

Gargi Sawhney

Department of Psychology
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Academic Experience

Assistant Professor
(August, 2019 – present)

Department of Psychology, Auburn University

Assistant Professor
(August, 2018 – July, 2018)

Department of Psychology, University of Minnesota – Duluth

Education

Postdoctoral Fellow
(March 2016 – August 2018)

Clemson University, Clemson, SC
Supervisors: Dr. Thomas Britt and Dr. Robert Sinclair

Ph.D.
(August, 2016)

Industrial-Organizational Psychology
Old Dominion University, Norfolk, VA
Dissertation: *Examining attitudes, norms, and control toward safety behaviors as mediators in the leadership – safety motivation relationship*

M.S.
(May, 2011)

Industrial-Organizational Psychology
Illinois Institute of Technology, Chicago, IL
Thesis: *Media and proctoring effects on the measurement equivalence of three personality scales*

B.A.
(August, 2008)

Psychology
Northeastern Illinois University, Chicago, IL

B.A.
(August, 2005)

English
University of Delhi, New Delhi, India

Research Experience

Graduate Research Assistant
(May 2010 – May 2013)

Old Dominion University, Norfolk, VA

Graduate Assistant
(August 2009 – May 2010)

Illinois Institute of Technology, Chicago, IL

Peer-Reviewed Publications

- Britt, T. W., Wilson, C. A., **Sawhney, G.**, Black, K. J. (accepted). Perceived unit climate of support for mental health as a predictor of stigma, beliefs about treatment, and help-seeking behaviors among military personnel. *Psychological Services*.
- Sawhney, G.**, Britt, T. W., & Wilson, C. A. (accepted). Perception of calling as a predictor of future job engagement: The roles of occupational commitment and meaningful work. *Journal of Career Assessment*.
- Sawhney, G.**, Klinefelter, Z., & Britt, T. W. (2018). Integrating coping and recovery: Review and recommendations for future research. *Journal of Applied Biobehavioral Research*.
- Sytine, A., Britt, T. W., **Sawhney, G.**, Wilson, C., & Keith, M. (2018). Savoring as a moderator of the daily demands and psychological capital relationship: A daily diary study. *The Journal of Positive Psychology*. doi: 10.1080/17439760.2018.1519590
- Sawhney, G.**, Sinclair, R. R., Cox, A. R., Munc, A., & Sliter, M. T. (2018). One climate or many: Examining the structural distinctiveness of safety, health, and stress prevention climate measures. *Journal of Occupational and Environmental Medicine*. doi: 10.1097/JOM.0000000000001413
- Sawhney, G.** & Cigularov, K. P. (2018). Examining attitudes, norms, and perceived control toward safety behaviors as mediators in the leadership-safety motivation relationship. *Journal of Business and Psychology*. doi: 10.1007/s10869-018-9538-9
- Sawhney, G.**, Jennings, K. S., Britt, T. W., & Sliter, M. T. (2018). Occupational stress and mental health symptoms: Examining the moderating effect of work recovery strategies. *Journal of Occupational Health Psychology*. doi:10.1037/ocp0000091
- Britt, T. W., Adler, A. B., **Sawhney, G.**, and Bliese, P. D. (2017). Coping strategies as moderators of the association between combat exposure and posttraumatic stress disorder symptoms. *Journal of Traumatic Stress*, 30, 491–501. doi:10.1002/jts.22221
- Sawhney, G.**, & Cigularov, K. P. (2014). Measurement equivalence and latent mean differences of personality scores across different media and proctoring administration conditions. *Computers in Human Behavior*, 36, 412-421. doi:10.1016/j.chb.2014.04.010

Book Chapters

- Tetrick, L. E., Sinclair, R. R., & **Sawhney, G.**, Chen, T. (accepted). Research methods for safety climate and potential future directions in review. *Invited paper at Research in Human Resource Management*.

