

The IOPSA Newsletter

FROM THE UGA INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY STUDENT ASSOCIATION

Fall 2016

A Word from Our President

*DEAR ALUMNI AND FRIENDS OF THE
UGA I-O PSYCHOLOGY PROGRAM,*

2016 has been another great year of growth and success for UGA I-O! We are so excited to share with you program updates and outstanding achievements of our students and faculty in this 2016 "Fall Features" Newsletter. In looking back at the highlights, I am proud to say that UGA I-O is continuing traditions of recruiting top talent and unparalleled collaboration.



This fall, we welcomed Kristen Shockley to our exceptional faculty team (see p. 2), adding yet another powerhouse to the program's reputation for strong research productivity, teaching and mentorship. We are so happy to have Kristen back in Athens.

Additionally, a new cohort of five students joined the ranks this year. This diverse cohort brought remarkable experience and prior education that has helped each student hit the ground running during their first semester at UGA. Get to know the new students on p. 3.

We are also fortunate to have renowned alumni and collaborators who are continually sharing their insight and expertise with the program (p. 2).

Momentum at UGA cannot be stopped! Our students and faculty are producing an abundance of high quality publications and conference presentations (p. 5). And of course, we are also having fun in celebrating each other (see p. 10).

Happy holidays and best wishes for the new year from your UGA I-O family!

Kate Conley, IOPSA President

INSIDE THIS ISSUE

Word from the President . . .	1
Speakers & Professional Dev. . . .	2
New Faculty: Kristen Shockley . . .	2
Fall Feature: New Students . . .	3
Student & Alumni Updates . . .	4
Publications & Presentations . . .	5
Fall Feature: Thanksgiving . . .	9
Grants & Awards . . .	10
Social Events . . .	10
Contact Information . . .	11



The University of Georgia

I-O Psychology

FALL FEATURES

Speakers & Professional Development



- **Dr. Scott Mondore**, Founder, Strategic Management Decisions (SMD), UGA Alum ('01), on September 20, led a great discussion for our students on a myriad of topics ranging from what I-O psychology looks like in the "real world" to challenges experienced by minorities in external consulting to how to manage a start-up.

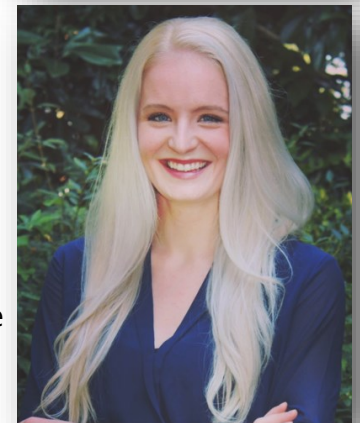
- **Yihao Liu**, from the University of Florida, advised by Dr. Mo Wang, gave a talk on October 4 entitled "Merits or impressions? A dynamic model of newcomer socialization in teams."



- **Dr. Chris Linder**, from the UGA department of Counseling and Human Development Services, led a compelling workshop November 29 on microaggressions to enhance student and faculty understanding of inclusive behaviors in the workplace.

- Our very own **Muriel Clauson** gave a brownbag talk on December 2 entitled "Exponential I-O."

She discussed her experiences at Singularity University, co-founding the company udexter, and the potential contributions of I-O psychology in the realm of exponential technologies.



Spotlight on New Faculty Member Kristen Shockley

Hey y'all! (I can say that now that I'm back in the South!) I'm Kristen Shockley, the newest addition to the I/O faculty. I am returning to Athens after graduating with my BS in Psychology from UGA in 2004 where I worked with Karl Kuhnert and Lillian Eby. I received my PhD from the University of South Florida in 2010 and then worked at Baruch College in New York City as an Assistant/Associate Professor of I/O psychology for 6 years. I'm thrilled to be back in my home state and to be able to cheer on the dawgs in person – watching from a bar in NYC is just not the same. My main areas of research are how people manage work and family, with a specific interest in dual-earner couples, gender issues, flexible work arrangements, and the impact of work-family conflict on health outcomes. I also study career development, with a focus on mentoring and subjective career success. I served as the Program Chair for SIOP in 2015 and am currently an associate editor at the Journal of Vocational Behavior.



FALL FEATURES

Welcome New First Years!



