

Rebecca Lee MacGowan

Visiting Assistant Professor of Management and Entrepreneurship
University of New Hampshire
Peter T. Paul College of Business and Economics

EDUCATION

Ph.D. University of Arizona, 2022

Management and Organizations (Organizational Behavior; Minor in Research Methods)

Dissertation Title: Reframing anxiety as excitement in job seekers: A within-person field experiment.

Robbins Fellowship Award Winner (2019, 2020, 2021)

Katheryne B. Willock Library Research Award Winner (2020)

B.S. Virginia Commonwealth University (Honors College), 2015

Business (Concentration in Management/Entrepreneurship and Small Business Administration)

Distinguished Service Award from the VCU Department of Management (2015)

VCU School of Business Altria Scholarship (2014)

VCU Honors Summer Undergraduate Research Award Recipient (2014)

REFEREED PUBLICATIONS

Ganster, M. L., Ezerins, M. E., Gabriel, A. S., Rosen, C. C., Chawla, N., **MacGowan, R. L.**, & Slaughter, J. E. (2024). Understanding coping at work during socio-environmental jolts: A person-centered investigation. *Journal of Business and Psychology*, 1-23.

Gabriel, A. S., Ladge, J. J., Little, L. M., **MacGowan, R. L.**, & Stillwell, E. (2023). Sensemaking through the storm: How postpartum depression shapes personal work–family narratives. *Journal of Applied Psychology*, 108, 1903-1923.

*2024 “Responsible Research in Management” Award Distinguished Winner.
Editor’s Choice paper for Volume 108, Issue 12, of Journal of Applied Psychology.*

MacGowan, R. L., Gabriel, A. S., da Motta Veiga, S. P., & Chawla, N. (2022). Does psychological detachment benefit job seekers? A two study weekly investigation. *Journal of Applied Psychology*, 107, 2319-2333.

Gabriel, A. S. Ganster, M. L., Slaughter, J. E., & **MacGowan, R. L.** (2021). The emotional complexities of the COVID-19 pandemic and organizational life. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14, 85-89.

Gabriel, A. S., **MacGowan, R. L.**, Ganster, M. L., & Slaughter, J. E. (2021). The influence of COVID-induced job search anxiety and conspiracy beliefs on job search effort: A within-person investigation. *Journal of Applied Psychology*, 106, 657-673.

Slaughter, J. E., Gabriel, A. S., Ganster, M. L., Vaziri, H., & **MacGowan, R. L.** (2021). Getting worse or getting better? Understanding the antecedents and consequences of emotion

profile transitions during COVID-19 induced organizational crisis. *Journal of Applied Psychology*, 106, 1118-1136.

Chawla, N., **MacGowan, R. L.**, Gabriel, A. S., Podsakoff, N. P. (2020). Unplugging or staying connected? An examination of daily recovery experience profiles. *Journal of Applied Psychology*, 105, 19-39.

Gabriel, A. S., Volpone, S. D., **MacGowan, R. L.**, Butts, M. M., & Moran, C. M. (2020). When work and family blend together: Examining the daily experiences of breastfeeding mothers at work. *Academy of Management Journal*, 63, 1337-1369.

Winner of the 2021 Academy of Management Organizational Behavior Division Outstanding Publication in OB Award and the 2022 William A. Owens Scholarly Achievement Award from the Society for Industrial and Organizational Psychology.

Media coverage by AOM Insights, Bossed Up (Podcast), Futurity, Quartz, Workr Beeing (Podcast); Featured by Harvard Business Review: "When Companies Support Pumping Breastmilk at Work, Everyone Benefits."

Dahling, J. J., Gabriel, A. S. & **MacGowan, R. L.** (2017). Patterns of the supervisor feedback environment: Links with well-being, motivation, and performance. *Journal of Vocational Behavior*, 101, 133-148.

BOOK CHAPTERS

Gabriel, A. S., Arena Jr., D. F., Calderwood, C., Campbell, J. T., Chawla, N., Corwin, E. S., Ezerins, M. E., Jones, K. P., Klotz, A. C., Larson, J. D., Leigh, A., **MacGowan, R. L.**, Moran, C. M., Nag, D., Rogers, K. M., Rosen, C. C., Sawyer, K. B., Shockley, K. M., Simon, L. S., & Zipay, K. P. (2022). Building thriving workforces from the top down: A call and research agenda for human resource management to proactively support employee well-being. *Research in Personnel and Human Resource Management*, 40, 205-272.

