

DR. ANNE CASPER

CURRICULUM VITAE

(January 2022)

EDUCATION

- 06/2018 **Ph.D. (Dr. rer. soc.)**
University of Mannheim, Germany
- 03/2012 **Diploma in Psychology (Dipl.-Psych.)**
University of Jena, Germany
- 08/2010 – 12/2010 **Visiting student with full scholarship (DAAD)**
Pennsylvania State University, USA

ACADEMIC APPOINTMENTS

- 08/2018 – present **Post-doctoral researcher**
Work and Organizational Psychology, University of Mannheim
- 01/2013 – 03/2018 **Research and teaching assistant**
Work and Organizational Psychology, University of Mannheim
- 04/2012 – 12/2012 **Research and teaching assistant**
Work and Organizational Psychology, RWTH Aachen University

INTERNATIONAL EXPERIENCE

- 10/2017 &
10/2019 **Research visits**
University of Tampere, Finland
Prof. Dr. Ulla Kinnunen & Dr. Anne Mäkikangas
- 07/2020-08/2020 **Research visit**
Curtin University, Western Australia
Prof. Dr. Sharon Parker
**** postponed due to the pandemic ****

CAREER BREAKS

- 02/2021 – 11/2021 **Maternity leave**

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GRANTS & AWARDS

- 2021 **Early Career Research Mentoring Grant (Principal investigator)**
European Association of Work and Organizational Psychology (EAWOP)
- 2020 **Research grant (Principal investigator)**
For preparation of a grant proposal to the Deutsche Forschungsgemeinschaft (DFG)
University of Mannheim
- 2020 **Travel grant**
For the 80th Annual Meeting of the Academy of Management in Vancouver, Canada
University of Mannheim
- 2019/2020 **Early Career Visiting Award**
Travel award for a research stay at the Centre for Transformative Work Design
Curtin University, Australia
- 2019 **Erasmus Teaching Staff Mobility Grant**
Travel award for a stay at the University of Tampere, Finland
University of Mannheim
- 2018 **Travel grant**
For the 78th Annual Meeting of the Academy of Management in Chicago, USA
German Academic Exchange Service (DAAD):
- 2016 **Travel grant**
For participation in the EAWOP Early Career Summer School in Birmingham, UK
German Academic Exchange Service (DAAD)
- 2016 **Travel grant**
For the conference of the Society of Industrial and Organizational Psychology (SIOP) in Anaheim, USA
German Ministry of science
- 2014 **Travel grant**
For participation in a multilevel modeling workshop at Tel Aviv University, Israel
University of Mannheim
- 2012 **Teaching grant**
Funding for the implementation of an innovative teaching concept
RWTH Aachen University – Project ‚Innovative Teaching‘

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PUBLICATIONS

Peer-reviewed journal publications

- Casper, A.** & Wehrt, W. (in press). The role of recovery for morning cognitive appraisal of work demands: A diary study. *Journal of Occupational Health Psychology*.
<https://doi.org/10.1037/ocp0000285>
- Dlouhy, K. & **Casper, A.** (2021). Downsizing and surviving employees' engagement and strain: The role of job resources and job demands. *Human Resource Management*, 60(3), 435-454.
<https://doi.org/10.1002/hrm.22032>
Open access publication: <https://onlinelibrary.wiley.com/doi/full/10.1002/hrm.22032>
- Wehrt, W., **Casper, A.**, & Sonnentag, S. (2020). Beyond depletion: Daily self-control motivation as an explanation of self-control failure at work. *Journal of Organizational Behavior*, 41(9), 931-947. <https://doi.org/10.1002/job.2484>
Open access publication: <https://onlinelibrary.wiley.com/doi/full/10.1002/job.2484>
- Casper, A.** & Sonnentag, S. (2020). Feeling exhausted or vigorous in anticipation of high workload? The role of worry and planning during the evening. *Journal of Occupational and Organizational Psychology*, 93(1), 215-242. <https://doi.org/10.1111/joop.12290>
Open access publication: <https://bpspsychub.onlinelibrary.wiley.com/doi/full/10.1111/joop.12290>
- Casper, A.**, Tremmel, S., & Sonnentag, S. (2019). Patterns of positive and negative work reflection during leisure time: A latent profile analysis. *Journal of Occupational Health Psychology*, 24(5), 527-542. <https://doi.org/10.1037/ocp0000142>
- Casper, A.***, Tremmel, S.*, & Sonnentag, S. (2019). The power of affect: A three-wave panel study on reciprocal relationships between work events and affect at work. *Journal of Occupational and Organizational Psychology*, 92(2), 436-460.
<https://doi.org/10.1111/joop.12255> *shared first authorship
- Tremmel, S., Sonnentag, S., & **Casper, A.** (2019). How was work today? Interpersonal work experiences, work-related conversations during after-work hours, and daily affect. *Work & Stress*, 33(3), 247-267, <https://doi.org/10.1080/02678373.2018.1496158>
- Casper, A.**, Sonnentag, S., & Tremmel, S. (2017). Mindset matters: The role of employees' stress mindset for day-specific reactions to workload anticipation. *European Journal of Work and Organizational Psychology*, 26(6), 798-810. <https://doi.org/10.1080/1359432X.2017.1374947>
- Sonnentag, S., Venz, L., & **Casper, A.** (2017). Advances in recovery research: What have we learned? What should be done next? *Journal of Occupational Health Psychology*, 22(3), 365-380.
<https://doi.org/10.1037/ocp0000079>

