

# THE IOPSA NEWSLETTER

THE UGA INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY PROGRAM

FALL 2011-SPRING 2012

## A WORD FROM OUR PRESIDENT

Dear alumni and friends of the UGA I-O Psychology program,

As we near the end of another great year, I have the privilege of telling you about all of the ways the UGA I-O program as met its goals and continued to be a thriving, respected program in the I-O community. I would also like to share with you some of the ways the program is continuing to change and grow for the better.

I wanted to summarize the year by sharing some of my personal goals for IOPSA. These have been to maintain our cooperative and collaborative culture, increase IOPSA's role as being a resource for the faculty, ensure our students have new opportunities to learn and grow, and make the I-O program an increasing contributor to the local, university, and professional communities. I can honestly say with pride that due to the efforts of the I-O students and the support of the faculty and staff, all of these goals have been achieved this year.

As you will read below, this year I've seen students and faculty continue to help and involve each other in professional projects and study groups. Our students organized brown bag meetings, attended professional talks hosted by other university departments, and planned some fun social events.

We also initiated a program to serve local high schools with job search training for their students. The development of this program has been ongoing and we hope to implement it sometime next school year.

A number of students also participated in the faculty's search for a new professor—this included escorting candidates around campus, taking time to attend job talks, and being willing to provide feedback to the faculty search committee.

Speaking of helping the search committee, we've also seen some big changes in the I-O Psychology program this year! The I-O students recently witnessed

the multi-week long process of finding and selecting a new I-O faculty member. On behalf of the students we thoroughly enjoyed being involved in the process and are very excited to welcome Dr. Nathan Carter to the I-O program. We're looking forward to working with you and getting to know you better next year Dr. Carter!

We also experienced some changes within IOPSA as we recently voted on consolidating some current chair positions, the alumni and records chair, into one position and adding a new "program advancement chair" for next year. The primary responsibilities for this person will be to organize two fundraising events a year so that IOPSA will have more resources to sponsor more philanthropic events and programs, host more social and professional meetings for faculty and students, and support future successful

SIOP receptions. If you have any recommendations or suggestions for how this position can support the program please let us know!

Coming up quickly is the 27<sup>th</sup> annual SIOP conference in San Diego. We hope you'll be able to attend the awesome reception we have planned. We also look forward to reconnecting with you and sharing ways we can continue to support the program and stay connected to UGA I-O network we all enjoy.

- Neil Morelli,  
IOPSA President

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## UPCOMING EVENTS

### SIOP 2012: San Diego, CA

This year the SIOP reception will take place on **Friday, April 27th from 7pm-9pm at Top of the Hyatt** in the conference hotel. This venue offers a spectacular view 40 stories above the San Diego Bay, atop the tallest waterfront hotel on the West Coast.

Floor-to-ceiling windows offer dramatic panoramic views of the city below, Coronado Island and beyond, creating the perfect setting to celebrate the sunset and enjoy SIOP in San Diego.



(Pictured: photos from the 2011 SIOP in Chicago, courtesy of Rebecca Eckart)



We will have artisanal cheeses, grilled veggies, and various seafood appetizers as well as a ticketed and cash bar. Invitations will be sent out soon.

If there are any questions about this exciting event, please feel free to contact me at [kinkade@uga.edu](mailto:kinkade@uga.edu).

I am looking forward to seeing everyone in San Diego!

- Katie Kinkade  
SIOP Reception Chair

### All Students All Faculty Meeting

The annual ASAF meeting will take place Tuesday, May 1 in Rm. 304, from 10– 11:30 a.m.

*See pg 14 for upcoming conferences*

## PROFESSIONAL AWARDS & ACCOMPLISHMENTS

**Lauren Wood's** *The changing nature of jobs – A meta-analysis examining changes in job characteristics over time* won the Donald L. Grant Award for most outstanding master of science in UGA's I-O Psychology program for 2011. A portion of her thesis also won the Personnel Testing Council of Metropolitan Washington's 2011 Student Paper Competition, and she was flown to Washington DC and had the honor of presenting at their monthly luncheon.

**Neil Morelli** was selected by the SIOP Awards Committee to receive the Lee Hakel top-rated graduate student scholarship in the amount of \$3500. He will be recognized at the San Diego SIOP plenary session and has been invited to the Foundation's dessert reception.

