

Kelsey L. Merlo
Curriculum Vita
KMerlo@usf.edu

EDUCATION

Ph.D., Industrial-Organizational Psychology May 2018
Georgia Institute of Technology – Atlanta, GA
Dissertation: *The Social Sharing of Self-Defining Memories*
Major Professor: Howard M. Weiss

M.S., Industrial-Organizational Psychology May 2015
Georgia Institute of Technology – Atlanta, GA
Minor: Quantitative Psychology
Major Professor: Howard M. Weiss

B.S., Business Administration, Highest Honors May 2012
B.A., Psychology
University of North Carolina – Chapel Hill, NC

RESEARCH INTERESTS

My research captures the day-to-day psychological experience of working as it unfolds in the moment and across time. To do this, I explore the changing nature of affective states, associated shifts in attentional focus, and recollection and use of personal memories to inform individual functioning at work.

PROFESSIONAL APPOINTMENTS

Assistant Professor August 2019 - Present
University of South Florida – Tampa, FL
Department of Psychology

Post-Doctoral Research Fellow July 2018 – July 2019
U.S. Army Research Institute for the Behavioral and Social Sciences
Foundational Science Research Unit

PUBLICATIONS

Peer-Reviewed Articles Published and In-Press

6. Allen, T. A., **Merlo, K. L.**, Lawrence, R. C., Slutsky, J., Gray, C. E. (accepted). Boundary management and work-nonwork balance while working from home. *Applied Psychology: An International Review*.
5. Morrison, M. A., **Merlo, K. L.**, & Woessner, Z. (2020). How to boost the impact of scientific conferences. *Cell*, 182(5), 1067-1071.
4. Weiss, H. M., & **Merlo, K. L.** (2020). Affect, attention, and episodic performance. *Current Directions in Psychological Science*. 29(5), 453-459.
3. **Merlo, K. L.**, Wiegand, K. E., Shaughnessy, S. P., Kuykendall, L. E., & Weiss, H. M. (2020). A qualitative study of mind wandering episodes at work. *Journal of Business and Psychology*, 35, 203-222.
2. **Merlo, K. L.**, Shaughnessy, S. P., & Weiss, H. M. (2018). Affective influences on within-person changes in work performance as mediated by attentional focus. *European Journal of Work and Organizational Psychology*, 27(1), 126-139.
1. **Merlo, K. L.** (2015). The state-like and skillful aspects of mindfulness: The roles of working memory and self-regulation. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8(44), 633-638.

Book Chapters and Other Publications

4. **Merlo, K. L.**, Conen, K. M., Yusuf, J., Marshall, J., Behr, J., & Dunn, E. (in press). Hurricane sheltering during COVID-19: Acute and chronic concerns for emotional well-being of shelter staff and volunteers. *Natural Hazards Center Research Counts 2020 Special Collection*.
3. Behr, J., Yusuf, J., Whytlaw, J., Hutton, N.S., Marshall, J., & **Merlo, K. L.** (in press) Planning for well-being of vulnerable populations in congregate evacuation shelters. *Natural Hazards Center Research Counts 2020 Special Collection*.
2. Kay, S. A., & **Merlo, K. L.** (2020). Emotion regulation as a process to foster resilience. In E. H. Powely, B. B. Caza, & A. Caza (Eds.), *Research Handbook on Organizational Resilience* (pp. 86-101). Edward Elgar Publishing.
1. Weiss, H. M.; & **Merlo, K. L.** (2015) Job Satisfaction. In J.D. Wright (Ed.) *International encyclopedia of the social and behavioral sciences* (2nd ed., Vol. 12, pp. 833 - 838). Oxford, UK: Elsevier.

Reports

7. Yusuf, W., Behr, J., Marshall, J., Dunn, E., Diaz, R., Shannon, N. H., **Merlo, K. L.**, Whytlaw, J., Antwi-Nimarko, P., Blake, R., Hill, S., Landaeta, E., Oguntuyo, T., & Richardson, T. (2020). Research Agenda-Setting Paper: Evacuation and Sheltering of Vulnerable Populations in a Hurricane-Pandemic. CONVERGE COVID-19 Working Groups for Public Health and Social Sciences Research. Boulder, CO: Natural Hazards Center, University of Colorado Boulder.
https://converge.colorado.edu/v1/uploads/images/evacuationandsheltering_hurricanepandemic-1594342510968.pdf

