
Vita

Sarah Moore

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Department of Psychology
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Education

Ph.D. Bowling Green State University, Bowling Green, OH (August, 1993)

Major: Industrial-Organizational Psychology

Dissertation: *Job classification as a function of classification purpose.*

(Chair: Charles J. Cranny)

Honors: Freeburne Teaching Award, 1991 (Outstanding Teaching Fellow Award)

Outstanding Student Paper, 1992 (1992 Industrial/Organizational and
Organizational Behavior Graduate Student Conference)

M. A. Bowling Green State University, Bowling Green, OH August, 1991

Major: Industrial-Organizational Psychology

Thesis: *Prior accurate knowledge, organizational tenure, and ratings of a realistic
job preview* (Chair: Charles J. Cranny)

B. A. Bowling Green State University, Bowling Green, OH August, 1987

Major: General psychology; Minor: German

Honors: Phi Beta Kappa honor society, Phi Kappa Phi honor society,
Graduated Magna Cum Laude

Areas of Concentration

Work stress and its impact on job attitudes, psychological well-being, physical health, and health behaviors; Measurement and scale development; Managerial women; Employee selection and placement; Statistics and research design.

Work Experience

UNIVERSITY OF PUGET SOUND, Tacoma, WA

ASSOCIATE DEAN OF FACULTY AND DEAN OF GRADUATE PROGRAMS (7/07 to present)

PROFESSOR (9/05 to present) Department of Psychology: Teach Psychological Testing and Measurement, Statistics and Research Design, Introductory Psychology, Industrial/Organizational Psychology, Senior Seminar. Conduct research in the areas of employee stress, organizational change, health and well-being, alcohol/drug use, and scale development. Previously held position as ASSOCIATE PROFESSOR (9/99- 8/05) and ASSISTANT PROFESSOR (8/93 to 8/99).

BOWLING GREEN STATE UNIVERSITY, Department of Health, Physical Education and Recreation; Bowling Green, OH.

RESEARCH ASSISTANT AND PROGRAM CONSULTANT (5/92 to 6/95) to Dr. M. Laflin; data analysis for program evaluation under grants from the US Department of Education. Also prepared manuscripts for publication and assisted in developing surveys for evaluation of teacher training conferences.

BOWLING GREEN STATE UNIVERSITY, Department of Psychology; Bowling Green, OH.
TEACHING FELLOW (9/91 to 5/92)

Primary instructor for two undergraduate Introductory Psychology classes.

PROCTER & GAMBLE, Cincinnati, OH

Assessed the psychometric equivalence between the English version of the Worldwide Problem Solving Test and the Japanese, French, Italian, Thai & Chinese translated versions of these tests. (March-June, 1993)

SMITH, SANDMAN, & McCRERRY Perrysburg, OH

Co-consultant to defendant attorney in Coulter v. Chrysler (U.S.D.C. Northern District, 6 Circuit), Toledo, OH, 1992 - with Dr. P. C. Smith and L. F. Parra

Co-consultant to personnel administration in employee survey for Jackson Hospital and Clinic, Inc., Montgomery, AL, 1991 - with Dr. P. C. Smith and L. F. Parra

Co-consultant to B. A. Sandman and P. C. Smith in developing norms for the Job Stress Index (JSI), 1992 - with L. F. Parra

Co-consultant to P. C. Smith and E. McCrerry in the development of an exam used to select case workers for the Lucas County Children's Services.

Co-consultant to P.C. Smith and E. McCrerry. Assessment of the employee selection system for nursing home administrators.

