, I. (2003). Diferencias de Género y Nivel Jerárquico en la Eficacia del Afrontamiento ante el Estrés. Communication presented at the VIII Congreso Nacional de Psicología Social, Málaga, 9-11 Abril 2003. (Gender and Status Differences in the Effectiveness of Coping with Stress . VII National Congress of Social Psychology, Malaga, 9-11 April.
- Fortes-Ferreira, L.; Peiró, J. M.; González-Morales, M. G.; Martín, I. (2003). Work Stress and Well-being. Role of the Reactive and Proactive Coping . Communication presented at the Symposium: Coping with Stress at Work and Well Being Enhancement en el 11th European Congress on Work and Organizational Psychology, Lisbon (Portugal), 14-17 May.
- González-Morales, M. G.; Frías, A.; Mañas, M. A.; Caballer, A. (2003). Consequences of Job Insecurity . Communication presented at the 11th European Congress on Work and Organizational Psychology, Lisbon (Portugal), 14-17 May.
- Chevatoriova, O.; Fister, P.; González-Morales, M. G.; Henry, J. (2003). Use of Internet by Blue Collar Workers . Communication presented at the 11th European Congress on Work and Organizational Psychology, Lisbon (Portugal), 14-17 May.
- Jiménez, J.E., Díaz, A., Ortiz, M.R., Rodrigo, M., García, E., Guzmán, R., Hernández-Valle, I., Estévez, A., & González, G. (2002) A tutorial intelligent system in assessing and remedial education of reading disabilities in the Spanish language. Communication presented at the International Dyslexia Associations' Multilingual and Cross-Cultural Perspectives on Dyslexia Conference, Washington D.C., 27-29 June.
- Rodrigo, M., Díaz, A., González, G., Ortiz, M.R., Guzmán, R., García E., Hernández-Valle, I., Jiménez, J.E. (2002) An intelligent tutorial system in the remedial teaching of word recognition skills in the Spanish language . Communication presented at the International Dyslexia Associations' Multilingual and Cross-Cultural Perspectives on Dyslexia Conference, Washington D.C., 27-29 June.

Non-Refereed Publications

- Peiró, J. M., Rodríguez, I., González-Morales, M. G. (2008). *El absentismo laboral: Antecedentes, consecuencias y estrategias de mejora*. (Absenteeism: antecedents, consequences and improvement strategies). Valencia (Spain): Publicacions de la Universitat de Valencia.
- Rodríguez, I., González-Morales, M.G.*, Carbonell, S. (2007) El modelo AMIGO y la metodología PREVENLAB-PSICOSOCIAL. Aportaciones y retos en la prevención de los riesgos psicosociales. *Seguridad y Salud en el Trabajo*, 42, 18-25. (The AMIGO model and the PREVENLAB-PSYCHOSOCIAL methodology. Contributions and challenges for preventing psychosocial risks.

Safety and Health at Work. *Journal of the National Institute of Safety and Hygiene at Work*, Spain.)

Tordera, N., Tous, J. Codorniu, M.J., Ferré, F., Revillas, F., González-Morales, M. G. (2005) *Temes de psicologia social. La interacció individu-societat*. (Social Psychology Topics. Individual-society interaction.) Valls (Spain): Cossetània.

González-Morales, M.G. (2005) Les Actituts i el seu canvi. (Attitudes and attitude' change) In Tordera, N., Tous, J. Codorniu, M.J., Ferré, F., Revillas, F., González-Morales, G. *Temes de psicologia social. La interacció individu-societat* (Social Psychology Topics. Individual-society interaction.) Cossetània: Valls (Spain)

Peiró, J.M.; González-Morales, M.G*; Moliner, C. (2005) Acoso psicológico en el ámbito laboral: El Mobbing. *Anuari de Psicologia de la Societat Valenciana de Psicologia*, 10, 11-24. Psychological Harassment in work setting: Mobbing. (Valencian) *Anuari of Psychology*.)