Manuscripts in Preparation and under Review

- Sawhney, G.**, Sinclair, R. R., & Klinefelter, Z. (under review). Careless responding: The role of individual differences and perceived income adequacy. *Computers in Human Behavior*.

- Britt, T. W. & **Sawhney, G.** (under review). Distinguishing between the demonstration of and capacity for resilience at the individual, team, and organizational levels. *Invited chapter in the Handbook of Organizational Resilience.*
- Sawhney, G.**, Britt, T. W., Sinclair, R. R., Mohr, C. D., & Wilson, C. A. (manuscript in preparation). Is commitment to one's profession always a good thing? Occupational commitment as a moderator of work events – occupational health relationship. *Targeted for Journal of Career Assessment.*
- Britt, T. W., **Sawhney, G.**, Black, K. J., Deanhardt, K., & Wilson, C. A. (manuscript in preparation). Development of a three-dimensional measure of the calling work orientation: Assessing craftsmanship, kinship, and serving orientations. *Journal of Vocational Behavior.*
- Sawhney, G.**, Sinclair, R. R., Britt, T. W., & DeLongchamp, A. (manuscript in preparation). Workaholism and family outcomes: The moderating role of financial resources. *Targeted for Journal of Management.*
- Sawhney, G.**, Britt, T. W. (manuscript in preparation). Daily effects of work recovery strategies of work family outcomes: Overwork climate as a cross-level moderator. *Targeted for Journal of Organizational Behavior.*
- Sawhney, G.**, Morgan, M., Sinclair, R. R., & Houdmont, J. (manuscript in preparation). Examining the impact of police officer stressors on health outcomes: A mixed method study. *Targeted for Work & Stress.*

Grants

Research Funding

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| 2018 | “Exploring the relationship of work stress and recovery strategies on job engagement and burnout.” College of Education and Human Services Professions. Not funded, \$2000. |
| 2016 | “Development and validation of a measure of faculty stressors.” North Carolina Occupational Safety and Health Education and Research Center. Not funded, \$10,000. |
| 2016 | “Development and validation of a measure of physician stressors.” Healthier Workforce Center for Excellence. Not funded, \$10,000. |
| 2016 | “Development and validation of a measure of physician stressors.” Sunshine Education and Research Center at USF Pilot Project Research Training. Not funded, \$15,000. |
| 2016 – 2017 | Creative Inquiry Undergraduate Research Team: Occupational Health Psychology, Clemson University. Funded, \$3,000. |
| 2011 | “Safety climate theory, measurement, and development: Establishing a five-year research agenda.” Honorarium, The National Institute for Occupational Safety and Health (NIOSH). Funded, \$1,500. |

Travel Funding

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| 2017 | Clemson University Post-Doctoral Association. Funded, \$300. |
| 2017 | Creative Inquiry Undergraduate Research Travel Grant. Funded, \$3,000. |
| 2014 | Student Travel Award, Society for Industrial and Organizational Psychology. Not funded, \$500. |

Peer-Reviewed Conference Presentations

Chaired Sessions

- Sawhney, G.** (2017, June). *Underlying disparities in occupational health and injury in immigrant and racial groups*. Symposium conducted at the Work, Stress, and Health Conference, Minneapolis, MN.
- Sawhney, G. & Britt, T. W.** (2017, April). *Examining individual strategies utilized by employees to combat occupational stress*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Sawhney, G.** (2015, May). *Safety efficacy, climate and attitudes*. Symposium conducted at the Work, Stress, and Health Conference, Atlanta, GA.
- Sawhney, G. & Cigularov, K. P.** (2015, May). *Examining the role of safety-specific leadership in the workplace*. Symposium conducted at the Work, Stress, and Health Conference, Atlanta, GA.
- Sawhney, G. & Cigularov, K. P.** (2014, May). *Measurement equivalence of personality measures across different methods and cultures*. Symposium conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Sawhney, G.** (2013, May). Chair, *Investigating workplace hazards, conflicts, and personality: Promoting injury reporting and risk communication*. Symposium conducted at the 10th International Conference on Occupational Stress and Health, Los Angeles, California.