Conference Presentations

- Parra, L. F., Moore-Hirschl, S., & Schmieder, R. (April, 1992). *Job satisfaction, life satisfaction and the tendency to gripe*. Paper presented at the 13th Annual IO/OB Graduate Student Conference, Roanoke, VA.
- Moore-Hirschl, S. (April, 1992). *Prior accurate knowledge and ratings of a realistic job preview*. Paper presented at the 13th Annual IO/OB Graduate Student Conference, Roanoke, VA.
- Smith, P. C., Balzer, W. K., Ironson, G. H., Paul, K. B., Hayes, B., Moore-Hirschl, S., & Parra, L. F. (May, 1992). *Development and validation of the Stress in General (SIG) Scale*. Paper presented at the 7th Annual Society for Industrial-Organizational Psychology Convention, Montreal, Canada.
- O'Brien, W. H., Smith, P. C., Parra, L. F., Moore-Hirschl, S., Silverman, M., VandeKemp, H., & Birchenough, T. (March, 1993). *Cardiovascular reactivity and its relation to self-report measures of stress*. Paper presented at the Society for Behavioral Medicine, San Francisco, CA
- Moore-Hirschl, S. (March, 1993). *Parental leave policies: Their measurement and correlates*. Paper presented at the 14th Annual IO/OB Graduate Student Conference. Toronto, Canada.
- Moore-Hirschl, S., & Parra, L. F. (March, 1993). *The relationship between job attitudes and the diffusion of new information*. Paper presented at the 14th Annual IO/OB Graduate Student Conference. Toronto, Canada.
- Raymark, P., Moore-Hirschl, S., Woods, J. & DelaTorre, F. (March, 1993). *Indirect sources of performance appraisal information*. Symposium presented at the 14th Annual IO/OB Graduate Student Conference. Toronto, Canada.
- O'Brien, W. H., Smith, P. C., Zweifel, J., Cheyne, R., Moore-Hirschl, S., & Parra, L. F. (May, 1993). *The effects of a stress management intervention on daily stress, anxiety, physical symptoms, and cardiovascular activation*. Paper presented at the Ninth Annual Symposium for Empirical Group Work, Ann Arbor, MI.
- Parra, L. F. & Moore-Hirschl, S. (June, 1993). *Student delegated sampling: A sampling procedure for scale development*. Poster presented at the 1993 American Psychological Society Conference. Chicago, IL
- Moore-Hirschl, S., Parra, L. F., & Cranny, C. J. (June, 1993). *The content-criterion paradox*. Poster presented at the 1993 American Psychological Society Conference. Chicago, IL

- Moore-Hirschl, S., Parra, L. F. & Laflin, M. T., (1994, April). *Goal Setting Theory and Implementation of Training Information*. Poster presented at the annual meeting of the Western Psychological Association, Kona, Hawaii.
- Moore-Hirschl, S., (1994, April). *Job Classification as a function of grouping purpose*. Poster presented at the annual meeting of the Western Psychological Association, Kona, Hawaii.
- Parra, L. F., Moore-Hirschl., S., & Laflin, M. T., (July, 1994). *Predictors of training implementation: Characteristics of early adopters*. Poster presented at the 23rd. International Congress of Applied Psychology, Madrid, Spain.
- Parra, L. F., Moore-Hirschl., S., & Laflin, M. T., (July, 1994). *Diffusion theory predictors: Attributes of training information*. Poster presented at the 23rd. International Congress of Applied Psychology, Madrid, Spain.
- Grunberg, L., Greenberg, E., & Moore-Hirschl, S. (1994, June). *Work stress and problem drinking across worksites with differing participatory environments*. Paper presented at the 1994 Research Society on Alcoholism Meeting, Honolulu, Hawaii.
- Moore-Hirschl, S., Walker, M., Parra, L.F., & Laflin, M. T. (1995, April). *Content Analysis of Training Goals developed at an Educator Conference*. Poster presented at the annual meeting of the Western Psychological Association, Los Angeles, CA
- Moore, S. & Morris, M. (1995, April). *Judgments of Job Classification as a function of rater training*. Poster presented at the annual meeting of the Western Psychological Association, Los Angeles, CA.
- Grunberg, L., Moore-Hirschl, S. & Greenberg, E. (1995). *The relationship of employee ownership and participation to workplace safety*. Paper presented at the 1995 Meeting of Improving the Work Environment: From Medial-Technical Problem-solving to a Participative Development Process. Stockholm, Sweden.
- Moore, S. (1997, April). *Psychological measurement: Do we know what the numbers really mean?* Invited talk given at the Western Psychological Association Conference, Seattle, WA.
- Grunberg, L., Moore, S, & Greenberg, E. (1997, August). *Work attitudes and alcohol use: Distinguishing between social and escapist drinkers*. Paper presented at the 47th Annual Meeting at the Society for the Study of Social Problems, Toronto, Ontario, Canada.
- Moore, S., Grunberg, L., & Greenberg, E. (1998, May). *Alcohol Consumption and Drinking Problems: Contextual Differences between Gender and Managerial Status*. Poster presented at the 10th Annual Meeting of the American Psychological Society, Baltimore, MD.

