

Joseph Regina

July 2023

Rutgers University–Camden
Human Resources/Organizational Behavior Department
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Education

Ph.D. (May, 2023)	University of South Florida
Masters (Dec, 2020)	Tampa, Florida <i>Industrial-Organizational Psychology</i> Additional Concentration: <i>Occupational Health Psychology</i>
B.B.A (May, 2017)	Temple University Philadelphia, PA Major: <i>Human Resource Management</i> Minor: <i>Psychology</i>

Academic Positions

2023-Present	Assistant Professor, Human Resources/Organizational Behavior Department, Rutgers University – Camden
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Research Interests

Occupational health psychology
Diversity, equity, and inclusion
Work and family
Interpersonal competition
Competitive work environments

Peer-Reviewed Publications

Regina, J. & Allen, T.D (2023). Taking rivalries home: Workplace rivalry and work-to-family conflict. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2023.103844>

- Regina, J., & Allen, T. D.** (2023). Masculinity context culture: Harmful for whom? An examination of emotional exhaustion. *Journal of Occupational Health Psychology*. <https://doi.org/10.1037/ocp0000344>
- Allen, T.D., **Regina, J.**, Wiernik, B.M, & Waiwood, A.M. (2023). Causal effects of role demands on work-family conflict: Using genetic modeling to advance work–family research. *Journal of Applied Psychology*. <http://dx.doi.org/10.1037/apl0001032>
- Allen, T.D., **Regina, J.**, & Waiwood, A.M. (2021). A worker-centric view of COVID-19. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(1-2), 254-259. doi: 10.1017/iop.2021.46
- Jang, S., Allen, T.D., & **Regina, J.** (2020). Office housework, burnout, and promotion: Does gender matter? *Journal of Business and Psychology*, 36(5), 793-805. doi: 10.1007/s10869-020-09703-6
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Book Chapters

- Allen, T. D. & **Regina, J.** (Invited Chapter, Forthcoming 2023). Selecting the right journal for your paper. In N. Bowling, M.K. Shoss, & Z. Zhou (Eds.), *How to get published in the best industrial-organizational psychology journals*. Cheltenham, UK: Edward Elgar Publishing.
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Peer-Reviewed Conference Presentations

- Regina, J. & Allen, T.D.** (2023). Work-family conflict, parenting, and life satisfaction among fathers. In French, K.A. (co-chair) & Shockley, K.M. (co-chair), *From snapshots to video: Toward capturing work-family processes*. Symposia presented at the annual conference of the Society of Industrial and Organizational Psychology: Boston, MA.
- Jang, S., Hu, X., **Regina, J.**, Allen, T.D, & Rogelberg, S. (2023). Zoom meetings are good for me! An examination of virtual meeting vigor and fatigue. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Boston, MA, United States.
- Regina, J. & Allen, T.D.** (2022). Masculinity contest culture: Harmful for whom? An examination of emotional exhaustion. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology: Seattle, WA.
- Regina, J. & Allen, T.D.** (2021). Taking rivalries home: Workplace rivalry and work-to-family conflict. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology: New Orleans, LA.
- Regina, J. & Allen, T.D.** (2021). Why are women leaving STEM? An examination of workplace rivalry. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology: New Orleans, LA.
- Regina, J.**, Allen, T.D., Pyram, R., & Bianchi, S. (2020). The timeline and turning points of workplace rivalry relationships. In Allen, T.D (chair) & **Regina, J.** (co-chair), *New directions in workplace relationships research*. Symposia presented at the annual conference of the Society of Industrial and Organizational Psychology: Austin, Texas.