Peiró, J.M.(in collaboration with González, G. y Moliner, C.) (2004) Interventions to prevent and correct work-related bullying . In C. Soares & Amâncio, L. (Ed.) *Em torno da Psicologia: homenagem a Jorge Correia Jesuino*.(Around Psychology: Tribute to Jorge Correia Jesuino). Libros Horizonte. Lisboa (Portugal)

González-Morales, M.G*, González-Camino, G. (2003) XI Congreso Europeo de Psicología del Trabajo y de las Organizaciones: Con el análisis de las opiniones de algunos asistentes. *Revista de Psicología del Trabajo y de las Organizaciones*, 9(1), 107-112. (XI European Congress of Work and Organizational Psychology: audience view. *Journal of Work and Organizational Psychology*, Spain)

Jiménez, J.E., Ortiz, M.R., Hdez.-Valle, I., Guzmán, R., González-Morales, M.G. (2002) La instrucción de la Conciencia Fonológica (Phonologic conscience instruction). In J.N. García (Ed.), *Aplicaciones de Intervención Psicopedagógica*. (Applied Psychopedagogical Interventions) Madrid: Ediciones Piramide.

Invited Conference Sessions

1. González-Morales, M.G. (2024) Panelist at Editors' Roundtable at the DEI Doctoral Consortium. Academy of Management Conference. Chicago, Illinois. United States.
2. González-Morales, M.G. (2023) Panelist at Teaching Undergraduate and Graduate Courses at the Early Career Faculty Consortium. Society for Organizational Psychology. Boston, MA. United States.
3. Bueno, A. (Co-Chair), Hernandez, J. (Co-Chair), Madera, J. M., González-Morales, M. G., Rodriguez, J. F., Solis, L., Otero La Porte, Y. (2023). ¡Oye Mi Canto! Increasing Latinx

Representation [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

4. González-Morales, M.G & Sasso*, T. (2020) Do We Belong Here? Practicing Consensual Allyship for Community and Inclusion. Invited Professional Development Workshop at Academy of Management Conference, Virtual.
5. González-Morales, M.G & Sasso*, T. (2019) "Inclusion is consensual allyship" presented at GDO Division's Plenary Session: Extraordinary members of the Gender and Diversity in Organizations Division will have two minutes to finish the sentence: "Inclusion is..." Provocative ideas and personal insights to begin an important dialogue about the meaning of inclusion for individuals, organizations, and management scholars. Academy of Management Conference, Boston, MA.
<https://www.youtube.com/watch?v=9u9E0NMErZk&t=49s>.
6. González-Morales, M.G. (2017) Chair of the Symposium: Think outside box: incorporating new constructs and levels to extend and advance the study of work stress. European Association of Work and Organizational Psychology (EAWOP) Congress, Dublin, Ireland.
7. Carr, S., Stehura, E., González-Morales, M.G. (2016) Theme Track: Changing the World Through Organizations: The Power of One. SIOP Annual Conference, Anaheim, California.
8. Horn, Z., González-Morales, M.G., Johnson, R. (2016) Theme Track: Making a Difference Together in Impact Action Teams. SIOP Annual Conference, Anaheim, California.
9. Behrend, T.S., González-Morales, M.G. (2016) Theme Track: Using I-O to Make an Impact on the Larger Society. SIOP Annual Conference, Anaheim, California.
10. González-Morales, M. Gloria (2015). Workplace Incivility Research Incubator. Academy of Management Conference, Vancouver, Canada-British Columbia. Description: Invited panelist.

Invited Lectures and Workshops

1. González-Morales, M.G. (January 2025). The Hybrid Boundary: Resources to Manage Work and Life Nano-transitions. *EAWOP Small Group Meeting "Improving and understanding hybrid work"*. Berlin.
2. González-Morales, M.G. (March 2023). Leadership for the diverse XXI century: from toxic power cultures to sustainable relational cultures. *TEDx Claremont Graduate University*.
3. González-Morales, M.G. (2022). Técnicas para afrontar el machismo en STEM (Tools to cope with sexism in STEM). Invited talk and panel at 'Iluminadas', Day of the Woman and the Girl in Science series (February 11, 2022). *Universitat de Valencia*