**Alex LoPilato** was awarded the Best Paper Presentation at the Psi Chi conference for presenting his paper, "Unit Attitudes, Performance Behaviors, and Financial Performance: A Longitudinal Study," in March. He was awarded this honor due to the quality of the paper and presentation, and he also gave special thanks to Colby Kennedy, Dr. Brian Hoffman, and Lauren Wood for their assistance.

**Taylor Sparks** received the Richard L. Marsh Mentoring Award from the Department of Psychology. This award was created to commemorate Dr. Rich Marsh's extraordinary commitment to mentoring students. The award is given annually to one graduate student in the Psychology Department who is deeply committed to research mentoring.

## GRANTS

**Dr. Brian Hoffman** and **Sean Baldwin** received the 2011 Douglas W. Bray and Ann Howard research grant from the Society for Industrial and Organizational Psychology (SIOP) Awards Committee. They will receive \$10,000 to support their research proposal: "Assessment Centers and Effective Leadership: The Neglected Role of Leader Vision." Brian and Sean will also be honored at the plenary session at SIOP.

**Dr. Robert Mahan** received a grant to develop a set of statistical models as part of a software tool for determining the timing of military training. The components of the tool include assessing both team-based and individual skill acquisition and decay functions. The objective is to create a technology that allows military commanders to quickly assess military unit readiness. The research is being sponsored by Army Research Institute in collaboration with Northrop Grumman and the U.S. Army.

**Katie Kinkade** received a grant from the Sunshine ERC Pilot Grant Program (NIOSH) for her proposed project "Effects of client trauma on substance abuse counselors and their families." Katie was awarded \$7,450 to cover the cost of conducting this important research.

## SPECIAL FEATURES...

### Philanthropy

IOPSA Philanthropy has been focused on occasionally running 5k races for various fundraising events in the Athens area.

In addition, we have partnered with Clarke Central High School in planning a job search training program for graduating seniors. This will be a great opportunity for our students to give back to those in the Athens community and apply our specific skills to helping find jobs in a difficult market. We plan to launch this program during the spring semester of 2012.

- Jacob Martin, Philanthropy Chair



### Alumni Highlight

UGA Psychology Graduate Program alumnus Dr. William Gentry was recently recognized by the UGA Alumni Association on their Top 40 Under 40 list. The criteria for this honor state that the individual 1) Must have made an impact in business, leadership, community, educational and/or philanthropic endeavors; 2) Should demonstrate dedication to the University of Georgia and its mission of teaching, research and service; and 3) Must represent the very best of UGA graduates. Congratulations, Dr. Gentry!

"Bill has been an outstanding mentor and colleague during my time at UGA. He is dedicated to his work and to the development of those who work alongside him. His motivation and involvement in research helped me to understand my own path in graduate school and beyond. I'm so thankful for his help."

- Taylor Sparks

"Bill has also remained committed to developing undergraduate students interested in I/O, as well as providing an invaluable source of guidance for the graduate school application process. I can safely say I am where I am today thanks to his support."

- Jacob Martin

"Not only is Bill committed to excellence in the field of I/O, but he is committed to furthering the legacy of UGA's I/O program, through his mentorship and continued support for current graduate students"

-Anna Hulett



## SPECIAL FEATURES...

### Social Events

Greetings! This year has been filled with lots of social events and goings-on which hopefully continue through 2012!

In addition to a handful of happy hours, and a weeknight showing of the film Moneyball (relevant to selection practices!) several IOPSA members successfully conquered the Miller Family Farms corn maze in October. Despite the cold and darkness, we managed to make it through. The first years were also champions, but in their case of a scavenger hunt with other new psychology grad students around Athens and UGA. Not only did they get better acquainted with one another, but also with the Athens community.

Our annual Thanksgiving potluck was a big hit, causing so much excitement that there was even a false fire alarm during our feast! We held a hot chocolate reception to welcome everyone back from Winter Break, which was a great transition to the Spring semester. We also honored Taylor Sparks with a cheese potluck to celebrate her successful dissertation defense, and had a Spring Fling at the roof of the Georgia Theater.