The new cohort enjoys becoming acquainted (or re-acquainted) with Blue Sky at the first semester social hour!

Jeremiah McMillan

Hello! My name is Jeremiah McMillan, and I originally hail from Portland, OR. I received my B.A. in Psychology from Azusa Pacific University before working in medical billing sales for five years. I started my PhD career at Baruch College, CUNY in 2014 and jumped at the opportunity to transfer down to UGA when my advisor, Dr. Kristen Shockley, accepted the new faculty position. My research interests include performance management, military psychology and occupational health. I am a stats nerd and look forward to utilizing SEM and IRT in future projects. My favorite pastime is napping.



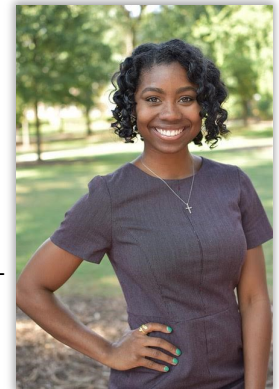
Megan Lowery

Hey y'all! I'm Megan Lowery and I'm originally from Stuarts Draft, VA. I previously attended Virginia Tech and went on to earn a Master's in I-O at East Carolina University under the advisement of Dr. Lisa Baranik (also a UGA alum!). I'm currently working with Dr. Nathan Carter and am primarily interested in psychometrics, assessment, and employee health and well-being. However, I'm open and excited to explore other research areas during my time here! In my free time I absolutely love hitting the gym, being outdoors, and exploring all of the good eats and unique places around Athens.



Aspen Robinson

Hi everyone! I am Aspen Robinson, and I am working with Drs. Kecia Thomas and Brian Hoffman. I was born in Savannah, Ga but grew up about an hour and a half away in Douglasville. I graduated from UGA with a B.S. in psychology. During my junior year, after taking Dr. Hoffman's psychological testing course, I realized that I was interested in the field of IO. So I found my way to Charlotte, NC, where I received a M.A. in IO Psychology from UNC Charlotte. Now I am back home (Go Dawgs!) to assist in my goal to become a contributor to the field and champion of diversity. Specifically, I wish to conduct research focused on minorities' experiences in the workplace and the unique role leaders play in creating inclusive environments. Outside of school, I like to hit the gym, listen to music, explore Athens, and travel back home to see friends and family. Being back in Athens has brought me great pleasure, and I'm excited to collaborate with the wonderful students and faculty in the program!



FALL FEATURES

First Years Continued

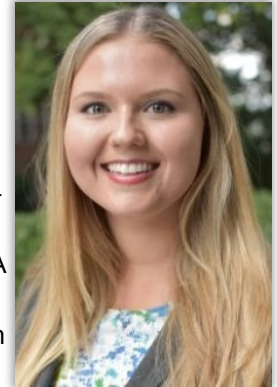
Katelyn Sanders

Hi everyone! I am Katelyn and I'm from Snellville, GA, which is just an hour outside of Athens. I just graduated this past May with my bachelor's in psychology from UGA and I am so excited to be continuing my education here. I am working with Dr. Malissa Clark. Generally speaking, my research interests include work-family conflict and employee health and well-being. More specifically, I am interested in how these things are experienced by lower level employees and low-income workers. I am also interested in how work-family conflict may be experienced differently across cultures and ethnic groups. I'm excited to continue to make the transition from undergrad to graduate student here in Athens.



Hayley Trainer

Hi, Everyone! My name is Hayley Trainer, and I'm working in the Leadership, Innovation, Networks, and Collaboration (LINC) Lab with Dr. Dorothy Carter. I'm originally from Jupiter, Florida, and I graduated from Duke University with a BA in Psychology in 2015. I spent the last year earning my MSc in Organizational and Social Psychology at the London School of Economics, where I realized my interest in pursuing a doctoral degree. My research interests broadly include leadership, cross-functional teamwork, and the application of social network analysis to these two areas. I've loved my experience at UGA so far, and I'm looking forward to growing and learning in this supportive community.



Student & Alumni Updates

Personal Updates

Ada Guan got married on May, 20th, 2016.

Hannah Burk Spell ('13) and family are expecting their second baby girl in February 2017.

Melissa Robertson (Mitchell) married Dantae Robertson on November 19th, 2016.

Rachel Williamson got engaged to Billy Smith on July 5th, 2016.