- Moore, S., Grunberg, L., & Greenberg, E. (March,1999). *The Effect of Layoff Threat and Personal Mastery on Work Performance Change over a Three Year Period*. Paper presented at the APA-NIOSH conference. Baltimore, MD
- Grunberg, L., Moore, S, & Greenberg, E. (1999). *The effects of contact with layoffs on surviving employees' health and health-related behaviors*. Paper presentation at the Research Society on Alcoholism.
- Manheim, L. J., Moore, S., Grunberg, L, and Greenberg, E. S. (2001, April). *Pre- and posttermination organizational commitment and the effects of leaving*. Presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, California.
- Fong, M., Moore, S., Grunberg, L., & Greenberg, E. S., *Prevalence of Generalized Workplace abuse and effects on eating behavior*. Poster presented at the 81st Western Psychological Association conference. May 3-6 2001 Maui, HI.
- Moore, S., Grunberg, L., & Greenberg, E. S., (2001, May) *A longitudinal examination of the job stress- alcohol consumption and problems relationship*. Poster presented at the 81st Western Psychological Association conference, Maui, HI.
- Anderson-Connolly, R., Greenberg, E., Grunberg, L., & Moore, S. (March-April, 2001) *Is lean mean? Workplace transformation and employee well-being*. Paper presented at the Pacific Sociological Association Conference, San Francisco, CA.
- Moore, S., Grunberg, L., & Greenberg, E. (March, 2003). *Work and Health Effects of Surviving Layoffs: A Longitudinal Examination*. Paper presented at the Work, Stress and Health: New Challenges in a Changing Workplace-The Fifth Interdisciplinary Conference on Occupational Stress and Health, Toronto, CA.
- Grunberg, L., & Moore, S. & Greenberg, E. (2004, April). Implementing layoffs: The effects on manager's health and attachment to the organization. In Kristi Lewis Tyran and Kathi Lovelace (Chairs), *Stress and Trauma in Organizations: Consequences, Coping, and Prevention in Post 9/11 Society*. Symposium conducted at the meeting of the Western Academy of Management Conference, Anchorage, Alaska.
- Maki, N., Moore, S., Grunberg, L., & Greenberg, E. (2004, April). Gender differences in response to workplace stress and downsizing. Paper presented at the annual meeting of the Western Psychological Association, Phoenix, AZ.
- Frances, H., Moore, S., Grunberg, L., & Greenberg, E. (2004, April). Attitudes of managers versus nonmanagers in relationship to layoff contact. Poster session presented at the annual meeting of the Western Psychological Association, Phoenix, AZ.

Sikora, P., Greenberg, E., Grunberg, L., & Moore, S. (March 2006). Downsizing and survivor alcohol use: a cross-lagged longitudinal analysis. Paper presented at the APA – NIOSH conference, Miami, FL.

Sikora, P., Moore, S., Grunberg, L., & Greenberg, E. (2008). Work-Family Conflict: An exploration of causal relationships in a 10 year, 4-wave panel study. Paper presented at the 2008 International Association of Business & Management Conference, San Diego, CA.

Grunberg, L., Moore, S., & Greenberg, E. (2009, May). Living through a decade of turbulent change: A case study of Boeing Commercial employees. Paper presented at the 9th Annual Euram Conference, Liverpool, England.

Publications

Smith, C., Reilly, C., Moore-Hirschl, S., Olson, H., & Schmieder, R., (1989). *How to cope with the effects of shiftwork*. Bowling Green State University: Bowling Green, OH.

Laflin, M. T., Moore-Hirschl, S., Weis, D., Hayes, R. E. (1994). Use of the theory of reasoned action to predict drug and alcohol use. *International Journal of the Addictions*, 29, 927-940.

Laflin, M. T., Edmundson, E. W., Moore-Hirschl, S. (1995). Enhancing adoption of an alcohol abuse prevention program: An application of diffusion theory. *The Journal of Primary Prevention*, 16(1).