- Ali Siminovsky, Social Chair



### Professional Development

Dr. David Finch came to talk to us in November about the legal defensibility of employment practices.

Dr. Andy Solomonson from SHL visited in March to discuss current assessment practices and opportunities.

The Center for Research and Engagement in Diversity (RED) also held two workshops. Dr. Jimmy Davis from Blacksmith Consulting company visited in April, and discussed coaching and leader development in diverse workplaces. Dr. Conrado Marion-Landis came in April to discuss his experience as Diversity Project manager at Georgia Power Company.

We enjoyed having all of these speakers in our brown bag series!!

- Stephanie Downey, VP of Programs

## MEET THE FABULOUS FIRST YEAR STUDENTS!

### Lindsay Brown

Hey everyone! My name is Lindsay Brown and I was born in Singapore and spent my early childhood there until my family moved to Houston, TX. My mother is from Bogota, Colombia and my father is a native of Corpus Christi, TX. I graduated from the University of Houston in the summer of 2011 with a B.S. in Psychology and a minor in Sociology. Prior to graduating, I worked as a research assistant for the Center of Applied Psychological Research for three years. During that time, I was able to assist with cross-cultural projects that investigated aspects of leadership, mentoring, engagement, and turnover in the Oil & Gas industry. I completed my undergraduate Honors Thesis on the mediating effects of supervisor trust and experiences of workplace harassment on the perceptions of organizational politics – job satisfaction relationship using data collected from the World Health Organization.

As an undergraduate, I was able to develop my research interests by working in several Social Experimental and I/O labs, one of which focused on understanding diversity within organizations. This exposure, coupled with my inherent interest in mentoring led me to pursue a line of research that focuses on the role of individual differences in mentoring relationships. More specifically, I am interested in how individuals' self-perceptions (e.g., sense of identity) and position within society affects relational aspects within the mentorship, and consequently, outcomes for both the mentor and protégé.

The I/O program at UGA was my number one choice for several reasons, but the prospect of working with Lillian Eby and Kecia Thomas is why I felt this program would undoubtedly be the best fit for me. I am currently a member of Project MERITS and the RED laboratory and am working on studies that involve death orientation and generativity at work, identity and authenticity in mentoring relationships, and decision-making of underrepresented groups in STEM fields. Since completing my first semester of graduate school, I know that I have made the right choice by coming to UGA.

### Cavan Gray

Hey everybody! My name is of course, Cavan Gray. I grew up and spent the better part of my life just outside of Chicago, in a little suburb called Fox River Grove. My town is known for two things, our castle and a tragic bus accident in 1995 that changed train safety regulations throughout the nation.



I began my collegiate career at William Rainey Harper College, which is a giant community college a few minutes away from my hometown. After a couple of years at Harper I enrolled at Western Illinois University, a small school surrounded

by corn. I remember exactly the day that I knew I wanted to pursue I/O psychology. I was in Dr. Johnston's theories of personality class and we were doing the traditional introduction on the first day. One girl said she was interested in something called I/O psychology.

Going into school I had two things in mind; either sell my soul and major in business or follow what I enjoyed, psychology. I went home that night and after a few Google searches you could say the rest was history. I chose UGA for a number of reasons: I started by marching down the list on SIOP's website and UGA was highly ranked, and after visiting the website I found that many professors shared my interests.

I had heard nothing but good things from my friends about Athens so I took a leap of faith without ever visiting. Currently, I am interested in scale development, selection, and CWB.

I have a few other passions in my life outside of psychology. I just adopted a kitten named Kaedar, (pictured above). I have a love of all things sports, specifically Chicago related. Video games, movies, TV, hip-hop culture and the internet just to name a few. I am terrified of birds. That is a brief picture of me, and I'm looking forward to some pleasant years here in Athens!

## FABULOUS FIRST YEARS CONTINUED...

### Anna Hulett

Hey y'all! I was born and raised in Atlanta, Georgia but moved to Cincinnati, Ohio when I was a freshman in high school, so I still consider myself a southerner and am glad to be permanently back in the south for at least the next 4.5 years! I graduated in May 2011 from Elon University in North Carolina with a B.A. in Psychology and minors in Leadership Studies and Communications.