Program Milestones

Andrea Hetrick defended her thesis.

Colby Kennedy defended her dissertation.

Melissa Mitchell passed her oral comps.

Rachel Williamson passed her oral comps.

New Job and Internships

Kate Conley began an internship with Russell Reynolds Associates in May 2016 and was contracted by SIOPI to analyze and prepare the 2016 SIOPI Income and Employment Survey results

Lindsay Brown started an internship with the Athens-Clarke County Police Department in Fall 2016.

Publications

Albright, G., Davidson, J., Goldman, R., & **Shockley, K.M.** (in press). Development and validation of the Gatekeeper Behavior Scale: A tool to assess gatekeeper training for suicide prevention. *Crisis: The Journal of Crisis Intervention and Suicide Prevention*.

Allen, T. D. & **Eby, L. T.** (2016). Advancing work-family research and practice. In T. D. Allen and L. T. Eby (Eds.), *Oxford handbook of work and family* (pp. 477-485). New York: Oxford University Press.

Allen, T. D. & **Eby, L. T.** (2016). Introduction to the Oxford work-family handbook. In T. D. Allen and L. T. Eby (Eds.), *Oxford handbook of work and family* (pp. 3-8). New York: Oxford University Press.

Allen, T. D. & **Eby, L. T.** (2016). *The Oxford handbook of work and family*. Oxford University Press.

Baranik, L. E., & Eby, L. T. (2016). Organizational citizenship behaviors and employee depressed mood, burnout, and satisfaction with health and life: The mediating role of positive affect. *Personnel Review*, 45, 1-19.

Beiler-May, A., Williamson, R.L., Clark, M.A., & Carter, N.T. (in press). Gender bias in the measurement of workaholism. *Journal of Personality Assessment*.

Carter, N.T., Dalal, D.K., Guan, L., LoPilato, A.C., & Withrow, S.A. (in press). Item response theory scoring and the detection of curvilinear relationships. *Psychological Methods*.

Clark, M. A., Hoffman, B., & Kenworthy, A. L. (2016). Exploring work-family issue content coverage and relevant resources. *Academy of Management Learning and Education*, 15, 381-386..

Clark, M.A., Mitchell, M.E., & Carter, N.T. (in press). You spin me right round: A multilevel examination of affect spin and voluntary work behavior. *Journal of Management*.

Clark, M. A., Stevens, G.W., Michel, J.S., & Zimmerman, L.M. (2016). Workaholism among leaders: Implications for their own and their followers' well-being. In *Research in Occupational Stress and Well-being* (pp. 1-31). doi:10.1108/51479-355520160000014001

Conley, K.M., Clark, M.A., Vande Griek, O.H., Mancini, J.A. (June, 2016). *Looking Backward, Moving Forward: Exploring Theoretical Foundations for Understanding Employee Resilience*. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Crowe, M., **Carter, N.T.**, Campbell, W.K., & Miller, J.D. (in press). Validation of the narcissistic grandiosity scale and creation of abbreviated versions. *Psychological Assessment*.

Cullen-Lester, K.L., **Maupin, C.K., & Carter, D.R.** (2016). Incorporating social networks into leadership development: An organizing framework and evaluation of research and practice. *The Leadership Quarterly*. Published online ahead of print doi: 10.1016/j.leaqua.2016.10.005

Downey, S.L., van der Werff, L., **Thomas, K.M., & Plaut, V.C.** (2015). The roles of diversity practices and inclusion in the promotion trust and employee engagement. *Journal of Applied Social Psychology*, 45(1), 35-44.

Eby, L. T., Mitchell, M., Gray, C., Provolt, L., Lorys, A., Fortune, E., & Goodie, A. S. (2016) Gambling-related problems across life domains: An exploratory study of non-treatment seeking weekly gamblers. *Community, Work & Family*, 19, 604-620.

Eatough, E.M., **Shockley, K.M., & Yu, P.** (2016). A review of ambulatory health data collection methods for employee daily diary research. *Applied Psychology: An International Review*, 65 (2), 322-354.

Publications, cont.