Moore-Hirschl, S., Parra, L. F., Weis, D. L., & Laflin, M. T., (1995). Attitudes of College Females toward marital exclusivity over a nine year period. *Journal of Psychology and Human Sexuality*, 7, 61-75.

Moore, S., Laflin, M. T., & Weis, D. (1996). The role of cultural norms in the self-esteem and drug use relationship. *Adolescence*, 31, 523-542.

Grunberg, L., Moore, S., & Greenberg, E. (1996). The relationship of employee ownership and participation to workplace safety. *Economic and Industrial Democracy*, 17, 221-241.

Grunberg, L., Moore, S., & Greenberg, E. (1998). Work Stress and alcohol problem behavior: A test of the spillover model. *Journal of Organizational Behavior*. 19, 487-502.

Moore, S., Grunberg, L., & Greenberg, E. (1998). Correlates of drug testing attitudes in a sample of blue collar workers. *The Employee Responsibilities and Rights Journal*, 11, 135-150.

Moore, S., Grunberg, L., & Greenberg, E. (1999). Alcohol Consumption, Drinking Patterns, and Alcohol Problems: Comparison of Managerial and nonmanagerial women and men, *Current Psychology* 18,(3) 272-286.

- Grunberg, L., Moore, S., Greenberg, E. & Anderson-Connelly, R. (1999). Work stress and self-reported alcohol use: The moderating role of escapist reasons for drinking *Journal of Occupational Health Psychology*, 4, 29-36.
- Moore, S., Grunberg, L., & Greenberg, E. (2000). The Relationships between Alcohol Problems and Well-Being, Work Attitudes and Performance: Are they Monotonic? *Journal of Substance Abuse*, 11, 183-204.
- Grunberg, L., Moore, S., & Greenberg, E. (2001). Differences in psychological and physical health among layoff survivors: The effect of layoff contact. *Journal of Occupational Health Psychology*, 6, 15-25.
- Apperson, M., Schmidt, H., Moore, S., Grunberg, L., & Greenberg, E. (2002). Women managers and the experience of work-family conflict. *American Journal of Undergraduate Research*, 1(3) 9 – 15.
- Anderson-Connolly, R., Greenberg, E., Grunberg, L., & Moore, S. (2002). Is lean mean? Workplace transformation and employee well-being. *Work, Employment and Society*, 16, 389-413.
- Moore, S., Grunberg, L., & Greenberg, E. S. (2003). A longitudinal exploration of alcohol use and problems comparing managerial and nonmanagerial men and women. *Addictive Behaviors*, 28, 687-703.
- Kline, G. H., Wood, L. F., & Moore, S. (2003). Validation of revised measures of family and interparental conflict for use with young adults. *Journal of Divorce and Remarriage*, 39, 125-142.
- Moore, S., Grunberg, L., & Greenberg, E. (2004) Repeated downsizing contact: The effects of similar and dissimilar layoff experiences on work and well-being outcomes. *Journal of Occupational Health Psychology*. 9, 247-257.
- Moore, S., Grunberg, L., & Greenberg, E. (2004). Development and validation of a scale to measure beliefs about women managers. *Current Psychology*, 23, 245-256.
- Maki, N., Moore, S., Grunberg, L., & Greenberg, E. (2005). The responses of male and female managers to workplace stress and downsizing. *North American Journal of Psychology*, 7, 297-314.
- Moore, S., Grunberg, L., & Greenberg, E. (2005). Are female supervisors good for employee job experiences, health, and well-being? *Women in Management Review*, 20, 86-95.
- Grunberg, L., Moore, S., & Greenberg, E. (2006). Managerial reactions to implementing layoffs: The effects on well-being and withdrawal behaviors. *Human Resource Management*, 45, 159-178