6. Marshall, J., Yusuf, W., Dunn, E., Behr, J., **Merlo, K. L.**, et. al. (2020). After Action Report: Vulnerable Populations & Planning Considerations for the 2020 Hurricane Season.
5. Marshall, J., Yusuf, W., Marshall, J., Dunn, E., Behr, J., **Merlo, K. L.**, et. al. (2020). After Action Report: Health and Infection Control Measures during the 2020 Hurricane Season.
4. Dunn, E., Marshall, J., Yusuf, W., Behr, J., **Merlo, K. L.**, et. al. (2020). (2020). After Action Report: Transportation and Sheltering Logistics during the 2020 Hurricane Season.
3. Yusuf, W., Behr, J., Dunn, E., Marshall, J., **Merlo, K. L.**, et. al. (2020). After Action Report: Public Messaging: Risk Communication for Disaster Preparedness, Evacuation, and Sheltering.
2. Yusuf, W., Dunn, E., **Merlo, K. L.**, Marshall, J., Behr, J., et. al. (2020). After Action Report: Workforce: Evacuations, Shelter Staffing, Workforce Structure, Capacity, PPE, and Telemedicine.
1. **Merlo, K. L.**, Marshall, J., Yusuf, W., Dunn, E., Behr, J., et. al. (2020). After Action Report: Psychological Adjustment for the 2020 Hurricane Season during COVID-19 Pandemic

POPULAR PRESS MENTIONS

4. USF researchers present progress and promise of COVID-19 seed grant projects. *Pandemic Response Research Network at the University of South Florida*. Retrieved from <https://adobe.ly/3qO5Shc>
3. Campisano, Donna. (2020, May 22). COPH receives grant to study hurricane shelter operations during COVID-19 pandemic. *College of Public Health News*. Retrieved from <https://bit.ly/3rSpQHB>
2. Haward, Jenny. (2019, March 15). Could daydreaming be the path to greater creativity and mental health? *The Sydney Morning Herald*. Retrieved from <http://bit.ly/2UMqf4R>
1. Whitbourne, S. K. (2019, January 29). Why daydreaming can improve your mental health: New research shows that a mental break can make you happier and more productive. *Psychology Today*. Retrieved from <http://bit.ly/2CsvylU>

PRESENTATIONS

Peer-Reviewed Conference Presentations

* *Published with undergraduate student co-author*

** *Featured Top Rated Poster*

27. Conen, K. M., & **Merlo, K. L.** (2021, February). Burnout, resilience, and turnover intentions among disaster response workers. The 4th Annual Southeast Regional Research Symposium (SERRS).

26. **Merlo, K. L.** (2020, October). Why is work so hard? Exploring the roles of work stressors on health and well-being. Chaired Symposium at the Annual Meeting of the Southern Management Association. Virtual.
25. **Merlo, K. L.** (2020, May). A new way to look at performance variability: Performance episodes. In K. Foley & A. M. Ness (Co-Chairs), *Assessing within-person variability: Tools for your toolbox*. Symposium presented at the 35th Annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.
24. **Merlo, K. L.**, Fletcher, K. A., Maupin, C. K., Narciso, K., Jones, B. R., & McKay, A. S. (2020, May). Academic AF: Lessons learned during our first years in academia. Chaired Ignite Symposium at the 35th Annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.
23. **Merlo, K. L.** (2020, May). Why is work so hard? Exploring the roles of work stressors on health and well-being. Chaired Symposium at the 35th Annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.
22. **Merlo, K. L.**, Ness, A. M., & Ruark, G. A. (2019, June). *Do you remember? The role of self-defining memories and sense-making in generating decisions*. Symposium presented at the 14th International Naturalistic Decision Making Conference, San Francisco, CA.
21. **Merlo, K. L.**, Bufton, G. M., Kay, S. A., & Weiss, H. M. (2019, April). Core affect and emotion episodes: Matching theory and assessment of within-person affective states. In C. Calderwood (Chair), *Change is good: Challenging assumptions through within-person research*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
20. Kay, S. A., **Merlo, K. L.**, & Weiss, H. M. (2019, April). Dissonance or regulatory resources? Comparing two emotional labor mechanisms. In A. Gabriel & S. Kay (Co-Chairs), *Who is the target? Expanding emotional labor beyond customer interactions*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
19. Kay, S. A., **Merlo, K. L.**, & Weiss, H. M. (2018, April). *A within-person approach to affect spin, emotion regulation, and negative affect*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
18. **Merlo, K. L.**, Bufton, G. B., & Weiss, H. M. (2017, May). *Affect and regulatory behaviors: The role of emotion episodes beyond affective state*. Poster presented at the 29th Annual Convention of the Association for Psychological Science, Boston, MA.
17. **Merlo, K. L.**, Smith, R. M., & Hertzog, C. (2017, May) *Teaching content or teaching skills: A test of abductive reasoning improvement in a research methods course*. Poster presented at the 29th Annual Convention of the Association for Psychological Science, Boston, MA.
16. Bufton, G. B., & **Merlo, K. L.**, Kay, S. A., & Weiss, H. M. (2017, May). *Job burnout: A manifestation of chronic regulatory depletion*. Poster presented at