Fan, Y., Lance, C.E. (in press) A Reformulated Correlated Trait–Correlated Method Model for Multitrait–Multimethod Data Effectively Increases Convergence and Admissibility Rates, *Educational and Psychological Methods*, doi:10.1177/0013164416677144

Eby, L. T., Mitchell, M. E., & Zimmerman, L. (2016). Work and family in times of crisis. In T. D. Allen and L. T. Eby (Eds.), *Oxford handbook of work and family* (pp. 417-430). New York: Oxford University Press.

Griggs, T. L., Eby, L. T., Maupin, C., Conley, K., Williamson, R., Vande Griek, O., & Clauson, M. (2015). Who are workers anyway? *Industrial and Organizational Psychology Perspectives*, 9, 114-121.

Hagger, M. S., Chatzisarantis, N. L. D., Alberts, H., Anggono, C. O., Batailler, C., Birt, A., ... Zwienerberg, M. (2016). A multi-lab pre-registered replication of the ego-depletion effect. *Perspectives on Psychological Science*, 11, 546-573. doi:10.1177/1745691616652873

Johnson, L., **Thomas, K.M.**, & Brown, L. (in press). Women of the Color in the Academic STEM Workplace. In B. Polnick, B. Irby, & J. Ballenger. (Eds.). *Girls and women of color in STEM: Navigating the double bind*. Charlotte, NC: Information Age Publishing Inc.

Lance, C. E., Beck, S. S., **Fan, Y., Carter, N. T.** (2016). A Taxonomy of Path-related Goodness-of-Fit Indices and Recommended Criterion Values. *Psychological Methods*, 21, 388-404.

Lance, C. E., **Fan, Y.** (2016). Convergence, Admissibility and Fit of Alternative Models for MTMM Data. *Educational and Psychological Methods*, 76, 487-507.

Lavner, J. A., Lamkin, J., Miller, J. D., **Campbell, W. K.**, & Karney, B. R. (2016). Narcissism and newlywed marriage: Partner characteristics and marital trajectories. *Personality Disorders: Theory, Research, and Treatment*, 7, 169-179.

Leckelt, M., Back, M. D., Foster, J. D., Hutteman, R., Jaeger, G., McCain, J., Twenge, J., & **Campbell, W. K.** (2016). Entering adulthood in a recession tempers later narcissism – but only in men. *Journal of Research in Personality*, 60, 8-11.

Macenczak, L. A., Campbell, S. M., Henley, A. B., & **Campbell, W. K.** (2016). Direct and Interactive Effects of Narcissism and Power on Overconfidence. *Personality and Individual Differences*, 91, 113-122.

McCain, J. L., Borg, Z. G., Rothenberg, A. H., Churillo, K. M., Weiler, P., & **Campbell, W. K.** (2016). Personality and selfies: Narcissism and the Dark Triad. *Computers in Human Behavior*, 64, 126-133.

Meisel, M. K., Ning, H., **Campbell, W. K.**, & Goodie, A. S., (2016). Narcissism, overconfidence and risk taking in US and Chinese student samples. *Journal of Cross-Cultural Psychology*, 47, 385-400.

Mesmer-Magnus, J., **Carter, D.R.**, Asencio, R. & DeChurch, L.A. (2016). Space exploration illuminates the next frontier for teams research. *Group and Organization Management*, 41(5), 595-628.

Miller, J.D., Hyatt, C., Maples, J.L., **Carter, N.T.**, & Lynam, D.R. (in press). Psychopathy and Machiavellianism: A distinction without a difference? *Journal of Personality*.

Miller, J. D., Lynam, D. R., & **Campbell, W. K.** (2016). Measures of narcissism and their relations to DSM-5 pathological traits: a critical re-appraisal. *Assessment*, 21, 3-9.

Miller, J. D., Lynam, D. R., & **Campbell, W. K.** (2016). Rejoinder: A construct validation approach to the assessment of narcissism. *Assessment*, 23, 18-22.

Publications, cont.

Miller, J. D., Lynam, D. R., McCain, J. L., Few, L. R., Crego, C., Widiger, T. A., & **Campbell, W. K.** (2016). Thinking structurally: A test of the factor structure of the Five-Factor Narcissism Inventory. *Journal of Personality Disorders, 30*, 1-18.

Nolan, K.P., **Carter, N.T.**, & Dalal, D.K. (2016). Threat of technological unemployment: Are hiring managers discounted for using standardized employee selection practices? *Personnel Assessment and Decisions, 2*, 30-47.