- Regina, J., Waiwood, A.M., & Allen, T.D.** (2020). An initial examination of a supervisor interpersonal relationship ambiguity scale. Paper presented in the **top poster session** at the annual conference of the Society for Industrial and Organizational Psychology: Austin, TX
- **Note:** Poster was presented again upon request in the top poster session at the 2021 conference of the Society for Industrial and Organizational Psychology: New Orleans, LA
- Allen, T.D., **Regina, J., Waiwood, A.M., & Wiernik, B.M.** (2020). Genetic influences on work-family conflict: An initial examination. Paper presented in the **top poster session** at the annual conference of the Society for Industrial and Organizational Psychology: Austin, TX.
- Waiwood, A.M., **Regina, J., Cooney, S., & Allen, T.D.** (2020). The development and validation of a workplace non-task ostracism scale. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology: Austin, TX.
- Regina, J., Waiwood, A.M., & Allen, T.D.** (2019). Family supportive supervision for working moms: The relationship between supervision and health behavior. Paper presented at the Work, Stress, and Health conference: Philadelphia, PA. S
- Regina, J., Allen, T.D., Mancini, V., Hughes-Miller, M., Chen, S., French, K., Centeno, G., & Kim, E.S.** (2019). Gender and word choice in tenure and promotion written reviews. In Saxena, M (chair), *Women in STEM*. Presented at the annual conference of the Society of Industrial and Organizational Psychology: Washington, DC.
- French, K., Henderson, T., **Regina, J., Salomon, K., Allen, T.D., Chen, Z. & Kayhan, V.** (2018). Couple work-family decision-making: A multimethod approach. In French, K. (chair), *Reactions to work-family events: An exploration through varying temporal lenses*. Symposia presented at the annual Academy of Management Conference: Boston, MA.
- French, K., Henderson, T., **Regina, J., Salomon, K., Allen, T.D., Chen, Z., & Kayhan, V.** (2018). Couple work-family decision making: A multimethod approach. Paper presented at the annual Academy of Management Conference: Chicago, IL
- Jang, S., Allen, T.D., **Regina, J., & Radke, W.** (2018). Office housework, career success, and health: Does gender matter? Paper presented at the annual conference of the Society for Industrial and Organizational Psychology: Chicago, IL.
- Holtz, B.C., Blot, J.F., **Regina, J., & DeHoratius, E.** (2016). Passive leadership, trust, and perceptions of justice. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
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Other Conference Presentations

- Regina, J. & Allen, T.D.** (2023) Invisible families, clear consequences: Work-family integration among sexual and gender minorities. Presented at the Southeast Regional Research Symposium: Tampa, FL.
- Regina, J., Allen, T.D., Mancini, V., Hughes-Miller, M., Chen, S., French, K., Centeno, G., & Kim, E.S.** (2019) Gender and word choice in tenure and promotion written reviews. Poster presented at the University of South Florida Health Research Day: Tampa, FL, 2019.

Jang, S., Allen, T.D., **Regina, J.**, & Radke, W. (2018). Office housework, career success, and health: Does gender matter? Poster presented at the annual Sunshine ERC Research Day, Tampa, FL.

Regina, J. (2017). Who cares if I'm late? The study of the relationship between leadership styles and employee lateness. In Pred, R. (chair), *Business and Economics Research*. Symposium presented at annual Temple University Undergraduate Research Forum and Creative Works Symposium: Philadelphia, PA.

Other Publications

Regina, J., Waiwood, A. M., Gray, C. W., & Allen, T. D. (2020). SOHP membership survey results. *Society for Occupational Health Psychology Newsletter*, 22, 6-10.

Invited Talks

Regina, J. (September, 2022). *Occupational health psychology in underrepresented research populations: Expanding research on workplace competition and work-family conflict*. Brown Bag Presentation, Psychology Department, University of South Florida

Regina, J. (March, 2022). *Work-family balance strategies*. City University of New York (CUNY) Industrial-Organizational (I-O) Practitioners Network.

Regina, J. (April, 2022). *Masculinity contest culture: Harmful for whom? An examination of emotional exhaustion*. Brown Bag Presentation, Psychology Department, University of South Florida

Regina, J. (August, 2021). *Why are women leaving STEM? An examination of workplace rivalry*. Indigogold Work Psychology Innovation Award Competition

Regina, J. (February, 2021). *Examining workplace rivalry*. Brown Bag Presentation, Psychology Department, University of South Florida

Regina, J. (December, 2019). *The timeline and turning points of workplace rivalry relationships*. Brown Bag Presentation, Psychology Department, University of South Florida

Regina, J. (October, 2018). *Gender & word choice in tenure and promotion written reviews*. Brown Bag Presentation, Psychology Department, University of South Florida

Regina, J. (March, 2018). *Examining episodic work-family conflict in a lab setting*. Brown Bag Presentation, Psychology Department, University of South Florida

Research Experience

Graduate Research Assistant to Dr. Tammy Allen August 2017- August 2023

- Study coordinator on Couple Decision Making study March 2018- August 2023
 - Managed 11 Undergraduate Research Assistants in recruitment and participant interaction tasks