- the 29th Annual Convention of the Association for Psychological Science, Boston, MA.
15. **Merlo, K. L.**, Bufton, G. B., Kay, S. A., & Weiss, H. M. (2017, April). Competing influences of attentional pull: On-task pull of task characteristics and off-task pull of emotions. In H. Nguyen (Chair), *New directions in research on the dynamics of workplace emotions*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
 14. Kay, S. A., **Merlo, K. L.**, & Weiss, H. M. (2017, April). Day-level effects of affect spin and emotion regulation on fatigue. *New Directions in Research on the Dynamics of Workplace Emotions*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
 13. ****Merlo, K. L.**, & Weiss, H. M. (2017, April). *Measurement and outcomes of core affect versus emotion episodes*. Featured Top Rated Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
 12. Kay, S. A., **Merlo, K. L.**, Bufton, G. M., & Weiss, H. M. (2017, April). *Examining two conceptualizations of emotional dissonance using polynomial regression*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
 11. *Reuben, K. E., *Wells, C. L., **Merlo, K. L.**, & Barrett, M. E. (2017, March). *Dissociation in non-clinical populations*. Poster presented at the Annual Meeting of the Georgia Psychological Association, Atlanta, GA.
 10. **Merlo, K. L.**, Kay, S. A., & Weiss, H. M. (2016, May). *Unpacking emotion: Assessing core affect and emotion episodes*. Poster presented at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.
 9. Kay, S. A., **Merlo, K. L.**, Wiegand, K. E., & Weiss, H. M. (2016, May). *The impact of emotions and regulation on work performance and fatigue*. Poster presented at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.
 8. Bufton, G. M., **Merlo, K. L.**, Wiegand, K. E., & Weiss, H. M. (2016, May). *Job burnout: The roles of executive control and regulatory depletion*. Poster presented at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.
 7. **Merlo, K. L.**, Kay, S. A., & Weiss, H. M. (2016, April). *The mediating role of attention in the emotion-performance relationship*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
 6. Kay, S. A., **Merlo, K. L.**, & Weiss, H. M. (2016, April). *Subjective fatigue as a mediator of the affect-performance relationship*. Poster presented at the 32nd Annual Conference of the of the Society for Industrial and Organizational Psychology, Anaheim, CA.
 5. *Nguyen, T., *Fareed, S., *Campbell, J., *Thompson, K., & **Merlo, K. L.** (2016, April). *Priming of affective perception on social networking sites*. Poster

- presented at the Annual Meeting of the Georgia Psychological Society, Atlanta, GA.
4. **Merlo, K. L.**, & Weiss, H. W. (2015, May). *Competing influence of personal and assigned goals*. Poster presented at the 27th Annual Convention of the Association for Psychological Science, New York, NY.
 3. **Merlo, K. L.**, Wiegand, K. E., Plemmons, S. A., & Weiss, H. M. (2015, February). *A grounded theory approach to understanding mind wandering's episodic structure*. Poster presented at the 27th Annual Ethnographic & Qualitative Research Conference, Las Vegas, NV.
 2. **Merlo, K. L.**, Plemmons, S. A., & Weiss, H. M. (2014, May). *The impact of emotional states on performance episodes*. Poster presented at the 26th Annual Convention of the Association for Psychological Science, San Francisco, CA.
 1. Weiss, H. M., Plemmons, S. A., Kuykendall, L., & **Merlo, K. L.** (2014, May). Exploring the episodic structure of mind-wandering during work. In J. Randall (Chair), *Mind Wandering and Mindfulness: Self-regulation at Work*. Symposium presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI

Invited Talks

8. **Merlo, K. L.**, & Marshall, J. (2021, January 27). *Planning for hurricane shelter operations during a pandemic*. Invited talk to the COVID-19 Rapid Response Research Virtual Symposium.
7. Marshall, J., **Merlo, K. L.**, & Shoss, M. (2020). Disaster Workforce Planning for 2020 and Beyond: Studies from the Sunshine ERC. *NIOSH Expanding Research Partnerships (ERP) Webinar on Developing Partnerships during a Pandemic*.
6. **Merlo, K. L.** (September 18, 2020). A day in the life: An emotional perspective to work experience. Invited talk to the University of Central Florida Brown Bag, Orlando, FL.
5. **Merlo, K. L.** (September 2, 2020). Navigating the emotional demands of work – Shelter Staff and Volunteers. Invited talk to the Tampa Bay Health and Medical Preparedness Coalition, Florida Department of Health, Tampa, FL.
4. **Merlo, K. L.** (September 1, 2020). Navigating the emotional demands of work – Teachers and Parents. Invited talk in Psychological & Emotional Wellness in Uncertain Times Webinar to Florida teachers and parents (K. Horan, K. Merlo, & T. Cunningham). Sunshine Education Research Center, Tampa, FL.
Over 300 synchronous participants.
3. **Merlo, K. L.** (November 5, 2019). *Well, I messed that up. Learning through simulations and reflection*. **Invited Keynote** talk to the Beyond Multiple Choice 2019 conference, United States Institute of Peace, Washington, D.C.
2. **Merlo, K. L.** (May 2, 2016). *Emotion, attentional control, and performance*. Invited talk to the College of Science, Georgia Institute of Technology, GA.