Runco, M. A., Acar, S., **Campbell, W. K.**, Jaeger, G., McCain, J., & Gentile, B. (2016). Comparisons of the creative class and regional creativity with perceptions of community support and community barriers. *Business Creativity and the Creative Economy, 2*, 24-32.

Seidor, L. E., Maples-Keller, J. L., Miller, J. D., & **Campbell, W. K.** (2016). Narcissism and hypomania revisited: A test of the similarities and differences in their empirical networks. *Current Psychology, 35*, 244-254.

Shockley, K.M., Ureksoy, H.M., Rodopman, O.B., Poteat, L.F., & Dullaghan, T.R (2016). Reconceptualizing subjective career success: A mixed methods study. *Journal of Organizational Behavior, 37*(1), 128-153.

Shockley, K.M. (2016). Book review of "Gender and the Work-family Experience: An Intersection of Two Domains." *Academy of Management Learning and Education, 15*(2), 387-388.

Shockley, K.M., Smith, C.R., Knudsen, E. (in press). The impact of work-life balance on employee retention. In H. Goldstein, E. Pulakos, J. Passmore, & C. Semedo (Eds.) *Handbook of the Psychology of Recruitment, Selection, and Retention*, Wiley-Blackwell.

Shockley, K.M. (in press). Managing the work-family interface. In N. Anderson, C. Viswesvaran, H.K. Sinangil & D. Ones (Eds.) *Handbook of Industrial, Work, and Organizational Psychology*, Sage.

Shockley, K.M., & Shen, W. (2016). Couple dynamics: Division of labor. In T. Allen & L. Eby (Eds.). *Oxford Handbook of Work and Family*. Oxford University Press.

Thomas, K.M., Plaut, V.C., Volpone, S., Brown, B.L., & Sleight, R. (in press). Group-based experiences of discrimination. In A. Colella and E. King's (Eds.), *The Oxford Handbook of Discrimination at Work*. Oxford, UK: Oxford University Press.

Twenge, J. M. & **Campbell, W. K.** (2016). *Personality Psychology: Understanding yourself and others*. Upper Saddle River, NJ: Pearson.

Twenge, J., **Carter, N.T.**, & Campbell, W.K. (in press). Age, time period, and birth cohort differences in self-esteem: Reexamining a cohort-sequential longitudinal study. *Journal of Personality and Social Psychology*.

Wegman, L.A., **Hoffman, B.J.**, **Carter, N.T.**, Guenole, N., & Twenge, J. (in press). The changing nature of jobs: A meta-analytic investigation. *Journal of Management*.

Williamson, R. L., & **Clark, M. A.** (in press). Book review of "The work-family interface: An introduction." *Academy of Management Learning and Education*. doi: 10.5465/amle.2016.0100

Zeigler-Hill, V., Besser, A., Morag, J., & **Campbell, W. K.** (2016). The Dark Triad and sexual harassment proclivity. *Personality and Individual Differences, 89*, 47-54.

Zimmerman, L.M. & **Clark, M.A.** (2016) Opting-out and opting-in: A review and agenda for future research, *Career Development International, 21*, pp. 603-633.

Presentations

Carlson, D. S., Hunter, E. M., & **Clark, M. A.** (June, 2016). A daily examination of communication technology boundary violations. Poster presented at the biannual Work and Families Research Network conference. Washington, D.C.

Carter, D.R., & DeChurch, L.A. (Sept, 2017). *A semantic network analysis approach to studying leadership system emergence*. Invited presentation at the Co-Lead Net Small Conference on collective approaches to leadership, New York University, Wagner School of Public Service, New York.

Carter, D.R. & DeChurch, L.A. (July, 2016). Priorities that lead and priorities that follow: The impact of team priorities on interteam leadership emergence. Paper presentation in M. Luciano and D.R. Carter (Co-Chairs), *The paradox of multiteam work: Factors that pull systems apart and push teams together*. Symposium at the Interdisciplinary Network for Groups Research (INGRoup) Annual conference, Helsinki, Finland.

Clark, M. A., & Mitchell, M. E. (2016, June). What happens at work does not stay at work: An examination of event disclosure and partner responsiveness on state affect. In M. Matias & S. Tement (Co-Chairs), *Beyond the Individual: Cross-over Processes in Work and Family Domains*. Symposium presented at the 2016 Work and Family Researchers Network Conference, Washington, DC.