- Moore, S., Grunberg, L., & Greenberg, E. (2006). Surviving repeated waves of organizational downsizing: The recency, duration, and order effects associated with different forms of layoff contact. *Anxiety, Stress, and Coping*, *19*, 309-329.
- Moore, S (2007). Review of the book *Selling Women Short: Gender and Money on Wall Street*. *International Journal of Modern Sociology*, *33*, 160-162.
- Moore, S., Sikora, P., Grunberg, L., & Greenberg, E. (2007) Expanding the Tension-Reduction Model of Work Stress and Alcohol Use: Comparison of Managerial and Nonmanagerial Men and Women. *Journal of Management Studies special issue*, *44*, 261—283.
- Moore, S., Sikora, P., Grunberg L., & Greenberg, E., (2007). Work stress and alcohol use: Examining the tension-reduction model as a function of worker's parent's alcohol use. *Addictive Behaviors*, *32*, 3114-3121.
- Moore, S., Sikora, P. Grunberg, L., & Greenberg, E., (2007). Managerial Women and the Work-Home Interface: Does Age of Child Matter? *Women in Management Review*, *22*, 568-587.
- Moore, S., Grunberg, L., Greenberg, E., & Sikora, P. (2007). Type of Job Loss and its Impact on Decision Control, Mastery, and Depression: Comparison of Employee and Company- Stated Reasons. *Current Psychology*, *26*, 71-85.
- Grunberg, L., Moore, S., Sikora, P., & Greenberg, E. (2008). The changing workplace and its effects: Employee attitudinal and behavioral responses over time at a large American company. *Journal of Applied Behavioral Science*, *44*, 215-236.
- Sikora, P., Moore, S., Grunberg, L., & Greenberg, E. (2008). Downsizing and alcohol use: A cross-lagged longitudinal examination of the spillover hypothesis. *Work and Stress*, *22*, 51-68.
- Grunberg, L., Moore, S., & Greenberg, E. (2009). Minimizing the impact of layoffs on front-line managers: Ensuring that layoffs are conducted fairly can help reduce negative feelings among managers who must give notice to workers. *Journal of Employee Assistance*, *39* (1), 19-22.

In Press

- Greenberg, E., Grunberg, L., Moore, S., & Sikora, P. *Turbulence: Boeing and the State of American Workers and Managers*. Yale University Press.

Technical Reports

Greenberg, E., Grunberg, L., & Moore, S. (June, 1999). Update on Workplace Change and its Effects on Employee Attitudes and Well-Being. Report made to Boeing Corporation; University of Puget Sound.

Greenberg, E., Grunberg, L., Moore, S., & Anderson-Connelly, R. (October, 1997). Workplace Change and its Effects on Employee Attitudes and Well-Being. Report made to Boeing Corporation; University of Puget Sound.

Laflin, M. T., & Moore-Hirschl, S., (1994) Final Performance Report submitted to the U.S. Department of Education. Children of Alcoholics: Building Resilience to Enhance Success (Award #S238A10026-92) Bowling Green, OH: Bowling Green State University, Department of Health, Physical Education and Recreation.

Laflin, M. T., & Moore-Hirschl, S., (1994) Midterm Performance Report submitted to the U.S. Department of Education. Promoting Resilience in Children and Adolescents: Strategies for the Prevention of Alcohol and Tobacco Use. (Award #S207A30171-93) Bowling Green, OH: Bowling Green State University, Department of Health, Physical Education and Recreation.

Parra, L. F., & Moore-Hirschl, S. (1993). Assessing the Psychometric Equivalence of the English and Japanese Versions of the Proctor & Gamble Worldwide Problem Solving Test. (Tech. Report submitted to Procter & Gamble) Institute for Psychological Research and Application, Bowling Green, OH: Bowling Green State University.

Parra, L. F., & Moore-Hirschl, S. (1993). Assessing the Psychometric Equivalence of the English and Italian Versions of the Proctor & Gamble Worldwide Problem Solving Test. (Tech. Report submitted to Procter & Gamble) Institute for Psychological Research and Application, Bowling Green, OH: Bowling Green State University.

Parra, L. F., & Moore-Hirschl, S. (1993). Assessing the Psychometric Equivalence of the English and Thai Versions of the Proctor & Gamble Worldwide Problem Solving Test. (Tech. Report submitted to Procter & Gamble) Institute for Psychological Research and Application, Bowling Green, OH: Bowling Green State University.