4. González-Morales, M.G. (2021). Feminist Positive Organizational Psychology: Respectful Engagement for Building Positive Relational Cultures. The Positive Psychology Leader Series. *International Positive Psychology Association and Canadian Positive Psychology Association*.
5. González-Morales, M.G. (2021) EnoSavoring: The art and science of savoring life through wine. *Invited talk for the CGU Board of Trustees*.
6. González-Morales, M.G. & Feitosa, J. (2021) Approaches and Methods for Promoting DELin the Workplace. *Professional Development Workshop organized by the Claremont Evaluation Center*.
7. González-Morales, M.G. (2021) Savouring: the happiness superpower you didn't know about. *Finding Nirvana, Canada*.
8. González-Morales, M.G. & O'Shea, D. (2020) Diary Methods for Organizational Intervention Research and Practice. *Professional Development Workshop organized by the Claremont Evaluation Center*.
9. González-Morales, M.G. (2019-2020). Personal Strategic Planning Program for CSHAS Faculty. *University of Guelph*
10. González-Morales, M.G. (2019). Invited presentation at Studying Incivility in the Workplace Transdisciplinary Research on Incivility in STEM Contexts Workshop Institute, *Beckman Institute for Advanced Science & Technology University of Illinois at Urbana-Champaign*.
11. González-Morales, M.G. (2019). Studying Incivility in the Workplace. *Occupational Health Summer Institute, July, Saint Mary's University. Halifax, Nova Scotia. Canada*.
12. González-Morales, M.G. (2018). SIOP/CARMA Introductory Reviewer Development workshop (2018). Speaker in Module 2. Competencies to be covered: (4) Thoroughness, (5) Tone, and (6) Clarify Live panel at 5pm EDT Aug. 22, 2018. Panelists include Paul Bliese (University of South Carolina), M. Gloria González-Morales (University of Guelph), and Bob Vandenberg (University of Georgia). *CARMA Consortium for the Advancement of Research Methods and Analysis*.
13. González-Morales, M.G. (2018). The theory of resource mobilization: investing resources in organizational life. *ISCLLO 6th International Seminar & Conference on Learning Organization. Bandung, Indonesia, July 2018*.
14. González-Morales, M.G. & Ewles*, G. (2018). Managing Workplace Stress Workshop. *OMSSA Leadership Symposium and Annual General Meeting. Windsor, Ontario, June 2018*.

15. González-Morales, M.G. (2018). The Key is in the Resources: How Work Stress Theory Can Advance our Understanding of Organizational Phenomena. *Interdisciplinary Committee of Organizational Studies at University of Michigan, Ann Arbor, April 2018.*
16. González-Morales, M.G. & O'Shea, D. (2017). Diary Methods for Organizational Intervention Research and Practice. *Invited Pre-Conference Workshop. European Association of Work and Organizational Psychology 18th Congress, Dublin, Ireland.*
17. University of Melbourne (Australia): Seminar on Occupational Health Psychology in the Department of Management and Marketing (April 2017), funded by the University of Melbourne.
18. Universidade NOVA de Lisboa (Portugal): Seminar on Occupational Health Psychology (January 2017)
19. Universidad Nacional Tres de Febrero (Argentina): Seminar on Vocational Behavior, Higher Education and Gender (October 2016). Funded by the UNESCO Chair “Educación y Futuro en América Latina. Reformas, Cambios e Innovaciones/Education and Future in Latin America. Reforms, Changes, and Innovations.”
20. Pontificia Universidad Católica de Chile (Chile): Seminar on Occupational Health Psychology (October 2016)
21. University of La Laguna (Spain): The academic career track in Psychology (February 2016)
22. University Jaume I of Castellon (Spain): Visiting Professor and permanent teaching staff in the Master: Emotional Intelligence and Coaching (2016 - 2019)
23. University of Barcelona (Spain): Graduate Research Methods seminar (2015-2017)
24. University of Valencia (Spain): Occupational Health Psychology seminar in Human Resources Management Master (2011-2019)
25. University of Valencia (Spain): Occupational Health Psychology seminar (2011-2019) as visiting scholar and permanent teaching faculty at the Erasmus + Master in Work, Organizational and Personnel Psychology and the Human Resources Management Master at University of Valencia (Spain).
26. González-Morales, M.G. (2013) . Business School Roundtable: Psychological Health and Safety on the Curriculum organized by *Great-West Life Centre for Mental Health in the Workplace*

Early-Career Visiting Scholar

1. George Mason University (Virginia). Fulbright Visiting Scholar (2007-2009)
2. University of Lund (Lund, Sweden). Predoctoral internship with Dr. Torkelson (2005)
3. Walter Reed Army Institute (Heidelberg, Germany). Predoctoral internship with Dr. Paul Bliese (2004)
4. York University (Toronto, Canada). Predoctoral internship with Dr. Greenglass (2003)

OTHER PROFESSIONAL ACTIVITIES AND ACHIEVEMENTS

EDITORIAL ROLES IN ACADEMIC JOURNALS

Associate Editor:

Journal of Business and Psychology (Jan 2022 – present)

Past Associate Editor:

Work & Stress. An International Journal of Work, Health & Organisations (2018 – 2022)

Member of the Editorial Board:

Journal of Occupational Health Psychology

Anxiety, Stress and Coping

Organizational Health Science

Past Member of the Editorial Board:

Stress and Health

Service to the Profession and the Public

2026 - 2028: President of the SOHP and Co- Chair of the Organizing Committee of the 2027 Work, Stress & Health Conference.