1. Wiegand, K. E., & **Merlo, K. L.** (November 12, 2014). *What is Industrial-Organizational Psychology?* Invited talk to the Psychology Coalition, Georgia Southern University, Statesboro, GA.

GRANT EXPERIENCE

COVID-19 Working Group Social Science and Extreme Events Research 2020

CONVERGE COVID-19 Hurricane Preparedness Working Group: Planning for Evacuation and Sheltering of Vulnerable and Medically Fragile Populations during a Compound Hurricane-Pandemic Threat

Total award: \$1,000

PI: Jennifer Marshall, CO-PI: Elizabeth Dunn, Joshua Behr, Wie Yusuf, & Kelsey Merlo

USF COVID-19 Rapid Response Research Grant Award 2020

Planning for Hurricane Shelter Operations during a Pandemic

Total award: \$25,000

PI: Dr. Jennifer Marshall, Co-PI: Elizabeth Dunn, Co-PI: Kelsey Merlo

Sunshine Education Research Center Seed Grant 2020

Working from home during COVID-19

Total award: \$10,000

PI: Kelsey Merlo, Co-PI: Tammy Allen

Women and Leadership Initiative (WALI) Research Award 2019

Kate Tiedemann College of Business

A growth mindset intervention for female leaders in male-dominated organizations

Total award: \$5,000

PI: Logan Steele, Co-PI: Kelsey Merlo, Zheng "Chris" Chen

TEACHING EXPERIENCE AND AWARDS

Courses Taught

| | |
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| 2020 | Instructor of Record, Graduate Organizational Psychology University of South Florida |
| 2020 | Instructor of Record, Undergraduate Research Methods University of South Florida |
| 2019 - | Instructor of Record, Undergraduate Motivation University of South Florida |
| 2016 | Instructor of Record, Undergraduate Research Methods Course Georgia Institute of Technology |
| 2015 | Lab Instructor, Undergraduate Research Methods Course Georgia Institute of Technology |
| 2015-2018 | Guest Lecturer, Social Psychology and Introductory Psychology Georgia Institute of Technology and Agnes Scott College |

Student Evaluations

4.72 / 5 Overall Instructor Effectiveness
 4.13 / 5 Overall Course Effectiveness

Teaching Awards

2018 Center for Teaching and Learning Thank-A-Teacher Award, Georgia Institute of Technology
 2017 Center for Teaching and Learning/BP Outstanding Graduate Instructor Award Nominee, Georgia Institute of Technology
 2016 Center for Teaching and Learning/BP Outstanding Graduate Teaching Assistant Award Nominee, Georgia Institute of Technology
 2015 Best Graduate Teaching Assistant, School of Psychology, Georgia Institute of Technology

PROFESSIONAL SERVICE

2019 Peer reviewer for the National Science Foundation CAREER Award
 2019 – Present Peer reviewer for the Journal of Business and Psychology
 2019 – Present Peer reviewer for the Journal of Research in Personality
 2019 – Present Peer reviewer for Motivation & Emotion
 2018 – Present Peer reviewer for the Society for Industrial and Organizational Psychology
 2018 – Present Peer reviewer for the Journal of Occupational Health Psychology
 2018 – Present Peer reviewer for the European Journal of Work and Organizational Psychology

GRADUATE COURSEWORK

Industrial-Organizational Coursework

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| Industrial/Organizational Psychology | Motivation & Job Attitudes |
| Social Psychology | Human Abilities |
| Training & Development | Selection |
| Teams Seminar | Culture Seminar |
| Work Psychology Seminar | |

Methods Coursework

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| Analysis of Variance | Research Design |
| Regression | Psychometric Theory |
| Item Response Theory | Multivariate Statistics |
| Multilevel Modeling | Structural Equation Modeling |

PROFESSIONAL AFFILIATIONS

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|----------------|--|
| 2014 - Present | Academy of Management |
| 2012 - Present | Society for Industrial and Organizational Psychology |
| 2012 - Present | Association for Psychological Science |