As an undergraduate I was fortunate enough to complete a summer research internship program through the National Science Foundation at Clemson University, where I gained my foundation for studying I/O and decided to pursue graduate school. UGA had everything I was looking for in a graduate program, and the faculty is truly the best fit for my research interests, so it was the perfect choice!

Having huge family ties to both Athens and UGA, I was very excited to become a third generation Bulldawg! My research interests have been fueled by my experience at Clemson as well as other undergraduate research, conferences, internships, and study abroad.

As I work under Karl, I am excited to pursue research interests such as cross-cultural leadership, leadership development, diversity, and anything else that I encounter along the way! When I'm not in the Psychology building, I enjoy running, cooking, cheering for the Dawgs, and spending time with people who make me laugh.



### Colby Kennedy

Hello all! My name is Colby Kennedy. I was born and bred in Boston, Massachusetts; it's my favorite city, and I take every opportunity to visit my family and friends there. I moved to Los Angeles to attend the University of Southern California, where I had the opportunity to work with USC's talented faculty and students in a variety of departments, including the Dornsife College of Letters, Arts and Sciences, the Marshall School of Business, and the Rossier School of Education, and studied for a semester in USC's program in the International Institute in Madrid, Spain. I was also active in the athletic department, running distances for USC Cross-country and Track & Field, and serving as a coxswain on the Women's Rowing Team.

Because USC does not have Industrial/Organizational Psychology faculty or curricula, I built on my foundation in general psychology through coursework in human resource management and research in education. I was attracted to the University of Georgia I/O program because of the quality and diversity of research conducted and the collaborative culture among students and faculty. I now work with Brian Hoffman, and have begun research in the areas of performance measurement, organizational citizenship, workplace deviance, attitudes, leadership, and job characteristics. I look forward to collaborating with more faculty members and students as I expand my interests.

Athens is quickly becoming my beloved new home. I enjoy outdoor activities, especially running, and look forward to participating in local races. I love to cook and bake, so I am enjoying Athens's culinary culture. I am so happy to be working here, and am looking forward to new and exciting experiences over the next few years.



## FABULOUS FIRST YEARS CONTINUED...

### Laura Provolt

Hello! I was born and raised in Fieldbrook, a small town in Humboldt County, Northern California. I came to the University of Georgia after graduating Humboldt State University with bachelor's degrees in psychology and finance. I also studied international business in Switzerland in Summer 2010, which gave me a great appreciation for multicultural human resources management. Additionally, I worked through much of high school and college in real estate and journalism, and my work experience provided the foundation for my interest in I/O psychology.

I saw how organizational structure and culture contribute to organizational success as well as individual well-being. I wanted to help more workplaces become better environments for employees, and help smaller businesses utilize human resources to improve their performance. My research interests surround mostly organiza-



tional psychology, including work-life balance, motivation, leadership, organizational design, and change management.

I picked UGA for many reasons – I love the Athens culture, the collabora-

tive atmosphere in our department, and the many opportunities for applied experience. Currently, I am involved with MERITS II and Dr. Kuhnert's lab. I hope to work as a consultant, and would like especially to work with entrepreneurs and small businesses. I came to UGA with my fiancé Hans (who is pursuing a PhD in Mathematics at UGA) and my cat Smokey. Athens has been a wonderful new home for us. In my spare time I enjoy gardening, cooking, and photography.

(Pictured, Smokey)

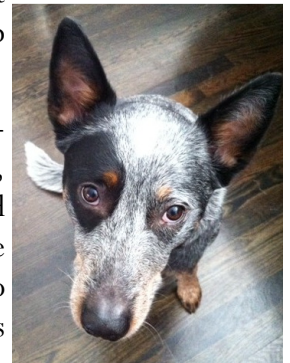
### Robert Sleight

Hello. I'm Robert (Bob) Sleight. My hometown is Clearwater, Florida, although my family now resides in Blowing Rock, North Carolina. I worked in luxury goods manufacturing for many years before making the decision to return to graduate school. While working, I traveled extensively. My favorite spots include Bucharest, Paris, Heidelberg, Jakarta, Hong Kong, Ancona, Iasi, Florence, and our own New York City! I'm kind of obsessed with airplanes – but not in the way you might think. I don't like looking at them – I like to know things about them like seat configuration, safety records, and the technology utilized in their construction.