CHAired CONFERENCE SESSIONS

MacGowan, R.L., Ganster, M. L., & Chawla, N. (2022, August). Understanding job search processes for a better job search experience. Symposium presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

MacGowan, R.L. & Stillwell E.E. (2022, August). Untold stories of women at work.

Symposium presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

MacGowan, R. L. (2021, August). COVID effects on the global workforce. Paper session presented at the 81st Annual Conference of the Academy of Management, Virtual Meeting.

MacGowan, R. L., da Motta Veiga, S. P., & Gabriel, A. S. (2019, August). Examining how individual, social, and contextual factors affect job search self-regulation. Symposium presented at the 79th Annual Conference of the Academy of Management, Boston, MA.

CONFERENCE PRESENTATIONS (*indicates presenter)

- *MacGowan, R.L.** (2025, August). Reframing anxiety as excitement in job seekers. In Kim, S., Yoo, S., & Duffy, M. (Chairs), Shaping change: Exploring the what and how of workplace intervention research. Paper presented at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.
- Podsakoff, N.P., Kugler, T., **MacGowan, R.L.**, & *Xue, Z. (2024, August). On the challenges of emotion elicitation. In Podsakoff, N.P. & Scott, B. A. (Chairs), Challenging assumptions in affect-related research. Paper presented at the 84th Annual Meeting of the Academy of Management, Chicago, IL.
- Slaughter, J. E., *Zhang, Z. X., Ganster, M. L., **MacGowan, R.L.**, & Bi, K. Loss spirals in the job search. (2024, April). In Slaughter, J. E. & Zhang, Z. X (Chairs), New directions in research on recruitment and job search. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- *Wong, E. M., **MacGowan, R. L.**, Ganster, M. L., Gabriel, A. S., & Rosen, C. C. (2023, August). Understanding experiences of eldercare: a mixed-method approach. In Li, Y. & Daniels, S. (Chairs), Work-family research: managing work and family identities in different stages of life. Paper presented at the 83rd Annual Meeting of the Academy of Management, Boston, MA.
- *Gabriel, A.S., Ladge, J.J., Little, L.M., **MacGowan, R.L.**, & Stillwell, E.E. (2023, April). Postpartum depression as a critical imposing identity for working mothers. In Waiwood, A.M. & Allen, T.D. (Chairs), Coping with maternity-related challenges at the intersection of work. Paper presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
- *Ganster, M. L., Gabriel, A. S., Rosen, C. C., Jordan, S. L., Chawla, N., Hochwarter, W. A., **MacGowan, R. L.**, & Koopman, J. (2023, April). A person-centered investigation of challenge and hindrance stress at work. In Ganster, M. L., Gabriel, A. S., & LePine, M.A. (Chairs), New directions in challenge-hindrance stress research. Paper presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
- ***MacGowan, R.L.**, Ganster, M. L., Chawla, N., Slaughter, J. (2022, August). The influence of challenge and hindrance appraisals on search behavior and impression management. In MacGowan, R.L., Ganster, M.L., & Chawla, N. (Chairs), Understanding job search processes for a better job search experience. Paper presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.
- *Gabriel, A. S., Ladge, J. J., Little, L. M., **MacGowan, R. L.**, & Stillwell, E. E. (2022, August). A qualitative exploration of working mothers with postpartum depression. In **MacGowan, R.L.** & Stillwell, E. E. (Chairs), Untold stories of women at work. Paper presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.
- ***MacGowan, R. L.**, & Gabriel, A. S. (2022, June). Reframing anxiety as excitement in job seekers: A within-person field experiment. Paper presented at the 10th Biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

