

MacKenna Perry, Ph.D.

Lead Researcher, Pacific Research and Evaluation, LLC

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Education

2018	Ph.D.: Applied Psychology Portland State University, Portland, Oregon
2015	M.S.: Applied Psychology Portland State University, Portland, Oregon
2013	B.A.: Psychology Northern Arizona University, Flagstaff, Arizona

Professional Experience

3/2022-Current Lead Researcher

Pacific Research & Evaluation, LLC, Portland, Oregon

- Design, implement, and manage program evaluation projects
- Develop data collection tools and procedures
- Oversee and coordinate data collection efforts
- Conduct literature reviews
- Develop and manage various databases for evaluation projects
- Manage, clean, code, and conduct statistical analysis with data using R, Excel, and SPSS
- Prepare written reports and present findings to diverse audiences
- Support PRE staff in completion of methodologically advanced research tasks
- Review/proofread/edit reports and proposals for PRE staff
- Prepare high-quality proposals and develop new business opportunities
- Work with the VP, Director of Research to provide professional development opportunities to PRE staff
- Attend local, state, and federal conferences

10/2017-2/2022 Principal

Clarity Scientific LLC, Portland, Oregon

- Managed research and evaluation projects with federal, state, local, and industry clients
- Designed and executed research and evaluation plans
- Designed and implemented tools for qualitative and quantitative data collection, including survey, interview, focus group, and observational tools and protocols
- Led business development and proposal preparation
- Designed and carried out communications plans spanning diverse stakeholders
- Managed complex, multi-source, and multi-level datasets
- Analyzed qualitative and quantitative data in R, SPSS, Mplus, Excel, and Dedoose
- Designed data visualization tools to depict findings
- Prepared detailed written reports
- Prepared infographics and other visual summaries and communications tools
- Presented findings to diverse stakeholders, from executives to participants and communities
- Led and managed teams of content experts, researchers, research assistants, and staff

1/2018-12/2018 Postdoctoral Researcher

Oregon Health & Science University, Portland, Oregon

- Designed, implemented, and validated quantitative and qualitative data collection tools
- Managed complex, multi-source, multi-level datasets
- Designed and conducted data analyses, including extensive multi-level modeling and structural equation modeling
- Designed and implemented workplace interventions to increase support for employee needs across public and private sector organizations and agencies
- Prepared, submitted, revised, and published manuscripts detailing research findings
- Presented results of research and evaluation projects to diverse audiences, from executives to communities

8/2013-12/2017 Research Associate

Liberty Mutual, Boston, Massachusetts

- Designed, implemented, and validated quantitative and qualitative data collection tools
- Facilitated interviews and focus groups with diverse samples from 30+ organizations
- Managed complex, multi-source, multi-level datasets
- Designed and conducted data analyses, including machine learning, latent profile analysis, and psychometrics
- Prepared, submitted, revised, and published manuscripts detailing research findings
- Presented results of research and evaluation projects to diverse audiences, from executives to communities

8/2013-12/2017 Research Assistant

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

- Designed, implemented, and validated quantitative and qualitative data collection tools
- Coordinated and conducted survey data collection with 50+ organizations
- Managed complex, multi-source, multi-level datasets
- Designed and conducted data analyses, including extensive multi-level modeling and structural equation modeling
- Prepared, submitted, revised, and published manuscripts detailing research findings
- Presented results of research and evaluation projects to diverse audiences, from executives to communities

5/2012-7/2013 Research Assistant

Northern Arizona University, Flagstaff, Arizona

- Designed survey and focus group data collection tools
- Facilitate focus groups with diverse samples
- Coordinated and conducted survey data collection
- Prepared and led presentations of research results to diverse audiences

Publications & Presentations

Publications:

Mohr, C. D., Hammer, L. B., Brady, J. M., **Perry, M. L.**, & Bodner, T. (2021). Can supervisor support improve daily employee well-being? Evidence of supervisor training effectiveness in a study of veteran employee emotions. *Journal of Occupational and Organizational Psychology*, 94(2), 400-426.

Perry, M. L., El-Askari, L. M., Hammer, L. B., & Brown, N. D. (2020). Securing your own mask before assisting others: Effects of a supervisor training intervention on supervisors and employees. *Occupational Health Science*, 4(4), 417-443.

Hammer, L. B., Brady, J. M., & **Perry, M. L.** (2020). Training supervisors to support veterans at work: Effects on supervisor attitudes and employee sleep and stress. *Journal of Occupational and Organizational Psychology*, 93(2), 273-301.