I've had many interesting jobs over the years including (1) making munchkins at Dunkin Donuts, (2) working for a senior appellate judge as her law clerk, (3) working as a taxation services associate for a big 5 accounting firm, and during high school I (4) was paid by a large confectionary company to sample prototypes of sugary bubble gum (I had to chew about 10 different pieces of gum a week, fill out a survey, send the results, and then I received a new generic box of gum the following week). That gig paid about \$20 per week and it was the best job I ever had.

I have an undergraduate degree in accounting and economics, and graduate degrees in both law and taxation. I chose UGA because the faculty and students are the best to work with. No other program has such a collaborative climate. I chose I-O Psychology because I wanted to understand the workplace well enough to assist entities that need or want to improve. Everyone has been great so far – and I am very happy to be here!





## Meet our newest professor, Dr. Nathan Carter!

I earned my BA in Psychology (2004) and MA in I-O Psychology (2006) from Western Kentucky University, and my PhD in I-O Psychology from Bowling Green State University (2011). I was an Assistant Professor of Psychology at University of Central Florida (2010-2012), and am excited to be joining the Psychology faculty at the University of Georgia as an Assistant in 2012.

I became interested in I-O psychology and measurement through a combination of a series of restaurant jobs, shadowing a resident clinical psychologist whose primary role was the administration of psychological tests, and fortuitously taking my undergraduate I-O and Measurement courses at the same time.

My research interests mainly involve the use of psychometric modeling techniques, (e.g., item response theory), as a solution to issues involving organizational survey and testing practices. This research ranges from basic simulations evaluating the accuracy of psychometric approaches under less than ideal data conditions to applications involving substantive understanding of psychological constructs used to explain and predict organizational behavior. In addition, I conduct historical research mostly concerned with issues involving measurement and methodology in applied psychology.

Finally, I am currently ramping up projects that involve the role of social identity in relation to organizational attraction and extending this work to understanding college students' attraction to STEM majors. I chose to come to UGA to work at a place with a history of strong, impactful methodological and substantive research in the I-O area. I have been really struck by the warm and hospitable faculty and was overcome by the enthusiasm of the students and their dedication to the program.

On a more personal note, I am from Owensboro, KY, a town in western Kentucky that is the home of the International Bluegrass Music Association and Museum. I am a music fanatic and love collecting records (I have a feeling this may turn into a problem in Athens!).

My most recent prized additions include out-of-print vinyl pressings of two albums by French progressive rock group, Ange (found in a small record store in Nice!), not to mention several purchases of local music made during my first visit to Athens for my job talk. I have played guitar since I was 8, and played in bands throughout high school and college, a hobby I hope to become more active in again in Athens. I also enjoy cooking, and am desperately trying to get better at it!

