

The IOPSA Newsletter

FROM THE UGA INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY STUDENT ASSOCIATION

Spring 2018

A Word from Our President

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

Many celebrations are in order for the 2017-2018 academic year. A special shout out goes to several students who defended their thesis or dissertation, passed preliminary exams, or accepted fellowships, internships, full-time positions, or post-docs. It's safe to say that our outstanding students are getting things done! Check out who they are and what they're up to on page 3.



Our students aren't the only ones making waves in the field. We're lucky to have the mentorship of faculty who continue to push our field forward. Page 4 gives a look at some of their latest endeavors.

Additionally, we wouldn't be UGA if we weren't proud of our reputation as one of the top ranked I-O programs in the country! Check out a recap of the recently released TIP rankings on page 3.

And don't forget, the annual SIOP conference is nearly here! We look forward to catching up with our colleagues and the rest of our UGA I-O family in Chicago! On page 6, take a look at the latest and greatest research we will be sharing, and be sure to join us at the UGA reception. Reception details are on page 9.

Congratulations again to all those recognized in this newsletter for their recent professional accomplishments and joyous personal celebrations. Cheers to another great year! Safe travels and see you in Chicago!

— Megan Lowery, IOPSA President

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The University of Georgia®

I-O Psychology

Speaker & Social Events

Recent social events have included a **white elephant gift exchange**, featuring tiny Christmas trees, bacon jam, scarves, and cookies. The **annual spring fling** is scheduled for Wednesday, April 25th. We hope to see everyone there!



Dr. Scott Tonidandel, the Wayne M. and Carolyn A. Watson Professor of Psychology at Davidson College, gave a brownbag talk on January 22nd that focused on the use of email trace data for insights into team diversity and functioning. Prior to the talk, Dr. Tonidandel hosted a Q&A with our I/O graduate students where we discussed big data sources, methodology, and strategies for incorporating big data into research.

UGA I/O TIP Rankings

The March issue of SIOP's *The Industrial-Organizational Psychologist* (TIP) published several new ranking reports for I/O graduate programs. We're proud to say that both UGA's Ph.D. program and master's program were well-represented in many of the rankings. The Ph.D. program was ranked among the **top 10 programs** for a variety of categories, including:

- 2nd** in developmental research opportunities,
- 2nd** in raw interdisciplinary publication counts,
- 4th** in developmental teaching opportunities,
- 5th** in interdisciplinary citation counts,
- 7th** in student perceptions of faculty quality,
- and **8th** in overall rankings based on student perceptions.

Additionally, the Ph.D. program ranked among the top 20 programs for I-O publication and citation counts, as well as developmental applied opportunities. The master's program was ranked **1st in alumni perceptions of program quality** and tied for **1st in student perceptions of opportunities for learning practical skills**. It also ranked among the top 20 M.A./M.S. programs for students perceptions of culture, student satisfaction, overall rankings based on student perceptions, and curriculum. Way to go, Dawgs!

Program & Alumni Updates

Notes from the Program

THESIS DEFENSES:

Kate Conley and **Jeremiah McMillan** successfully defended their theses.

COMPREHENSIVE EXAMS:

Kate Conley, Megan Lowery, and **Jeremiah McMillan** passed their written prelims. **Jeremiah McMillan** has also passed his oral prelims.

DISSERTATION DEFENSES:

Andrea Hetrick, Melissa Robertson, and **Rachel Williamson** defended their dissertations.

JOBS & INTERNSHIPS:

Andrea Hetrick accepted a position at the University of New Mexico as a tenure track assistant professor in organizational studies.

Jeremiah McMillan accepted a Personnel Assessment Research Fellowship at the Army Research Institute.

Melissa Robertson accepted a position at UGA as a postdoctoral researcher in the I-O program.

Hayley Trainer will intern this summer with the Human Performance Wing of the U.S. Air Force Research Laboratory to conduct research on human-machine learning.

Katelyn Sanders accepted an internship in the Diversity and Inclusion office at Coca-Cola.

Rachel Williamson accepted a position at Louisiana State University as a tenure track assistant professor.

Notes from the Office

‘12 Benjamin Overstreet Benjamin Overstreet (master's alum) will be moving to Madrid, Spain! He has accepted an offer to teach A.P. Statistics and I.B. Math Studies at the American School of Madrid. He won an award for excellence in teaching at his current international school in Beijing, China. He can also speak basic Mandarin Chinese and has learned to read about 500 characters.

Notes from Home

Jorge Lumbreras and Sydney Clifton are engaged to be married on June 15, 2018.

Rachel Williamson and Billy Smith are engaged to be married on May 19, 2018.

Lauren Zimmerman and Garrett Rice are engaged to be married on June 2, 2018.