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Book chapters

- Venz, L., **Casper, A.**, & Sonnentag, S. (2020). Affect, stress, and health: The role of work characteristics and work events. L.-Q. Yang, R. Cropanzano, C. Daus, & V. Martinez-Tur (Eds.), *The Cambridge handbook of workplace affect*, (pp. 105-119). Cambridge University Press.
- Sonnentag, S., **Casper, A.** & Pinck, A.-S. (2016). Job stress and sleep. In J. Barling, C. M. Barnes, E. Carleton, & D. T. Wagner (Eds.), *Work and sleep: Research insights for the workplace*, (pp. 77-100). Oxford University Press.

Organized conference symposia

- Casper, A.** (Co-Chair), Sonnentag S. (Co-Chair), & Rosen, C. R. (Discussant) (2022, accepted). New (methodological) perspectives on job stress and employee well-being [Virtual Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Conference presentations (presenting author only)

- Casper, A.** & Sonnentag, S. (2022, accepted). Assessing job stressors with a vignette approach: A validation study. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
- Casper, A.** & Wehrt, W. (2020, August). The role of recovery for daily cognitive appraisal of work demands. Paper presented at the 80th Annual Meeting of the Academy of Management (Virtual meeting).
- Casper, A.** & Wehrt, W. (2019, September). Kognitive Bewertung von Arbeitsanforderungen: Die moderierende Rolle von Kompetenzerleben in der Freizeit. Paper presented at the 11th Tagung der Fachgruppe Arbeits- und Organisationspsychologie, Braunschweig, Germany. [Cognitive appraisal of work demands: The moderating role of mastery experiences during leisure time.]
- Casper, A.**, Tremmel, S., & Sonnentag, S. (2019, May). The power of affect: A three-wave panel study on reciprocal relationships between work events and affect at work. Paper presented at the 19th Congress of the European Association of Work and Organizational Psychology in Turin, Italy.
- Casper, A.**, Sonnentag, S., & Tremmel, S. (2018, August). Patterns of positive and negative work reflection during leisure time: A latent profile analysis. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago, USA.
- Casper, A.** & Sonnentag, S. (2016, September). Die Rolle von antizipiertem Arbeitspensum für Erschöpfung und Arbeitsengagement: eine Tagebuchstudie. Paper presented at the 50th Kongress der Deutschen Gesellschaft für Psychologie, Leipzig, Germany. [The role of workload anticipation for exhaustion and work engagement: A diary study.]
- Casper, A.**, Sonnentag, S., & Tremmel, S. (2016, April). Daily workload anticipation, approach coping and employees' stress mindset. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, USA.

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Tzschach, A., Sonnentag, S., & Tremmel, S. (2015, May). Thinking about work during leisure time: Associations with changes in well-being. Paper presented at the 17th congress of the European Association of Work and Organizational Psychology, Oslo, Norway.

Tzschach, A., Wiese, B. S., & Grether, T. (2012, April). Stay at home or go back to work? Pregnant women's work-return plans. Paper presented at the 10th conference of the European Academy of Occupational Health Psychology, Zurich, Switzerland.

INVITED PRESENTATIONS

Casper, A. (2017). The power of thought: The role of work- and stress-related cognitions for employee well-being.
Presentation at the research colloquium, University of Tampere, Finland
(invited by Prof. Dr. Ulla Kinunnen and Dr. Anne Mäkikangas)

MEDIA COVERAGE AND OUTREACH ACTIVITIES

Appearance as expert in the media

Changed working conditions: Looking back at a challenging year 2020

Invitation as expert guest to the German radio station 'Deutschlandfunk'

Media coverage of research

Casper et al., (2017): Mindset matters: The role of employees' stress mindset for day-specific reactions to workload anticipation

<https://www.today.com/health/positive-stress-mindset-helps-people-perform-busy-day-t121370>

<https://www.bps.org.uk/news-and-policy/what%E2%80%99s-your-stress-mindset>

Invited presentations for practitioner audiences

Healthy work: Insights from work psychology research

Invitation to the staff council meeting (2019)

University of Mannheim, Germany.