2024 - present: Co-Chair of the Organizing Committee of the 2025 Work, Stress & Health Conference.

2024- present: President-Elect of the SOIIP

2022 - present: Member of the SIOP SIOP LGBTQIA+ Committee

2022 - 2023: Member of the Scientific Affairs Committee, SOHP

2021 - 2022: SIOP, International Affairs Committee, Chair of the Global Graduate Students committee.

2019 - 2022: Chair of the Conference Committee of the Alliance for Organizational Psychology

2019 - 2020: Chair of the Positive Psychology in the Workplace Webinar series, in partnership with the Work, Wellness, and Disability Prevention Institute
<https://workwellnessinstitute.org/webinars/>

2018 - 2020: SIOP, Women's Inclusion Network (WIN), Chair of the Awards Subcommittee.

2017 - 2020: SIOP subcommittee on Reviewer training on Rigorous and Relevant Research.

2016 - 2017: Co-Chair of the EAWOP Small Group Meeting (SGM) Mid-Career retreat for WOP/IO/Management, Palma de Majorca, October 2017. Madrid, Spain.

2016 - 2020: Member, Alliance for Organizational Psychology memorandum of understanding on fostering ethical, relevant and rigorous research.

2015 - 2016: Member of SIOP 2016 organizing committee for the Conference Theme Track.

2013-2014: Canadian Psychology Association advocacy strategy for delivering enhanced access to psychological services (National).

Service at Claremont Graduate University

2025 - present: Alternate member Faculty Executive Committee

2022 - present: CGU Advancing Equity Committee

2023 - present: Chair of the PhD Selection Committee OB/POS program

2024-2025: Director of the Claremont Faculty Leadership Program

2022 - 2024: Chair, Committee on Faculty Inclusive Excellence

2020-2022: IRB member

Selected Service at University Of Guelph

I'll reverse the chronological order of this list, starting with the most recent entries:

2018-2019: Director, Personal Strategic Planning and Career Crafting Workshop Series for Faculty, College of Social & Applied Human Sciences

2018-2019: Psychology Tenure & Promotion Committee

2010-2019: Coordination of WOP Canada/Canada Exchange Program

2017-2018: I/O Psychology Area Graduate Coordinator

2017-2019: Teaching evaluations departmental coordinator

2014-2016: Member of the Senate

2014-2015: College of Social and Applied Human Sciences Dean Search

2013-2014: I/O Psychology Area Graduate Coordinator

2011-2015: Executive Committee of the Centre for Families, Work and Wellbeing

2011-2013: CHROMA PROJECT: mentorship program for students with racialized backgrounds

2010-2014: Psychology Ethics Committee

Media Contributions

- PostNormal Times Podcast at CGU: https://www.cgu.edu/news/2023/10/postnormal-times-teaching-to-transform/?utm_source=linkedin&utm_medium=organic_social&utm_campaign=tndyepisode6
- TEDx event CGU Maldonado event: <https://youtu.be/0-hswXHQGgo?si=zjXWyu355j4ELvXl>
- Collaboration with Rainesford Stauffer on Teen Vogue 'Work in Progress' Column
- Wakeup Minnesota: Oppressive Civility with Dr. Gloria Gonzalez-Morales
- Nano transitions with Dr. Gloria Gonzalez Morales at Two for You – University of Minnesota Extension
- NBC news: New year, same work anxiety.
- Quartz: The secret to avoiding burnout at work during Covid-19
- Quartz: How to run a feminist company
- Healthing.ca "The psychology of Gratitude" (<https://www.healthing.ca/wellness/mental-health/the-psychology-of-gratitude/>)
- Sharing air Podcast S02E02 Coming up for air
- XXP5.com: How to support your female employees 19 months into the pandemic
- Wallethub.com: Most & Least Stressed States
- Lawnstarter.com: Best cities for remote workers

