

## **Kristi Manseth (Zimmerman), Ph.D.**

**Research Director, Pacific Research and Evaluation, LLC**

Kristi@Pacific-Research.org

### **Education**

---

2009	Ph.D.: Industrial Organizational Psychology Portland State University, Portland, Oregon
2008	M.S.: Industrial Organizational Psychology Portland State University, Portland, Oregon
2005	B.A.: Psychology Purdue University, West Lafayette, Indiana

### **Professional Experience**

---

#### **1/15-Present      Research Director**

Pacific Research & Evaluation, LLC, Portland, Oregon

- Providing oversight for research and evaluation projects
- Providing professional development opportunities to PRE staff
- Project management responsibilities as assigned
- Developing and managing various databases for PRE evaluation projects
- Conducting statistical analysis of data using Access, Excel, and SPSS
- Writing evaluation reports
- Writing evaluation plans and proposals
- Attending local, state, and federal conferences
- Coordinating and directing work as necessary with PRE staff, PRE clients, and relevant stakeholders

#### **4/10 – 12/14      Research Associate**

Pacific Research & Evaluation, LLC, Portland, Oregon

- Developed and monitored data collection tools and procedures
- Conducted computer and library literature searches
- Located and contacted recipients of services, providers of services, and other stakeholders to facilitate data collection, including scheduling and conducting interviews, focus groups, and written surveys
- Entered, cleaned, and coded data
- Other duties as assigned, including word processing, copying, filing, mailing, scheduling, and other administrative duties

#### **6/09 – 3/10      Research Associate/Intervention Specialist**

Center for Work-Family Stress, Safety and Health, Portland, Oregon

- Worked on a team of researchers at PSU and within OHSU's Center for Research on Occupational and Environmental Toxicology, specifically focusing on two key components of the intervention: Computer Based Training and an electronic behavior tracking application. Was responsible for aiding in the development, implementation and evaluation of these training components.

**9/05 – 6/09      Research Assistant**

Center for Work-Family Stress, Safety and Health, Portland, Oregon

- Developed surveys and collected data
- Cleaned data and analyzed organizational and health related outcome
- Developed Work-Life Supervisor Support Training Intervention
- Evaluated Work-Life Supervisor Support Training Intervention
- Co-authored various publications and presentations stemming from this research grant

**3/08 – 4/09      Learning and Development Coordinator**

Port of Portland, Portland, Oregon

- Provided support for the development and implementation of employee and managerial training courses
- Provided consultation and support for various OD initiatives including an organizational-wide change management initiative, performance management systems, and varying levels of survey development and analysis

---

## **Publications & Presentations**

### **Publications:**

Shugerman, S.R., Moss, G.B., Marriott, L.K., Ault Jr., C.R., Bailey, P., Rider, S., Zimmerman, K., and Cameron, W.E. Teacher Institute for the Experience of Science (TIES) Improves Teacher Understanding of Biomedical Research. Submitted for review in 2012 at The Journal of Research in Science Teaching.

Zimmerman, K.L., Hammer, L.B. (2010). Positive Spillover: Where have we been and where are we going? In Houdmont, J. & Leka, S. (Eds). *Contemporary occupational health psychology: Global perspectives on research, education, and practice* (Vol. I). Chichester, England: Wiley-Blackwell.

Hammer, L.B., Zimmerman, K. (2009). Quality of work life. In Zedeck, S. (Ed). *Handbook of Industrial Organizational Psychology*.

Hammer L.B., Kossek, E.E., Anger, W.K., Bodner, T., Zimmerman, K. (Forthcoming). A Quasi-Experimental Field Study Evaluation of a Work-Family Intervention to Increase Family Supportive Supervisor Behaviors (FSSB), *Journal of Applied Psychology*.

Hammer, L. B., Kossek, E. E., Zimmerman, K., & Daniels, R. (2007). Clarifying the construct of family supportive supervisory behaviors (FSSB): A multilevel perspective. In P. L. Perrewe and D. C. Ganster (Eds.). *Research in occupational stress and well-being* (Vol. 6, pp. 171-211). Amsterdam: Elsevier Ltd.

Zimmerman, K., Hanson, G., Yragui, N. & Hammer, L. (2006). Report on Portland State Employee's Work-Life Balance. Unpublished technical report. Portland State University.

### **Presentations:**

Manseth, K., & Rider, S. Making Sense of Logic Model Development. Presented at the Annual Conference of the Oregon Program Evaluators Network, Portland, OR, September, 2017.

Rider, S., & Manseth, K. Program Evaluation: Techniques and Applications for Performance Auditors. Presented at the Regional Training for the Association of Local Government Auditors, Portland, OR, October, 2015.

Zimmerman, K., Hammer, L.B., Kossek, E.E. (2009). *Operationalizing the Antecedents of Work-Family Positive Spillover: A longitudinal Study*. To be presented at the biennial International Conference on Stress and Health, San Juan, PR, November.

Wated, G., Bunk, J., Bulger, C., Zimmerman, K.L. (2009). *Academics and Practitioners' Perspectives on Transferring OHP-Related Knowledge*. Roundtable discussion at the biennial International Conference on Stress and Health, San Juan, PR, November.

Zimmerman, K., Hammer, L.B. (2007). *The Effects of a Family Supportive Culture on the Relationship between Work-Family Conflict and Burnout in Teachers*. Presented at the biennial International Conference on Stress and Health, Washington D.C, March.

Hammer, L. B., Kossek, E.E., Anger, K.W., Zimmerman, K. (2007). *Evaluation of a Work-Life Supervisor Support Training Intervention to Affect Worker Health*. Presented at the Worklife National Symposium: Protecting and Promoting Worker Health, June.

Zimmerman, K.L., Foster, J.B. (2005) *College Recruitment and Perceptions of Work-Family Conflict*. Poster presented at the Midwestern Psychological Association, May.

## Teaching Experience

---

**10/09-current Online Instructor, University of Phoenix**

- Industrial Organizational Psychology

**01/12-current Instructor, Concordia University, Portland, Oregon**

- Industrial Organizational Psychology Seminar

**9/08 – 12/09 Instructor, Portland State University, Portland, Oregon**

- Organizational Psychology Course: '08-'09 academic year
- Organizational Behavior: Fall '09

## Professional Affiliations

---

Society for Industrial Organizational Psychology (SIOP)

Society for Human Resource Management (SHRM)

Society for Occupational Health Psychology (SOHP)

Portland Industrial Organizational Psychology Association (PIOPA)