Crowe, M., **Carter, N.T.**, Campbell, W.K., & Miller, J.D. (October, 2016). *Validation of the Narcissistic Grandiosity Scale and creation of abbreviated versions*. Poster presented at the 30th Annual Meeting of the Society for Research in Psychopathology. Baltimore, MD.

Eby, L. T., & Allen, T. D. (May, 2016). *Trait mindfulness as a predictor of burnout at work: A longitudinal investigation*. Paper presented at the 10th Annual International Conference on Psychology, Athens, Greece.

Guan, L., & **Carter, N.T.** (August, 2016). *What do we miss from our nested data? An evaluation of three multilevel models*. Poster presented at the International Personnel Assessment Council: Sacramento, CA.

Harris, A. M. & **Carter, N. T.** (2016, Sept.). *Development and application of an ideal point measure of openness to experience*. Junior session presented at the Expert Meeting for Personality and Assessment: Oostduinkerke, Belgium.

Harris, A.M., **Carter, N.T.**, Boyce, A.S., & Tocci, M.C. (August, 2016). *Revisiting and refining interactions: The effect of a personality-general mental ability interaction on job performance*. Poster presented at the International Personnel Assessment Council: Sacramento, CA.

Hetrick, A. L. (Chair). (2016, August). *Not just a dependent variable: New developments on the study of citizenship behaviors*. Symposium presented at the 76th Annual Academy of Management Conference, Anaheim, CA.

Hetrick, A. L., Kennedy, C. L., Hoffman, B. J., Lyons, B. D., & Cole, A. T. (2016, August). Bigger big brother: Company off-duty deviance policies over time. In B. Mercado (chair), *Changing Perspectives on Employee Deviance: Novel Insights for Theory and Practice*. Symposium presented at the 76th Annual Academy of Management Conference, Anaheim, CA.

Hetrick, A. L., Mitchell, M. S., & Hoffman, B.J. (2016, August). Help not wanted: The role of self-concern and felt obligation in OCB acceptance. In **A. L. Hetrick (chair)**, *Not just a dependent variable: New developments on the study of citizenship behaviors*. Symposium presented at the 76th Annual Academy of Management Conference, Anaheim, CA.

Hinkle, B., Ajisegiri, D., Payne, K., **Mitchell, M. E., Eby, L. T., & Conley, K.** (2016, April). Managing disadvantage: Does community disadvantage relate to role overload and burnout? Poster presented at the 2016 Psi Chi Convention, Athens, GA.

Hyatt, C.S., Maples-Keller, J., **Carter, N.T.**, Lynam, D., & Miller, J.D. (October, 2016). *Psychopathy and Machiavellianism: A distinction without a difference*. Poster presented at the 30th Annual Meeting of the Society for Research in Psychopathology. Baltimore, MD.

Presentations, cont.

Lavner, J. A., & Clark, M. A. (June, 2016). How does workload affect marital satisfaction over time? Understanding bidirectional effects. Paper presented at the biannual Work and Families Research Network conference. Washington, D.C.

Mitchell, M. & Eby, L. T. (August, 2016). *I'll be there for you: Relative importance of supervisor, spouse, and parent support on conflict*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Payne, K. S., Mitchell, M. E., & Eby, L. T. (2016, April). Maternal gatekeeping and work-family outcomes: Are boundary management styles a mediator? Poster presented at the 2016 Psi Chi Convention, Athens, GA.

Sanders, K., Mitchell, M. E., & Eby, L. T. (2016, April). The relative importance of parental, spousal, and supervisor support for work-family conflict. Poster presented at the 2016 Psi Chi Convention, Athens, GA.

Shotwell, J.J., Carter, N.T., & Goodie, A.S. (November, 2016). *Examination of the gamblers' beliefs questionnaire*. Poster presented at the Meeting of the Society for Judgement and Decision Making Research: Boston, MA.

Vande Griek, O.H., Conley, K.M., Clark, M.A. (2016, June). *An Exploratory Investigation of Anticipated Work-family Conflict among STEM and Non-STEM Majors*. Poster presented at the 2016 Meeting of the Work and Family Researchers Network: Washington, D.C., MD.