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AD-HOC JOURNAL REFEREEING

Applied Research in Quality of Life
German Journal of Human Resource Management
International Journal of Stress Management
Journal of Applied Psychology
Journal of Managerial Psychology
Journal of Occupational and Organizational Psychology
Journal of Occupational Health Psychology
Journal of Organizational Behavior
Personality and Social Psychology Bulletin
Stress & Health
Work & Stress

CONFERENCE REFEREEING

Academy of Management Meeting (2018, 2019, 2020)

PROFESSIONAL AFFILIATIONS

European Association of Work and Organizational Psychology (EAWOP)
German Psychological Society (DGPs)

UNIVERSITY SERVICE

Committee member: W1 professor in International Politics, University of Mannheim (2019)
Member of the committee to enhance teaching quality (RWTH Aachen, 2012)

LANGUAGE SKILLS

German (C2, native speaker)
English (C2, full professional proficiency)
French (B1, limited working proficiency)

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TEACHING EXPERIENCE

University of Mannheim (2015-present)

Master-level courses

Self-regulation at work (fall 2018)
Train the trainer (spring 2019, spring 2020)
Work and health (fall 2015, fall 2017, fall 2019)
Leadership (fall 2019)

Bachelor-level courses

Job performance (fall 2017, *taught in English*)
Organizations in a global context (fall 2017, *taught in English*)
Personnel assessment (spring 2015)
Stress and health (fall 2016)
Training and learning (spring 2019)
Work and organizational psychology - an overview (spring 2016, spring 2018, spring 2020)
Work motivation (fall 2018)

RWTH Aachen University (2012)

Master-level courses

Organizational diagnostics and development (spring 2012)

Bachelor-level courses

Interview and observation (fall 2012)
Intelligence and performance (fall 2012)

University of Tampere, Finland

Guest lectures

Research on recovery interventions (October 2019)
(Not) thinking about work during leisure time (October 2017)

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RESEARCH SUPERVISION

Supervised Master's theses (2)

Fall 2020/Spring 2021 (ongoing)

- The role of time pressure and perspective taking in work design decisions- an experimental study
- The role of the stress mindset for the link between daily workload and cognitive recovery experiences after work

Supervised Bachelor's theses (27)

Fall 2020

- The role of romantic relationships for daily recovery from perceived incivility at work
- The role of the stress mindset for social support in romantic relationships
- Psychological detachment from work: Relationships with sleep, morning vigor, and the role of time spent with the partner during the evening
- Threat or challenge? The role of morning affect for the relationship between sleep quality and cognitive appraisal of stressors in daily work life
- How was your day? Talking about work events as a moderator of the relationship between time spent with the partner during the evening and work engagement
- Time for quality time? Quality of time spent with the partner during the evening, psychological detachment, and the role of work-related self-efficacy beliefs

Fall 2019

- A perfect evening - a diary study of the course of recovery experiences and well-being the next morning
- Does the stress mindset moderate the relationship between recovery experiences and well-being? A daily diary study.
- Workload anticipation, use of resources and the stress mindset's role: A diary study
- Reciprocal relations between recovery and the utilization of job resources: A diary study

Fall 2018

- The role of morning affect for cognitive appraisal of time pressure: A diary study
- The role of physical activity in the job complexity-appraisal relationship: A diary study
- Cognitive appraisal of illegitimate tasks: The moderating role of abusive supervision

Fall 2017

- The moderating role of core self-evaluations in the relationship between anticipated work demands and challenge appraisal
- Anticipated work demands and challenge appraisal: The moderating role of proactive personality
- Anticipated workload and cognitive appraisal as challenge or hindrance: The role of psychological capital
- Ego depletion and counter-productive work behavior: The role of agency and communion
- Morning depletion and procrastination: The moderating role of action- and state-orientation

Fall 2016

- Stress mindset and work engagement

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- Accelerating leadership and psychosomatic complaints
- Work intensification and well-being
- Health climate, accelerating leadership, and health behaviors

Fall 2014

- The relationships between work-related planning, worry, and job performance
- Social stressors and resources and work-related conversations during leisure time
- Work-related conversations during leisure time and next-morning well-being
- Work-related thoughts during leisure time, self-efficacy beliefs, and work engagement
- The moderating role of stress mindset in stressor-coping relationships