- Participate in and oversee study recruitment efforts through physical flyers and online social media postings
- Oversee collection of self-report, physiometric, and sociometric data
- Provide weekly progress reports to Dr. Allen
- Schedule and run study sessions with participants
- Interact with USF staff to secure payment and provide payment to participants
- Project member on NSF funded 'STEMWorks' study August 2017- August 2023
 - Correspond with participants and USF Provost Office to secure Tenure Dossiers
 - Oversee 3 Undergraduate research assistants in tasks related to this study

Lab manager of Dr. Tammy Allen's Balance Lab May 2018- August 2023

- Recruit and manage up to 11 Undergraduate Research Assistants at a given time
- Distribute Undergraduate Research Assistant workloads amongst 5 Graduate Students
- Conduct bi-weekly meetings with Undergraduate Research Assistants and Graduate Students
- Provide formal learning opportunities to Undergraduate Research Assistants pertaining to the field of industrial-organizational psychology and graduate school opportunities through assigned readings, presentations, and other assignments
- Advise senior undergraduate research assistants on graduate student applications
 - To date, 4 students have entered into doctoral programs and 4 have entered into Masters programs

Undergraduate research assistant to Dr. Crystal Harold March 2015- May 2017

- Facilitated industrial-organizational psychology research studies and conducted an honor's thesis under the leadership of a tenured faculty of the Fox School of Business

Undergraduate research assistant to Dr. Brian Holtz March 2015- Spring 2016

- Participated in the writing and editing process of an empirical research paper that was presented at the April 2016 SIOP Conference in California

Graduate Teaching Experience

Course instructor: Programming with data (PSY4931)

University of South Florida, Tampa, FL

Spring 2023

- Lecture 30+ undergraduate students weekly on different topics related to data science including general programming and data cleaning, analysis, and visualization using 'R' statistical computing software

Course instructor: Occupational health psychology (PSY4931)

University of South Florida, Tampa, FL

Fall 2021, Spring 2022

- Lectured up to 30 upper-level undergraduate students two times a week on different topics related to Occupational Health Psychology

- Developed and graded class assignments and activities
- Provided both in-person and remote instruction to meet COVID-19 related demands
- Received scores exceeding the average for the university and the department

Graduate course assistant: Motivation (EXP4304)

University of South Florida, Tampa, FL

Spring 2021

- Graded weekly written assignments for 60 students follows procedures outlined in rubric created by the course instructor

Graduate teaching assistant: Introduction to psychological sciences (PSY2012)

University of South Florida, Tampa, FL

Fall 2017

- Lectured 30+ undergraduate students weekly on different topics related to psychology and social science
- Developed and graded class assignments and activities

Applied Experience

Research team intern – Applied research

ACT

June 2022- August 2022

- Used machine learning techniques (linear regression, lasso regression, polynomial regression, and classification using training and test data) to examine predictors of first year college performance and course withdrawal using a sample of 24,000 test takers
- Analyzed test responses to conduct classification accuracy and consistency analysis using item response theory (IRT) software
- Shorted a 54-item performance scale to 10 items to reduce time and fatigue effects experienced by the responding supervisors using factor analysis techniques
- Conducted focus groups of 3-6 ACT employees to ascertain the work conditions hindering or assisting in work efficiency with results provided to upper management to inform further workplace planning
- Summarized empirical research on mentorship to inform organizational decisions regarding the implementation of a formal mentoring program
- Functioned as internal statistical consultant on a white paper intended for distribution throughout the organization

Research director – Temple University Student Chapter

Society of Human Resource Management

May 2016- May 2017

- Gathered data and provided research-based recommendations to organizational leadership and department faculty about how to improve the engagement of Human Resource Management (HRM) students
- Crafted online educational materials to supplement in-class learning for HRM students
- Disseminated empirical research articles to organizational members

Human resource management leadership development program intern - Recruiting
Travelers Insurance June 2016- August 2016

- Presented to members of the senior leadership team, including the VP of HR, after creating a Recruiter Voice-Of-Customer survey as part of a six-person team
 - Conducted phone interviews, compensation analysis, and travel analysis to make recommendations for how to best source talent in the California market
 - Analyzed the award history of Travelers and 77 competitors to determine competitive advantages for recruiting strategies
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Mentorship Experience

Undergraduate Honor's Thesis: Abigail Gregory
University of South Florida, Tampa, FL Spring 2021- Fall 2021

- Honor's thesis advisor for a senior undergraduate student
 - Provided daily support to student as they conducted a multiple-timepoint survey project that examined the role that perception of coworker personality plays in perception of said coworker as a role model
 - Participated on a three-member thesis proposal and thesis defense committee
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Grants and Awards

Invisible families, clear consequences: Work-family integration among LGB employees