Papers Presented

- Sawhney, G., & Britt, T. W.** (2019, November). *Too much of a good thing? Exploring the curvilinear interaction between work recovery strategies and role overload on engagement*. Paper to be presented at the 13th Work, Stress, and Health Conference, Philadelphia, PA.
- Britt, T. W., Sinclair, R. R., Morgan, J., **Sawhney, G.**, & Krauss, A. (2019, November). *The stigma of reporting stress-related problems and workplace injuries as predictors of changes in burnout and physical discomfort*. Paper to be presented at the 13th Work, Stress, and Health Conference, Philadelphia, PA.

- Sawhney, G.**, Landers, R. N., Sinclair, R. R., & Cheung, J. (2018, April). *Examining the measurement properties of passers versus failers in MTurk samples*. Paper to be presented at the 33rd Annual Conference of the Society of Industrial and Organizational Psychology, Chicago, IL.
- Chatterjee, D., & **Sawhney, G.** (2017, June). *The role of occupational stressors in enhancing burnout and reducing safety performance: A two-wave analysis*. Paper presented at the 12th Work, Stress, and Health Conference, Minneapolis, MN.
- Sawhney, G.**, Sinclair, R. R., Cox, A. R., Sliter, M. T., & Munc, A. H. (2017, June). *Examining the structural distinctiveness of safety, stress prevention, and health climate measures. A validation study*. Paper presented at the 12th Work, Stress, and Health Conference, Minneapolis, MN.
- Sawhney, G.**, Border, A., Boyle, C., Duncan, H., Harley, L., Jones, D., & Wilkes, J. (2017, June). *Developing a taxonomy of faculty stressors in US universities*. Paper presented at the 12th Work, Stress, and Health Conference, Minneapolis, MN.
- Sawhney, G.**, Morgan, M., Sinclair, R. R., Houdmont, J. (2017, June). *Reducing the stressfulness of police officer work: A qualitative analysis*. Paper presented at the 12th Work, Stress, and Health Conference, Minneapolis, MN.
- Britt, T. W., Adler, A. B., **Sawhney, G.**, Bliese, P. D. (2017, April). *Benefits of emotion-focused coping for soldiers serving in low-autonomy environments*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Sawhney, G.**, Jennings, K. S., Britt, T. W., & Sliter, M. T. (2017, April). *Moderating role of workplace recovery in the stressors-mental health relationship*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Sawhney, G.**, & Cigularov, K. P. (2015, May). *Examining safety attitudes, norms, and control as mediators of leadership effects on employee safety motivation*. Paper presented at the 11th Work, Stress, and Health Conference, Atlanta, GA.
- Sawhney, G.**, & Cigularov, K. P. (2014, May). *Examining measurement equivalence of the Big Five personality inventory*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Sawhney, G.**, Cigularov, K. P., & Kines, P. (2013, May). *Measurement equivalence and latent mean differences of safety climate measures across industries, positions, and gender*. Paper presented at the Work, Stress, and Health Conference, Los Angeles, California.
- Cigularov, K. P., **Sawhney, G.**, Chen, P. Y., Tomazic, R., Henry, K., Kaufman, B., & Li, Y. (2013, April). *School safety and work-family conflict: The role of transformational leaders*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, Texas.
- Sawhney, G.**, Cigularov, K. P., Chen, P. Y., DeJoy, D., Huang, Y., Kelloway, E. K., & Scharf, T. (2011, October). *Safety climate research, intervention, and training: Establishing a five-year agenda*. Paper presented at the 5th National Occupational Injury Research Symposium, Morgantown, West Virginia.