Weiss, B., Crowe, M., Lamkin, J., Sleep, C., Harris, A.M., Carter, N.T., Lynam, D., & Miller, J.D. (October, 2016). *Assessing the relevance of fearless dominance to the construct of psychopathy through testing its curvilinear relations to externalizing behavior*. Poster presented at the 30th Annual Meeting of the Society for Research in Psychopathology. Baltimore, MD.

Williamson, R., Eby, L. T., & Mitchell, M. (June, 2016). *A new perspective on work-nonwork interference: The role of addictive behaviors*. Paper presented at the Work & Family Researchers Network conference. Washington, DC.

Wilson, M. G., DeJoy, D. M., Padilla, H. M., Mitchell, M. E., Vandenberg, R. J., & Zuercher, H. (2016, May). Social and organizational support at work. Paper presented at the 2016 Wellbeing at Work Conference, Amsterdam.

Zimmerman, L., & Clark, M. A. (June, 2016). The roles of work-family integration and psychological detachment in the emotional labor and work-family conflict relationship. Poster presented at the biannual Work and Families Research Network conference. Washington, D.C.

Thanksgiving Potluck

We've had a blast this semester at a variety of events, including our annual Thanksgiving potluck!



Grants and Awards

Cindy Maupin received the Society for Industrial and Organizational Psychology Student Travel Grant for the 2016 SIOP Conference in Anaheim, CA and was recognized as one of Phi Mu Fraternity's 30 under 30.

Kecia Thomas received the following: **(1)** NSF grant: Collaborative Research: AGEP Transformation Alliance: CIRTLL AGEP—Improved Academic Climate for STEM Dissertators and Postdocs to Increase Interest in Faculty Careers. Milton, J., Thomas, K.M., Downs, D. National Science Foundation. \$145,414. <http://diversity.uga.edu/index.php/news/article/uga-receives-three-nsf-grants-to-broaden-undergraduate-graduate-participate>. **(2)** Foundation Visionary Grant to Decrease Ethnic and Racial Discrimination in Education: Summer Psychology Research Institute. Dickens, D., Jackson, D., Thomas, K.M., & Phelps, R.E. American Psychological Foundation/ F.I.S.H. \$20,000. <http://www.spelman.edu/academics/faculty/highlights/faculty-highlights/2016/04/08/danielle-dickens>. **(3)** Peeples Industries Contract awarded to the Fanning Institute for Leadership Development, UGA: Organizational Assessment: Peeples Industries. Cline, R., Rawls, R., & Thomas, K.M. \$8500 (#3k to RED).

Kristen Shockley received a Finalist (Top 5) for Rosabeth Moss Kanter Award for Excellence in Work-Family Research for paper: Shockley, K.M., & Allen, T.D. (2015). Deciding between work and family: An episodic approach. *Personnel Psychology*, 68(2), 283-318.

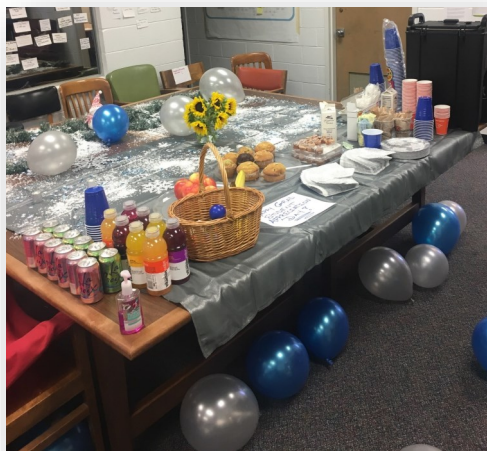
Melissa Robertson won the Herbert Zimmer award in April 2016 in recognition of outstanding research accomplishments in the I-O program and was recognized as an outstanding reviewer for the organizational behavior division at the 2016 Academy of Management Meeting.

Nathan Carter was awarded a National Science Foundation grant for his project entitled *Clarifying the Functional Form of the Personality-Performance Relationship Using More Appropriate Measurement (SES-1561070)*. https://www.nsf.gov/awardsearch/showAward?AWD_ID=1561070&HistoricalAwards=false

Rachel Williamson received a grant for her project titled "Uncompensated overtime workers motivation to work: Physical and Psychological Health Outcomes" from the Sunshine ERC pilot funds grant program out of USF.

More Social Events

We've enjoyed a semester of tailgating and graduate student appreciation day!



Published By



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