- Pilot Project Research Training Program, National Institute for Occupational Safety and Health (2021). \$12,000
 - Award given to "increase research opportunities in the field of Occupational Health, Safety and Wellness (OHSW) for young investigators, or experienced investigators proposing innovative work" (https://health.usf.edu/publichealth/erc/NIOSH_pilot)
- Graduate Student Scholarship, Society for Industrial and Organizational Psychology (2021). \$3,000
 - Award given to a doctoral student for a proposed study intended to "make significant theoretical and application contributions to the field of Industrial-Organizational Psychology" (<https://www.siop.org/Foundation/Awards/Scholarships-and-Fellowships>)
- Walvoord Verizon Wireless Work-Family Research Endowment, University of South Florida (2021). \$1,000
 - Award given to a graduate study that "contributes to the work-family literature by examining new relationships and/or concepts, driving theoretical development, and proposing high-quality/advanced

methodology" (<https://www.usf.edu/arts-sciences/departments/psychology/resources/index.aspx>)

Workplace psychology innovation award, Indigogold (2021). \$1,200

- Award given for best graduate thesis

Top poster award, Society for Industrial and Organizational Psychology

- Project: An initial examination of a supervisor interpersonal relationship ambiguity scale (2020)
- Project: Genetic influences on work-family conflict: An initial examination (2020)

Occupational health psychology trainee, National Institute for Occupational Safety and Health (January 2018 – December 2020). \$20,000

Early doctoral consortium invitee, Southern Management Association (2018). \$500

Pre-doctoral consortium invitee, Southern Management Association (2016). \$500

Alter Research Scholars Program student, Temple University (2015). \$5,000

Service

Ad Hoc Reviewer, Journal of Vocational Behavior

April 2021
February 2022
June 2023

USF I-O Psychology Association

President

Social media chair

Graduate student recruitment chair

Vice president

Graduate student mentor

Brown bag chair

August 2017- August 2023
August 2019- August 2020
August 2020- May 2021
May 2018- May 2020
August 2018- August 2019
August 2018- August 2019
August 2017- December 2018

Sunshine ERC (SERC) Student Association

Advisory committee member

August 2017- August 2019
August 2018- August 2019

USF Psychology Graduate Teaching Assistant Training

Host and graduate student panel question & answer panel moderator

Graduate student question and answer panel participant

August 2019
August 2018

USF Psychology Undergraduate Expo

Judge for research poster submissions

Committee member

Lab tour coordinator

Participant on graduate student panel

August 2018- October 2020
October 2018
October 2020
October 2021
August 2018- October 2018
August 2018- October 2018
October 2018

Graduate Student Open Session for USF Psychology Department Review

Student attendee

April 2018

Guest Speaker

Judy Genshaft Honors College Volunteer Committee	October 2021
Tampa Bay Technical High School	November 2020
Health Occupational Students of America (HOSA): University of South Florida Chapter	October 2020
City of Tampa Parks and Recreation Department Summer Stay And Play Program	July 2020
Port Richmond High School	December 2019
Tampa Bay Technical High School	November 2019
USF Psychology Graduate Student Question & Answer Panel	October 2019
Johnson Controls International	September 2019
USF College of Behavioral and Community Sciences Graduate Student Question and Answer Panel	July 2019
Port Richmond High School	December 2018
Johnson Controls International	September 2018
Freedom High School	March 2018
	April 2021
USF Psychology Graduate Student Question & Answer Panel	February 2018

Graduate Coursework

Psychological Coursework

- Personnel psychology
- Research in I-O psychology
- Organizational psychology
- Personality seminar
- Social/behavioral science applied to health
- Leadership
- Psychophysiology
- Occupational health psychology
- I-O ethics and professional problems
- Health, safety and environment management & administration
- Work-Family
- Psychology & technology

Methodological Coursework

- Regression
- Psychometrics
- Organizational research methods
- Multivariate modeling
- Structural equations in education
- Applied multilevel modeling in education
- Organizational research methods
- Social network analysis
- Meta-analysis

- Graduate instruction methods
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Data software experience

Preferred software: R

- Packages used include dplyr, tidyr, ggplot, psych, multilevel, & lavaan to conduct analyses including linear and logistic regression, ANOVA, and multilevel, structural equation, and Cholesky ACE modeling

Additional experience using SPSS, MPlus, and SAS

Professional Memberships

Society of Industrial and Organizational Psychology (SIOP)

Beta Gamma Sigma Business Honor Society (BGS)