CONSULTING EXPERIENCE

2020 – Present: Expert speaker on occupational health and belonging (e.g., NFL, SMPS Twin Cities)

2013-2015 / 2017- 2019: Executive Director Organization & Management Solutions

2010- 2019: Lead Senior Consultant at Organization & Management Solutions

2010 – 2020: Co-Director Center for Workers Health and Well-Being (University of Guelph)

2001-2010: Consultant at UIPOT (Universitat de Valencia, Spain)

I have more than 20 years of experience consulting for organizations from different sectors (i.e., government, healthcare, hospitality, non-for profit, energy, manufacturing). The most recent years, as executive director of Organization & Management Solutions, the consulting group of the I-O Psychology program at University of Guelph, I have led more than 20 consulting projects in diverse areas of practice: competency modeling and recruitment & selection systems, organizational development & change, needs analysis, performance management systems, engagement surveys, leadership & team development, and training. Examples of consulting projects include:

- Leading competence modeling for enforcement staff for several Ontario Ministries.
- Design and delivery of management training in diverse topics for several Ontario Ministries.
- Design and delivery of organizational support leadership training for hospitality organizations.
- Design and delivery of employee survey feedback in various organizations.
- Design and delivery of organizational climate assessments for financial organizations.
- Design and delivery of studies on change and organizational development for nuclear power plants.
- Design and delivery of absenteeism assessments for social security and occupational health organizations.
- Long term organizational development plan for a non-for-profit health care organization.
- Design of a performance management system for a non-for-profit agricultural organization.

MAJOR PUBLIC CONSULTING REPORTS

Peiró, J.M.; Rodríguez, I.; González-Morales, M. G. (2006). Absentismo laboral en cifras. Análisis descriptivo del fenómeno y aspectos relacionados. UMIVALE (Occupational Accidents and Illnesses Mutual Company of the National Social Insurance System). (*Occupational absenteeism in numbers. Descriptive analysis of the phenomenon and related issues.*)

Peiró, J.M.; Rodríguez, I.; González-Morales, M. G. (2006). Análisis de las perspectivas de los agentes implicados y partes interesadas en el absentismo laboral. UMIVALE (Occupational Accidents and Illnesses Mutual Company of the National Social Insurance System). (*Analysis of stakeholders' perspectives on occupational absenteeism.*)

Peiró, J.M.; Rodríguez, I.; González-Morales, M. G. (2006). Análisis descriptivo del absentismo laboral por incapacidad temporal en las empresas asociadas a UMIVALE. UMIVALE (Occupational Accidents and Illnesses Mutual Company of the National Social Insurance System). (*Descriptive analysis of the occupational absenteeism due to sick leave at UMIVALE mutual associates.*)

- Peiró, J.M.; Gracia, F.; Orengo, V.; Tordera, N.; Moliner, C.; Bresó, I.; Gamero, N.; González-Morales, M. G.; Silla, I. (2005) Estado del arte en gestión del cambio, desarrollo organizacional y técnicas de intervención en el ámbito de los factores organizacionales de las Centrales Nucleares. Vol. I. Fundació per als Estudis de Prevenció i Seguretat Integral. (*Change management, Organizational development, and Intervention in Nuclear Power Plants' Organizational factors*)
- Peiró, J.M.; Bravo, M.J.; Rodríguez, I.; González-Morales, M. G.; Bresó, I. (2003) *Análisis del clima afectivo, antecedentes y consecuencias en los centros educativos de enseñanza primaria y secundaria*. Institut Valencià d'Avaluació i Qualitat Educativa. (*Affective Climate Analysis, antecedents and consequents in primary and secondary schools.*)
- Peiró, J.M.; Ramos, J.; Bresó, I.; Picazo, C.; González-Morales, M. G. (2003) *El clima social de los centros educativos, estudio de las percepciones de los integrantes de la comunidad educativa*. Institut Valencià d'Avaluació i Qualitat Educativa. (*Social climate in schools: the study of the perceptions of the educational community members*)
- Peiró, J.M.; Caballer, A.; González-Morales, M. G. (2002) *CUALITEC: Cualificación de los técnicos superiores licenciados en titulaciones de ciencias: el papel de la formación universitaria*. ADEIT: Fundación Universidad Empresa de la Universitat de Valencia. (*CUALITEC: Qualification of sciences studies graduates: the role of university education*)