- Dr. Carter



## THE PROOF IS IN THE PUBLICATION!

- Campbell, W.K., Hoffman, B.J., Campbell, S., & Marchisio, G. (2011). Narcissism in organizations. *Human Resource Management Review: Special Issue: The role of personality in human resource management*, 21, 268-284.
- Campbell, D. E., Provolt, L. N., & Campbell, J. E. (in press). Going green: Eco-I/O psychology. In J. Olson-Buchanan, L. K. Bryan, & L. F. Thompson (Eds.), *Using I-O psychology for the greater good: Helping those who help others*. New York, NY: Routledge.
- Dawson, B., Thomas, K.M., & Goren, M. (in press). The intersection of diversity and careers. In Q. Roberson's (Ed.). *Oxford Handbook of Diversity*. Oxford, England: Oxford University Press.
- Eby, L. T., Allen, T. D., Hoffmann, B. J., Baranik, L. E., Sauer, J. B., Baldwin, S., Morrison, A., Kinkade, K., Maher, C., Curtis, S., & Evans, S. C. (2012). *An Interdisciplinary Meta-Analysis of the Potential Antecedents, Correlates, and Consequences of Protégé Perceptions of Mentoring (under review)*.
- Eby, L.T., Sparks, T.E., Evans, L., & Selzer, J. (2011). *Positive and Negative Outcomes Associated with Going Smoke-free in Substance Abuse Treatment: The NY State Experience*. (Revise & resubmit at Nicotine & Tobacco Research).
- Gentry, W.A., & Sparks, T.E. (in press). A convergence/divergence perspective of leadership competencies managers believe are most important for success in organizations: A cross-cultural multilevel analysis of 40 countries. *Journal of Business and Psychology*.
- Hoffman, B.J. (in press). Exercises, dimensions, and the great battle of Lilliput: A call for multifaceted interpretation of assessment center performance. In, D. Jackson, C. Lance, & B. Hoffman (Eds.) *The Psychology of Assessment Centers*. Routledge.
- Hoffman, B.J. & Baldwin, S. (2011). Modern managerial assessment: A comparison of assessment centers and multisource feedback. In G. Thornton & N. Povah, *Modern Approaches to Assessment Centers*.
- Hoffman, B.J. & Dilchert, S. (in press). The measurement and prediction of the expanded criterion domain: organizational citizenship behaviors and counterproductive work behaviors. In N. Schmitt (Ed.) *Oxford Handbook of Selection and Assessment*. Oxford University Press.
- Hoffman, B.J., Gorman, A., Atchley, E.K., Blair, C., Meriac, J., & Overstreet, B. (in press). Evidence for the effectiveness of an alternate multi-source feedback measurement methodology. *Personnel Psychology*.
- Hoffman, B.J. & Meade, A. (in press). Alternate approaches to understanding the psychometric properties of assessment centers: An analysis of the structure and equivalence of exercise ratings. *International Journal of Selection and Assessment*.

- Jackson, D.J., Lance, C.L., & Hoffman, B.J. (in press). The psychology of assessment centers. In, D. Jackson, C. Lance, & B. Hoffman (Eds.). *The Psychology of Assessment Centers*. Routledge.
- Hoffman, B.J., Bynum, B., & Piccolo, R., & Williams, A. (2011). Person-organization fit: How transformational leaders influence group effectiveness. *Academy of Management Journal*, 54, 779-796
- Hoffman, B.J. Melchers, K. Blair, C.A., Kleinmann, M., & Ladd, R.T. (2011). Exercises and dimensions are the currency of assessment centers. *Personnel Psychology*, 64, 351-395.
- Hoffman, B.J., Woehr, D.J., Maldegan, R., & Lyons, B. (2011). Great man or great myth? A meta-analysis of the relationship between individual differences and leader effectiveness. *Journal of Occupational and Organizational Psychology*, 84 , 347-381.
- Johnson, L. & Thomas, K.M. (in press). Leadership experiences of women of color globally. *Advances in Developing Human Resources*.
- Lyons, B., Hoffman, B.J., Michel, J., & Williams, K. (2011). Are all work samples created equal? Investigating the predictive efficacy of high and low fidelity samples of performance in the National Football League. *Human Performance*, 24, 158-172.
- Martin, J., & Gentry, W. A. (2011): Derailment Signs across Generations: More in Common than Expected, *The Psychologist-Manager Journal*, 14:3, 177-195
- Miller, J. D., Hoffman, B. J., Gaughan, E. T., Gentile, B., Maples, J., & Campbell, W.K. (2011). Grandiose and vulnerable narcissism: A nomological network analysis. *Journal of Personality*, 79, 1013-1042.
- Rothrauff-Laschober, T., Eby, L. T., Sauer, J. (2011). *Relationship between Effective Clinical Supervision in U.S. Substance Use Disorder Treatment Programs and Counselor Job Performance (under review)*.
- Rothrauff-Laschober, T., Eby, L. T., Sauer, J. (2011). *Description of Clinical Supervision Practice in Substance Use Disorder Treatment: Supervisor and Counselor Perspectives (in preparation)*.
- Thomas, K.M., Plaut, V.C., & Tran, N.M. (under contract). *Diversity Ideologies in Organizations*. [Applied Psychology Series]. NYC: LEA-Taylor Francis. [expected release date December 2012]
- Thomas, K.M., Downing, S., & George, K. (in press). I-O Psychology Education and the Nonprofit Context. In J. Olsons (Ed). *Using I-O for the Greater Good: Helping Those Who Help Others* [SIOP Frontiers series]. NYC: Routledge / Psychology Press.
- Thomas, K.M. (in press). Invited commentary. In S. Freyberg (ed.). *Engaging Our Faculties: New Dialogues on Diversity in Higher Education*.
- Thomas, K.M., Johnson-Bailey, J., Phelps, R.E., Tran, N.M., & Johnson, L. (in press). Women of Color at Mid-Career: Moving from Pet to Threat. In L. Comas-Diaz, & B. Greene (eds). *Psychological Health of Women of Color: Intersections, Challenges, and Opportunities*. Westport, CT: Praeger.