- Hammer, L. B., & Perry, M. L. (2019). Reducing work-life stress: The place for integrated interventions. In H. L. Hudson, J. Nigam, S. Sauter, C. Chosewood, A Schill, & J. Howard (Eds.) *Total Worker Health*. American Psychological Association.
- Perry, M. L., Hammer, L. B., & Brown, N. D. (2018). *Supervisor Training and Team Education Program (STTEP) Phase III: Results of an intervention study from the USDA Forest Service Colville, Mt. Hood, Rogue River-Siskiyou, and Willamette National Forests*. Oregon Health & Science University, Portland, OR.
- Perry, M. L., Hammer, L. B., Bodner, T. E., Anger, W. K., & Brockwood, K. J. (2018). Development and validation of a veteran-supportive supervisor behavior measure. *Military Behavioral Health*, 6(4), 308-316.
- Perry, M. L., & Hammer, L. B. (2017). Work and Family. In *Oxford Research Encyclopedia of Psychology*. Oxford University Press.
- Huang, Y.-H., Lee, J., Chen, Z., Perry, M. L., Cheung, J. H., & Wang, M. (2017). An item-response theory approach to safety climate measurement: The Liberty Mutual Safety Climate Short Scales. *Accident Analysis & Prevention*, 103, 96-104.
- Garcia, A., Perry, M. L., Ellis, A., & Rineer, J. (2015). Prosocial I-O psychology: Having an impact beyond traditional research and practice. *The Industrial-Organizational Psychologist*, 52.
- Crain, T. L., Hammer, L. B., Johnson, R. C., Bodner, T., Lee, S., Almeida, D. M., Perry, M. L., & Buxton, O. M. (2016). Daily work-family experiences and sleep: The moderating role of contextual structural resources. *International Journal of Psychology*, 51, 749.

Presentations:

- Perry, M. L., Knudsen, L., Parrett, K., Smith, B. J., & Wirtis, L. (2022). *Compliance and community engagement*. In P. Spadaro (Chair) panel presented at the 2022 Superfund Conference, Portland, OR.
- Perry, M. L., & Perry, S. D. (2019). Become a health and safety communications superhero! Workshop presented at the 2019 Oregon Governor's Occupational Safety & Health Conference, Portland, OR.
- Perry, M. L., Hammer, L. B., Brown, N. D., & Nguyen, J. (2018). *Translation and adaptation of a Total Worker Health intervention*. Paper presented at the 2nd International Symposium to Advance Total Worker Health, Bethesda, MD.
- Nguyen, J., Perry, M. L., Hammer, L. B., & Brown, N. D. (2018). *Role ambiguity among Forest Service employees: Outcomes and intervention strategies*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Perry, M. L., Huang, Y.-H., Cheung, J. H., Lee, J., & Chang, W. (2017). *Assessing safety profiles: A person-centered approach*. Paper presented at the 2017 European Association of Work and Organizational Psychology Congress, Dublin, Ireland.
- Perry, M. L. (2017). *Support for health and well-being through work: The Study for Employment Retention of Veterans (SERVe)*. Symposium presented at the 12th International Work, Stress, and Health Conference, Minneapolis, MN.
- Perry, M. L., Hammer, L. B., Cheung, J. H., Bodner, T., & Carlson, K. F. (2017). Social support, income resources, and outcomes: A test of the work-home resources model. In M. L. Perry (Chair), *Support for health and well-being through work: The Study for Employment Retention of Veterans (SERVe)*. Symposium presented at the 12th International Work, Stress, and Health Conference, Minneapolis, MN.
- Perry, M. L., Huang, Y.-H., Cheung, J. H., Lee, J., & Chang, W. (2017). Cluster analysis-based safety profiles: Potential predictors and outcomes. In Y.-H. Huang (Chair), *Novel approaches to safety climate research*. Symposium accepted to the 12th International Work, Stress, and Health Conference, Minneapolis, MN.