- *Gabriel, A. S., Ladge, J. J., Little, L. M., **MacGowan, R. L.**, & Stillwell, E. E. (2022, June). A qualitative exploration of working mothers with postpartum depression. Paper presented at the 10th Biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI.
- ***MacGowan, R. L.**, Ganster, M. L., & Slaughter, J. E. (2021, August). How COVID-induced job search anxiety affects new labor market entrants' job search and well-being. In **R.L. MacGowan** (Chair), COVID effects on the global workforce. Paper presented at the 81st Annual Conference of the Academy of Management, Virtual Meeting.
- ***MacGowan, R. L.**, Gabriel, A. S., & da Motta Veiga, S. P. (2019, August). Does recovery benefit job seekers? A weekly investigation. In **R. L. MacGowan, S. P. da Motta Veiga, & A. S. Gabriel** (Chairs), Examining how individual, social, and contextual factors affect job search self-regulation. Symposium presented at the 79th Annual Conference of the Academy of Management, Boston, MA.
- *Chawla, N., **MacGowan, R. L.**, Gabriel, A. S., & Podsakoff, N. P. (2019, April). Unplugging or staying connected? Exploring profiles of daily recovery experiences. In B. P. Acton & C. Calderwood (Chairs), Change is good: Challenging assumptions through within-person research. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- Volpone, S. D., Gabriel, A. S., Campbell, J. T., ***MacGowan, R. L.**, & Moran, C. M. (2019, April). Examining workplace support for breastfeeding women: A fuzzy set approach. In H. K. Cheung & E. B. King (Chairs), From pregnancy to permanent motherhood: Experiences of working mothers in the field. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- *Chawla, N., **MacGowan, R. L.**, Gabriel, A. S., Podsakoff, N. P. (2018, August). Unplugging in the evenings: Examining profiles of daily recovery experiences. In J. Barbour, C. Collins, & J. Trougakos (Chairs), Business as usual? New insights on the individual and organizational dynamics of employee well-being. Symposium presented at the 78th Annual Conference of the Academy of Management, Chicago, IL.
- Gabriel, A. S., Volpone, S. D., ***MacGowan, R. L.**, Moran, C. M. (2018, August). A multi-study investigation of the daily experiences of breastfeeding mothers at work. In A.S. Gabriel (Chair), Work/Life and Current Issues. Paper session presented at the 78th Annual Conference of the Academy of Management, Chicago, IL.
- Gabriel, A.S., Volpone, S. D., ***MacGowan, R. L.**, Moran, C. M. (2018, April). Daily experiences of breastfeeding women at work. In S.D. Volpone & A.S. Gabriel (Chairs), Women at work: New considerations and advancements in research and practice. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *Gabriel, A. S., **MacGowan, R. L.**, & Dahling, J. J. (2015, May). Patterns of the feedback environment: Links with employee outcomes. In F. Anseel & B. Kuvaas (Chairs), Strategies for improving the outcomes of feedback interventions. Symposium presented

at the 17th Annual Conference of the European Association of Work and Organizational Psychology, Oslo, Norway.

***MacGowan, R. L.** (2015, April). Patterns of supervisor and coworker feedback environment perceptions: links with employee outcomes. Poster presented at the VCU Symposium for Undergraduate Research and Creativity, Richmond, VA.

RESEARCH FUNDING

2023	\$3,000 – Dr. Barbara A. Lofton Office of Diversity & Inclusion, Diversity & Inclusion Summer Research Grant: Lost in (Classed) Communication: The Influence of Class Salient Conversations on the Upwardly Mobile’s Socialization in Organizations
2022	\$10,000 – Society for Industrial/Organizational Psychology Small Grant Project: “When the Walls Come Tumbling Down: Postpartum Depression and Women’s Return to Work”
2020	\$2,500 – Eller Small Grants Award Project: “Negative Institutionalized Practices”
2019	\$3,000 – M&O Small Grants for Teaching and Research Project: “Parental Leave Policies and Work-Family Success”

SERVICE TO THE FIELD

- Committee chair for the *SIOP Jeanneret Award for Excellence in the Study of Individual or Group Assessment* in 2025
- Committee member for the *SIOP Jeanneret Award for Excellence in the Study of Individual or Group Assessment* in 2023 and 2024
- Journal ad hoc reviewer for *Organization Science*, *Personnel Psychology*, *Journal of Management*, *Journal of Occupational Health Psychology*, *International Journal of Stress Management*, and the *Journal of Managerial Psychology*
- Panelist for Doctoral Consortium:
 - Academy of Management Annual Conference, 2022
 - Southern Management Association Annual Conference, 2022

TEACHING EXPERIENCE

Course Instructor	08/25-12/25
Managing People and Organizations (undergraduate level)	01/24-05/24 01/23-05/23
Strategic Management (undergraduate level)	01/25-05/25 01/21-05/21
Graduate Teaching Assistant	06/21-08/21
Course: Leadership in Healthcare (graduate level)	06/20-06/20

Course: Managing Ethics in Organizations (graduate level)	05/20-06/20
	05/19-06/19
Course: Strategic Human Resource Management (graduate level)	08/20-10/20
	08/19-10/19
	08/18-10/18
Course: Organizational Behavior and Management (undergraduate level)	05/21-07/21
	05/20-07/20
	05/19-07/19
	06/18-08/18

PROFESSIONAL AFFILIATIONS

- Academy of Management (OB and HR Divisions), 2018-Present
- Society for Industrial and Organizational Psychology, 2017-Present