## POSTERS AND PRESENTATIONS

- Curtis, S.L., Eby, L.T., & Kinkade, K.M. (April, 2012). Do I Fit? Differential Predictors of Organizational vs. Professional Turnover. In Ryan, A.M. & Allen, T. (Co-Chairs) Starting Anew: Research on Decisions to Change Careers. Symposium at SIOP, San Diego, California.
- Downey, S. & George, K. E. (2012). The Role of Academic Rank on Women's Perceptions of Leadership: A Pilot Study of Women in STEM. In K.M. Thomas & L. Johnson (Co Chairs), *Persisting Realities of Women in the Higher Ed Workplace*. Symposium to be conducted at the American Psychological Association Convention, Orlando, FL.
- Eby, L. T., Burk, H., Sauer, J. (2011). *Predictors of mentors' negative experiences with protégés: A dyadic study*. Paper presentation at the 15<sup>th</sup> European Association of Work and Organizational Psychology, Maastricht, The Netherlands.
- Eby, L. T., Rothrauff-Laschober, T., Sauer, J. (2011). *The Relationship between Perceptions of Organizational Functioning and Voluntary Counselor Turnover: A Longitudinal Investigation*. Symposium presented at the Addiction Health Services Conference, Fairfax, Virginia.
- George, K. E., Hoffman, B. J., Parks, K., & McDonald, R. (April 2011). Transformational Leadership and Follower Attitudes: The Role of Diversity Climate. Poster presented the SIOP, Chicago, IL.
- Kinkade, K., Morelli, N., Downey, S., Hoffman, B., & Eby, L. (April, 2012). What If They Don't Leave? Prolonged Turnover Intentions and CWB. Poster to be presented at SIOP, San Diego, California.
- LoPilato, A. C., Kennedy, C., Wood, L., Hoffman, B. J., & Frost, B. Unit Attitudes, Performance Behaviors, and Financial Performance: A Longitudinal Study. Symposium.
- Martin, J., Clifford, M., & Imboden, M., Applying Performance Consulting to Student Staffing Models, 2012 NASPA Annual Conference.
- Monahan, E. L., Williams, A. S., & Overstreet, B. (2012). A Meta-analysis of the Validity of Assessment Center Exercises. In Jackson, D. J. R. & Hoffman, B. R. (Chairs) *Dimension, Task, and Mixed-Model Perspectives on Assessment Centers*. Symposium to be presented at SIOP, San Diego, California
- Munusamy, V., Gentry, W., Eckert, R., Stawiski, S., Martin, J. . What Topics Should Be Taught in Leadership Development: A Qualitative, Cross-Country Investigation. (July 2011) 7th Biennial Conference International Academy for Intercultural Research, Singapore. Symposium: Culture and Leadership Education
- Rothrauff-Laschober, T., Eby, L. T., Sauer, J. (2011). *Supervisor and Counselor Reports on Clinical Supervisor Practices*. Poster presented at the Addiction Health Services Conference, Fairfax, Virginia.
- Rothrauff-Laschober, T., Eby, L., & Kinkade, K. (June, 2012). Successful Employee Assignments: A Comparative Study of the Intersection of Parental Status and Global Versus Domestic Assignments. Paper to be presented at the Work and Family Researchers Network (WFRN) Conference. New York City, New York.
- Sauer, J., Beck, S., Siminovsky, A., Hoffman, B., Eby, L., & Sparks, T. (2012, April). *Don't Let Me Down: Negative Mentoring as a Predictor of Organizational Citizenship Behavior and Counterproductive Work Behavior*. Poster session to be presented at SIOP, San Diego, CA.
- Sparks, T.E., & Kuhnert, K. W. (2011, April). *Navigating the leadership labyrinth: Perceived outcomes for men and women*. Poster session presented at the SIOP, Chicago, IL.
- Sparks, T.E., Kinkade, K., & Eby, L.T. (2011, October). Turning tragedy into meaning: An examination of the impact patient death on substance abuse counselor attitudes toward work and life. Poster session accepted to be presented at the Addiction Health Services Research (AHSR) Conference, Fairfax, VA.