- Cigularov, K. P., Thornton, G. C., **Sawhney, G.**, & Lanik, M. (2010, April). *Medium-of-administration and proctoring effects in personality assessments*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Gardner, P., Ermann, E., **Sawhney, G.**, & Shtivelband, A. (2010, April). *Beyond the scale: Integrating qualitative and quantitative safety climate research*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Gardner, P., Adams, S., Ermann, E., **Sawhney, G.**, Shtivelband, A., Cigularov, K., Chen, P., Gittleman, J., & Haile, E. (2009, November). *Occupational health and safety on a large construction site: A qualitative approach*. Paper presented at the Work, Stress, and Health Conference, Puerto Rico.
- Ronen, E., Kelly, M. S., Khan, F., Lewison L. R., **Sawhney, G.**, & Valdez, M. J. (2008, May). *E-learning in organizations: Investigating environmental factors and trainee characteristics*. Paper presented at the annual convention of the Midwestern Psychological Association, Chicago, IL.

Posters Presented

- DeLongchamp, A., **Sawhney, G.**, & Britt, T. W. (2019, November). *Workaholism and work-family conflict: The moderating role of financial resources*. Poster to be presented at the 13th Work, Stress, and Health Conference, Philadelphia, PA.
- Klinefelter, Z., Sinclair, R. R., Britt, T. W., & **Sawhney, G.** (2019). *The stigma of reporting stress-related concerns at work*. Poster under review at the 13th Work, Stress, and Health Conference, Philadelphia, PA.
- Sinclair, R. R., Morgan, J., **Sawhney, G.**, Britt, T. W., & Krauss, A. (2019, November). *Let's talk about it: What factors influence workers' willingness to report physical and psychosocial hazards*. Poster under review at the 13th Work, Stress, and Health Conference, Philadelphia, PA.
- Sytine, A., **Sawhney, G.**, & Britt, T.W. (2019, November). *Job security, organizational commitment, psychological safety climate: A moderated mediation model predicting intrinsic motivation*. Poster to be presented at the 13th Work, Stress, and Health Conference, Philadelphia, PA.
- Sawhney, G.**, Sinclair, R. R., & Klinefelter, Z. (2019, April). *Careless responding: The role of individual differences and perceived income adequacy*. Poster to be presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, Washington, DC.
- Sawhney, G.**, Britt, T. W., & Wilson, C. (2019, April). *Calling and job engagement: The roles of occupational commitment and meaningful work*. Poster to be presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, Washington, DC.
- Sawhney, G.**, Britt, T. W., Sinclair, R. R., Mohr, C., & Wilson, C. (2019, April). *Work events and employee health: The moderating role of occupational commitment*. Poster to be presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, Washington, DC.
- Sawhney, G.**, Landers, A. K., & Landers, R. N. (2017, April). *Crowdsourcing hard-to-reach I/O psychology populations: Feasibility and psychometrics*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Sawhney, G., & Cigularov, K. P.** (2017, April). *A time-lagged examination of safety leadership and safety motivation*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Yaris, C., **Sawhney, G., & Cigularov, K. P.** (2012, April). *Safety climate: Current challenges and agenda for future research*. Poster presented at the Colonial Academic Alliance Undergraduate Research Conference, Norfolk, Virginia.
- Sawhney, G.,** Yaris, C., Cigularov, K. P., & Scharf, T. (2012, April). *Current gaps and directions in safety climate research*. Poster presented at the Virginia Psychological Association Spring Convention, Norfolk, Virginia.
- Sawhney, G., & Cigularov, K. P.** (2011, May). *Media and proctoring effects on measurement equivalence of personality measures*. Poster presented at the 23rd Annual Convention of the Association for Psychological Science, Washington, DC.
- Ronen, E., Lewison, L., Kelly, M., Valdez, M., Khan, F., & **Sawhney, G.** (2008, March). *What else are you doing while E-learning? Common practices in organizational training*. Poster presented at the 29th annual Industrial Organizational / Organizational Behavior conference, Denver, CO.
- Ronen, E., **Sawhney, G.,** Khan, F., Valdez, M., Lewison, L., & Kelly, M. (2008, March). *Transfer of E-learning in organizations: Investigating motivational factors*. Poster presented at the 29th annual Industrial Organizational / Organizational Behavior conference, Denver, CO.