- Cheung, J. H., Huang, Y.-H., Lee, J., & **Perry, M. L.** (2017). *A mixed-methods approach to examining safety climate among truck drivers*. In Y.-H. Huang (Chair), *Novel approaches to safety climate research*. Symposium presented at the 12th International Work, Stress, and Health Conference, Minneapolis, MN.
- Cheung, J. H., Hammer, L. B., & **Perry, M. L.** (2017). Economic stress profiles and occupational health among employed veterans. In J. H. Cheung & L. B. Hammer (Co-chairs), *Employment stress and financial hardship: Implications for occupational health*. Symposium presented at the 32nd Annual Conference, Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.
- Huang, Y.-H., Lee, J., Chen, Z., **Perry, M. L.**, Cheung, J. H., & Wang, M. (2017). Using item response theory to create a short safety climate scale. In Y.-H. Huang (Chair), *Novel approaches to safety climate research*. Symposium submitted to the 12th International Work, Stress, and Health Conference, Minneapolis, MN.
- Cheung, J. H., Huang, Y.-H., Lee, J., & **Perry, M. L.** (2017). A mixed-methods approach to examining safety climate among truck drivers. In Y.-H. Huang (Chair), *Novel approaches to safety climate research*. Symposium submitted to the 12th International Work, Stress, and Health Conference, Minneapolis, MN.
- Huang, Y., Chang, W., Cheung, J. H., Lee, J., McFadden, A., **Perry, M. L.**, & Kines, P. (2016). *The impact of perceived management and worker safety priorities on employee safety outcomes*. Poster presented at the 12th Conference of the European Academy of Occupational Health Psychology (EAOHP), Athens, Greece.
- Perry, M. L.**, Hammer, L. B., Crain, T. L., Johnson, R. C., Bodner, T., Olson, R., ... Buxton, O. M. (2015). *Effects of a work-family intervention on supervisor outcomes*. Paper presented at the 30th Annual Conference, Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Perry, M. L.**, Hammer, L. B., Bodner, T., Brockwood, K., and Anger, W. K. (2016). *Development and validation of a Veteran-Supportive Supervisor Behavior measure*. Paper presented at the 31st Annual Conference, Society for Industrial and Organizational Psychology, Anaheim, CA.
- Perry, M. L.**, Hammer, L. B., Crain, T. L., Bodner, T., Johnson, R. C., and Carlson, K. *Financial strain and veteran health: The role of supervisor support*. Paper presented at the 31st International Congress of Psychology, Yokohama, Japan.
- Perry, M. L.**, Hammer, L. B., Crain, T. L., Bodner, T., Johnson, R. C., and Carlson, K. (2016). *Financial strain and veteran health: The role of supervisor support*. Paper presented at the 31st Annual Conference, Society for Industrial and Organizational Psychology, Anaheim, CA.
- Crain, T. L., Hammer, L. B., Johnson, R. C., Bodner, T., Lee, S., Almeida, D. M., **Perry, M. L.**, & Buxton, O. M. (2016). Daily work-family experiences and sleep: Moderating effects of contextual structural resources. Paper presented at the International Congress of Psychology, Yokohama, Japan.
- Huang, Y., Chang, W., Cheung, J. H., Lee, J., McFadden, A., **Perry, M. L.**, & Kines, P. (2016). The impact of perceived management and worker safety priorities on employee safety outcomes. Poster presented at the 12th Conference of the European Academy of Occupational Health Psychology (EAOHP), Athens, Greece.
- Perry, M. L.**, Hammer, L. B., Crain, T. L., Johnson, R. C., Bodner, T., Olson, R., ... Buxton, O. M. (2015). *Effects of a work-family intervention on supervisor outcomes*. Paper presented at the 30th Annual Conference, Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Huffman, A. H., & **Perry, M. L.** (2014). *Predictors, Consequences, and Sustainability of Family Supportive Supervisor Behavior*. Symposium presented at the 29th Annual Conference, Society for Industrial and Organizational Psychology, Honolulu, HI.
- Crain, T. L., Hammer, L. B., Lee, S., Almeida, D., Bodner, T., Johnson, R., & **Perry, M. L.** (2014). *Daily work-family conflict and sleep: An examination of family-supportive supervisor behaviors as a moderator*. Paper presented at the 2014 Conference, Work and Family Researchers Network, New York, NY.

Huffman, A. H., & **Perry, M. L.** (2014). *Leadership's Role in Managing Work-Life Stress: An Examination of Family-Supportive Supervisor Behavior*. Symposium presented at the 2014 Conference, Work and Family Researchers Network, New York, NY.

Huffman, W. H., Huffman, A. H., **Perry, M. L.**, & Barbour, J. E. (2013). *Students' Texting Behavior: What Role Does Narcissism Play?* Poster presented at the 121st Annual Convention, American Psychological Association, Honolulu, HI.

Olson, K., Huffman, A. H., Culbertson, S. S., **Perry, M. L.**, & Lucius, T. (2013). *A Fine-Tuned Analysis of Behavior-Based Work-Family Conflict*. Poster presented at the 121st Annual Convention, American Psychological Association, Honolulu, HI.

Professional Affiliations

Northwest Environmental Business Council (NEBC)
Society for Industrial Organizational Psychology (SIOP)
Society for Occupational Health Psychology (SOHP)
Portland Industrial Organizational Psychology Association (PIOPA)