## A Message from Dr. Kuhnert

*They can because they think they can.-Virgil*

We have had another remarkable year of achievements. The program is so pleased we were able to recruit Dr. Nathan Carter to join the faculty this coming fall. As you can see from this newsletter he arrives here with a great deal of talent and experience. He is a great guy and perfect fit for our program. Thanks to everyone who helped recruit him to UGA. Make sure you introduce or reintroduce yourself to him at SIOP.

It is tempting to use this space to champion our incredibly productive faculty but this year I want to highlight a trend among our students that impacts directly on the perception of our program nationally.

In short, we rule SIOP. Over the past five years we average over 25 student led presentations at SIOP. Brian Hoffman is on 11 posters and presentations this year (OK, I'll stop with the faculty). Three of our doctoral students have won SIOP dissertation awards (Tracy Lambert Griggs, Beth Bynum, and Neil Morelli) in the past six years and two of those in the past three years. Lauren Wood's poster, "Job Characteristics: The Times, They Are A-Changin'" was selected to be included in the "Featured Top Rated Posters session at the All-Conference Reception."

David Birkleback and Bryan Dawson won Top Poster at SIOP last year. Sean Baldwin along with Brian Hoffman received the Douglas Bray and Ann Howard Grant for Assessment Center Research. Brian Roote won the award for best LGBT paper two years ago. Finally, Lauren Wood was a finalist for the Flanagan Award for the most outstanding paper at SIOP. We are all so proud of our students and their dedication to their research program and to their impact on the profession.

Each year at the Departmental Awards Ceremony the I-O program hands out three awards: The Dan Mack Award which goes to an I-O students whose research extends the diversity research of Dan. This year's recipient is Kerrin George.

The Don Grant Award goes to Elizabeth Monahan who had the outstanding Master of Science thesis in the I-O program.

The Herbert Zimmer Award goes to the program's outstanding I-O researcher and the winner is Elizabeth Monahan.

And this year the graduate students are giving an award to recognize the program's most outstanding graduate teacher and the award goes to .....drum roll....Dr. Lillian Eby!

- Karl Kuhnert

Program Chair, Industrial-Organizational Psychology

## ON A PERSONAL NOTE

Taylor Sparks defended her dissertation!  
Shane Furman and Sara Curtis proposed  
their dissertations (Spring 2012)

The following students defended their  
theses:

Rebecca Eckart  
Stefanie Beck  
Julia Sauer  
Lauren Wood  
Elizabeth Monahan  
Charleen Maher  
Kerrin George  
Ben Overstreet

Cavan Gray learned the art of Bonsai  
and saw the ocean for the first time!

Alex LoPilato, Jacob Martin, Anna  
Hulett, Colby Kennedy, and Dr. Gary  
Lautenschlager all placed in the 2011 Run  
for the Dogs 5K!

Lauren Wood got engaged on  
Dec 26, 2010!!

## UPCOMING CONFERENCES

### 27th Annual Society for I/O Psych (SIOP) Conference

Manchester Grand Hyatt  
San Diego, CA  
April 25-28, 2012

### Southern Management Association (SMA)

Westin Beach Resort and Spa  
Ft. Lauderdale, Florida  
October 30—November 3, 2012

### Academy of Management

Boston, Massachusetts  
August 3-7, 2012

### APA/ Psi Chi Society Annual Convention

Orlando, FL  
August 2-5, 2012



### **A SPECIAL THANKS TO KATHY SHOEMAKER!**

We would like to add a special thank you note to Kathy Shoemaker for providing exceptional support. Her expertise and dedication to our program helps us all succeed. Thank you Kathy!



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**DON'T FORGET ABOUT  
THE 2012 SIOP RECEPTION  
Place: Rooftop, Hyatt Hotel  
San Diego, CA  
Date: Friday, April 27  
Time: 7–9 p.m.**