

Daniel R. Krenn, PhD

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Education

- PhD, Industrial and Organizational Psychology (Statistics minor), Wayne State University, 2019
- MA, Industrial and Organizational Psychology (Statistics minor), Wayne State University, 2016
- BA, Psychology (Minors: Music, Political Science), Auburn University, 2012

Professional Appointments

- Clinical Assistant Professor – University of Alabama in Huntsville (2025- Present)
- Management and Program Analyst (Lead for Barrier Analysis) – NASA Office of Diversity and Equal Opportunity (2023–Present)
- Adjunct Professor – University of Alabama in Huntsville (2019–2025)
- Management and Program Analyst– NASA (2020–2023)
- Workforce Analyst – Aetos Systems, NASA MSFC (2019)
- Diversity Data Analyst – Aetos Systems, NASA MSFC (2018–2019)
- HR Generalist/Analyst – Mobile County Personnel Board (2016–2018)
- Co-Supervisor – Workplace Aggression and Motivation Lab (2015–2016)
- Analyst – Denison Consulting (2016)
- Statistical Analyst – University of Michigan – Flint (2016)
- Consultant – Applied Psychology and Organizational Research Group (2015–2016)
- Adjunct Professor – Wayne State University (2012–2016)
- Undergraduate RA and Lab Manager – Auburn University (2010–2012)

Research Interests

- Workplace aggression and mistreatment (including interpersonal discrimination)
- Work-life issues
- Accuracy and bias in selection and appraisal (including disparate group treatment)

Peer-Reviewed Journal Articles

- Thrasher, G., Krenn, D. R., & Marchiondo, L. A. (2020). Are counterproductive workplace behaviors and workplace deviance parallel constructs? A meta-analytic test of a common practice. *Occupational Health Science*, 4(2), 151–172.
<https://doi.org/10.1007/s41542-020-00050-5>

- Clark, M. A., Early, R. J., Baltes, B. B., & Krenn, D. R. (2019). Work-family behavioral role conflict: Scale development and validation. *Journal of Business and Psychology*, 34(1), 39–53. <https://doi.org/10.1007/s10869-017-9536-3>
- Marchiondo, L. A., Biermeier-Hanson, B., Krenn, D. R., & Kabat-Farr, D. (2018). Target meaning-making of workplace incivility based on perceived personality similarity with perpetrators. *Journal of Psychology: Interdisciplinary and Applied*, 152(8), 474–496. <https://doi.org/10.1080/00223980.2018.1481071>
- Odeh, A., Bruce, T. J., Krenn, D. R., & Ran, S. (2017). A broader perspective on subtle discrimination interventions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10(1), 118–123. <https://doi.org/10.1017/iop.2017.11>
- Baltes, B. B., Wynne, K., Sirabian, M., Krenn, D. R., & De Lange, A. (2014). Future time perspective, regulatory focus, and selection, optimization and compensation: Testing a longitudinal model. *Journal of Organizational Behavior*, 35(8), 1120–1133. <https://doi.org/10.1002/job.1945>

Book Chapters

- Baltes, B. B., & Krenn, D. R. (2017). Flexible work schedules. In S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology* (2nd ed., pp. 556–559). Sage Publications. <https://doi.org/10.4135/9781483386874.n181>

Conference Presentations

- Krenn, D. R., & Bramble, R. J. (2017, April). Personality and work values: An argument for joint use of individual difference constructs. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Lutz, A. J., & Krenn, D. R. (2017, April). Childfree in the workplace: A content analysis. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Mullins, M., Krenn, D. R., & Stahl, W. (2016, April). Religiosity: Buffering the relation between discrimination and negative work outcomes. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Sirabian, M. A., Baltes, B. B., Krenn, D. R., Early, R. J., & Cerard, M. C. (2015, April). A problem-focused training intervention to reduce work-family conflict. In M. A. Clark (Chair), *We're all in this together: Individual and organizational work-family interventions*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Thrasher, G., Krenn, D. R., Keehn, F. Z., & Marchiondo, L. A. (2015, April). Actors and victims of workplace aggression: A comparative meta-analysis. In R. L. Wooderson (Chair), *Within and beyond: Workplace aggression and multiple constructs*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Marchiondo, L. A., Krenn, D. R., & Kabat-Farr, D. (2014, August). Social identity comparison and target meaning-making of workplace incivility. In P. N. Sharma & D. J. Yoon (Chairs), *Putting a face to aggressive words and actions: Target and offender*

characteristics in workplace mistreatment processes. Symposium conducted at the annual meeting of the Academy of Management, Philadelphia, PA.

- Thrasher, G., Krenn, D. R., & Keehn, F. Z. (2014, May). A meta-analytic examination of the outcomes of incivility. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Wynne, K. T., Baltes, B. B., Krenn, D. R., Sirabian, M., & De Lange, A. (2014, May). Older worker performance: Future time perspective, regulatory focus, and SOC. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Early, B. J., Wynne, K. T., Keehn, F. Z., Krenn, D. R., & Baltes, B. B. (2013, April). Developing a knowledge-based measure of SOC coping strategies. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Frazier, G. D., Krenn, D. R., Childers, O. K., Montgomery, P. F., Collier, B. A., & Clark, M. A. (2012, April). Expressive suppression: Social outcomes and the mediating role of emotion. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Clark, M. A., Patel, T. G., Childers, O. K., & Krenn, D. R. (2011, October). All work and no play: A meta-analytic examination of workaholism. Poster presented at the River Cities I/O Psychology Conference, Chattanooga, TN.

Teaching Experience

- Graduate: I/O Psychology Statistics for Experimental Research, Psychometrics
- Undergraduate: I/O Psychology, Statistics, Research Methods,, Psychometrics, Introduction to Psychology, Social Psychology

Invited Talks and Guest Lectures

- Guest Lecture – U. of South Alabama: Work Motivation (2017)
- Invited Talk – Erlanger Health: Leadership Development (2017)
- Guest Lectures – Wayne State: Social Psychology, Memory, Emotions (2013)

Academic Service

- Thesis Committees: Lindsey Davis
- Course Developer: Revised Psych 1010 Lab Manual (2013)
- I/O Brown Bag Lecture Committee Co-Chair (2014–2015)
- Psychology Diversity Committee Member (2015–2016)
- MUSE Mentor Program Contributor and Mentor
- Graduate Student Mentor (2014–2016)
- APA Conference Reviewer (2019)

Professional Affiliations

- APA Division Memberships: SIOP, LGBT Issues, Teaching of Psychology, Educational Psychology
- Psi Chi
- Alabama Association for Public Personnel Administrators

Honors & Awards

- OURCLA Research Scholar (2011)
- University Graduate Teaching Assistantship (2012–2016)
- Graduate Professional Scholarship (2016–2019)
- Certificate of Teaching Development (2016)
- Eagle Scout (2007)

Knowledge and Skills

- Expertise: I/O Psychology, Social Psychology, HR compliance, Statistics, Psychometrics, Survey & Experimental Design
- Software: SPSS, R, Python, Mplus, LISREL, Qualtrics, Tableau, MS Office
- Languages: Limited Working Proficiency in German