Parra, L. F., & Moore-Hirschl, S. (1993). Assessing the Psychometric Equivalence of the English and French Versions of the Proctor & Gamble Worldwide Problem Solving Test. (Tech. Report submitted to Procter & Gamble) Institute for Psychological Research and Application, Bowling Green, OH: Bowling Green State University.

Laflin, M. T., Moore-Hirschl, S., & Thomas, P. (1992) Final Performance Report for the children of alcoholics training: Grant 6 from the U.S. Department of Education (Tech. Rep.) Bowling Green, OH: Bowling Green State University, Department of Health, Physical Education and Recreation.

- Balzer, W.K., Ryan, A.M., Weaver, M, Moore-Hirschl, S., Schmidt, M., & Gatton, D. (1992). Job analysis report and recommendations for a selection system for machine operators and utility set-up personnel. (Tech. Rep.) Bowling Green, OH: Bowling Green State University, Institute for Psychological Research and Application.
- Moore-Hirschl, S, & Parra, L. F. (1991). Report on the retirement satisfaction of the residents of Crestview Club Apartments. (Tech. Rep.) Bowling Green, OH: Bowling Green State University, Job Descriptive Index Research Group.
- Parra, L. F., & Moore-Hirschl, S. (1991). Report on the retirement satisfaction of the respondents of the Bowling Green senior citizen's center. (Tech. Rep.) Bowling Green, OH: Bowling Green State University, Job Descriptive Index Research Group.
- Moore-Hirschl, S., & Gatton, D. (1990). Report on the job analysis of the nuisance abatement coordinator. (Tech. Rep.) Bowling Green, OH: Bowling Green State University.
- Gatton, D., & Moore-Hirschl, S., (1990). Report on the job analysis of City of Toledo carpenters. (Tech. Rep.) Bowling Green OH: Bowling Green State University.

Department and University Service

Spring Campus Day Department Representative, Spring 2005
 Writing Excellence Awards Committee (freshman prize), Spring 2005
 Strategic Initiatives Research Committee, 2004-2005
 Advisory Committee for Pierce Lecture series (public policy), Spring 2005
 Academic Dean Search Committee, Spring 2004
 Faculty Advancement Committee, Fall 2001 – Spring 2003
 Advisor for UMeth student group, Fall 2001 – Spring 2006
 PSC Subcommittee to examine the code with trustees; 2000 – Spring 2003
 Professional Standards Committee; 2000-2001, 2004 - 2006
 Department Chair; Fall 1998 –Summer 2001, Spring 2002
 Guest speaker at Ideas as Work and Play; Fall 2000
 Departmental representative at the Academic Fair; Fall 2000
 Accreditation Assessment Team; Fall 2000 – Spring 2002
 PBK COMIC committee; 1997, 1998, 1999
 Participation in "A Thinking America" television project; 1997-1998
 Faculty Representative to the Board, Technology Subcommittee; 1997
 Daedalus presentation; Fall 1996
 Academic Standards Committee; Fall, 1994 - Spring 1997 (Chair ASC 1995-1996; Petitions Subcommittee of ASC Fall 1994-Spring 1997)
 Task Force Residential life Survey; 1994-1997
 Prelude faculty instructor; 1995, 1996, 1997
 PBK initiation reception committee; 1994, 1995, 1996, 2001, 2002, 2003
 Departmental representative for UPS Parent's day weekend, 1995
 Member of Subcommittee of Academic Standards investigating student-athlete conflicts; 1994-1995
 Mellon organizational committee; 1993-1994

Awards

John Lantz Sabbatical Fellowship, Fall, 2006

Greenberg, E. S., Grunberg, L., & Moore, S. (July, 2002). The alcohol and health outcomes of work restructuring. Grant funded by the National Institutes of Health. (1.47 million)

University teaching award; 1999, 2002, 2005

Martin Nelson Summer Award; Summer 1997

Martin Nelson Junior Sabbatical; Fall 1997

Other Professional Service

Reviewer Journal of Studies on Alcohol; 1998- present

Reviewer Journal of Occupational Health Psychology; 1999-present

Reviewer Addictive Behaviors; 1999-present

Reviewer Western Psychological Association Conference; 1999 – 2003

Program Co-chair for the 1997 Western Psychological Association meeting