Technical Reports

- Sawhney, G.,** Cigularov, K. P., Chen, P., DeJoy, D., Huang, Y. H., Kelloway, E. K., & Scharf, T. (2011). *Safety climate research, intervention, and training: Establishing a five-year agenda*. Report submitted to the National Institute for Occupational Safety and Health.
- Callan, R., Cavanaugh, K., Holland, J., Lauzun, H., Reddock, C., **Sawhney, G.,** & Zaharieva, J. (2011). *Competency-based performance appraisal measure for police officers of the police department of Norfolk, Virginia*. Report submitted to the City of Norfolk.

Teaching Experience

Undergraduate

Spring 2017	Organizational Psychology, 70 students
Fall 2017	Advanced Experimental Psychology, 19 students
Fall 2018	Organizational Psychology, 30 students
Spring 2019	Psychology: Discipline and Profession, 99 students Experimental Design, 8 of students

Graduate**Fall 2018****Performance Evaluation and Management, 4 students****Spring 2019****Advanced Statistics II, 7 of students****Teaching Interests**

Industrial and Organizational Psychology
 Leadership and Motivation
 Occupational Health Psychology
 Careers
 Human Performance Assessment
 Research Methods
 Statistics

Quantitative Skills

Generalized Linear Models
 Mediation and Conditional Mediation
 Factor Analysis (both Exploratory and Confirmatory)
 Structural Equation Modeling
 Measurement Equivalence/Invariance
 Multilevel Modeling
 Relative Weights Analysis

Applied Experience

Research Analyst, AbbVie, Illinois (May 2015 – December 2015)

- Use enterprise employee data to design and deliver talent analytics to various stakeholders, including the executive leadership team.
- Research hypotheses about employee retention, engagement, environmental safety and health, and productivity and performance, and present findings, insights and recommendations.
- Prepare custom employee survey reports as requested; coach HR generalists to create their own custom reports using the online tool.
- Develop useful analytic tools for HR generalists to use, and create guidance for their use
- Produce workforce reports and provide administration support to vendors on employee and exit surveys.

External Consultant, City of Norfolk, Virginia (Aug. 2011 – Dec. 2011)

- Developed a survey to identify core competencies of police officers.
- Developed behavioral anchors for the competencies through focus group discussions.

- Developed a final list of competencies and representative anchors to be integrated into the City's performance management system and provided recommendations for use.
- Drafted technical report, which was presented to the City of Norfolk.

Organizational Development Intern, Advocate Health Care, Illinois (May 2010 – Aug. 2010)

- Partnered with the OD team to identify gaps and opportunities to further develop the organization as it relates to the workforce, its productivity and environment.
- Assisted with the monitoring and data analysis of Employee Satisfaction Surveys.
- Communicated findings to executive audiences in the form of reports and presentations.

Associate Consultant, Center for Research and Service, Illinois (Feb. 2009 – May 2010)

- Developed and reviewed employment selection test items for spatial ability, object comparison, general knowledge, and non-verbal.
- Entered data and assisted in report writing.

Services

- Ad-hoc reviewer, Journal of Business and Psychology, International Journal of Stress Management, Occupational Health Science, Safety Science, Accident Analysis and Prevention, Journal of Occupational and Environmental Medicine, Industrial Health, 2017 – present
- Reviewer for Society for Industrial and Organizational Psychology, 2017, 2018
- Reviewer for Work, Stress, and Health conference, 2014 – present
- Event Coordinator for Bay Area Applied Psychologists, 2014
- Reviewer for Division of Occupational Psychology (DOP) conference, 2014
- Student Coordinator for Graduate Social Event at Work, Stress and Health Conference, 2013
- Vice President for the Industrial/Organizational Student Association at ODU, 2012-2013
- Student Recruiter for Society for Occupational Health Psychology, 2012
- Student Liaison for the Psychology Department at ODU for Interview Day, 2012