I/O Departmental Awards

FACULTY AWARDS:

Lillian Eby won the Excellence in Teaching Award for demonstrating a high intellectual standard in course content, rigor, and scholarship.

Malissa Clark won the Organizational Citizenship Award for mentoring and developing students.

STUDENT AWARDS:

Rachel Williamson won the Dan Mack Memorial Award for research that extends Dan Mack's interests in selection, individual differences, affirmative action, jury decisions, racial and ethnic identity, and the role of diversity in organizations.

Alexandra Harris won the Donald L. Grant Award for an Outstanding Master of Science thesis and the Herbert Zimmer Award for research scholarship.

Faculty Updates

Dorothy Carter

This has been an exciting year for the LINC lab! We are now leading a \$1 million multi-institutional grant with NASA to understand and facilitate Spaceflight Multiteam System collaboration and performance for Long-Duration Exploration Missions. We are working as part of the evaluation and continuous improvement committee for the Georgia Clinical Translational Science Alliance (a \$51 million NIH grant to encourage the translational of medical science to practice). We have started a large scale project in collaboration with the Center for Creative Leadership and the University of Houston Business School to better understand the systems of networked relationships that facilitate success in Top Management Teams. Graduate student Cindy Maupin is now working at the Army Research Institute in Washington, DC as a Consortium Research Fellow. Graduate student Hayley Trainer has accepted a summer internship position at the Air Force Research Lab to study "human-machine teaming." We welcomed Jake Pendergraft as a 1st year graduate student into our lab last fall, welcomed Gouri Mohan (a 4th year graduate student from IESE business school in Barcelona) to the lab this spring, and will



be welcoming Justin Jones as a 1st year student in Fall 2018. Nathan and I were also thrilled to welcome our new nephew, Danny Carter, to Earth on December 24, 2017!

Nathan Carter

Did another year already pass!?! This was my first year as an Associate Professor, which changed nothing, really, just a few more committees, of course! I have been working on gearing up some new phases of research, which will include a more experimental approach to understanding personality and its relation to performance and well-being, and even have some plans to start considering research into the neuroscience behind work psychology. In other words, achieving tenure has made me ready to "get weird." A very exciting development was graduating the first graduate student I admitted at UGA, Dr. Rachel Williamson, and seeing her earn a tenure track position at Louisiana State University! I'm also excited about giving an invited address at the Association for Psychological Science, and it's in San Francisco, which means you have no reason not to come (assuming Silicon Valley hasn't totally ruined it since the last time I was there)!



Faculty Updates, continued . . .

On the personal side, Dorothy and I bought a beautiful home (1st time buyers!) just outside the Athens city limit (which means we are still 12 minutes from everything in Athens), and we are loving it! We have a new nephew, Daniel Carter (on Dorothy's side of Carters), who is adorable.

Malissa Clark

The WAFER lab members have been busy conducting interviews of spouses of workaholics, and we are looking forward to coding and writing up the results. Our lab's research on work-family experiences of same-sex couples recently received media attention from outlets such as U.S. News and World Report and it was also featured in a UGA press release and highlighted on SIOP's main webpage (Williamson, Beiler-May, Locklear, & Clark). On a personal note, this season I'm the assistant coach of my son's soccer team, which has been a great experience!



Lillian Eby

The ECHO (enhancing Connections and Occupational Health) Lab (<http://www.echoresearchlab.com/>) is gearing up for a series of studies examining mindfulness in relation to mentoring and relationship processes. We are planning a series of laboratory experiments and field studies, incorporating social-psychological theories on responsive support and close relationships. We are super excited about this new line of research!



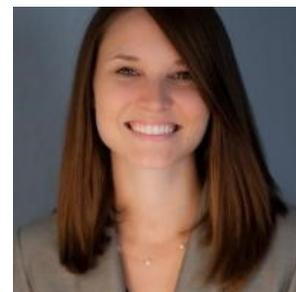
I am also pleased to announce that Dr. Melissa Robertson will be working as a Post Doc in the ECHO lab for the next two years. In this role she will be conducting collaborative research with me and my stu-

dents, helping coordinate ECHO lab research projects, and writing manuscripts. Given her outstanding quantitative skills and great "people skills", Melissa will not only be a huge help to me, but also a wonderful resource of graduate students in the ECHO Lab!

In addition to a trip in late May to the "other Athens" (Greece!), I will be spending a month at my summer home in Deer Isle Maine, hiking, beach-combing, boating, and eating lots of lobster!

Kristen Shockley

My lab, newly named iWill (integrating work into life lab), and I are busy with the launch of 3 new projects, including a study aimed at understanding physiological responses (i.e., galvanic skin response and salivary cortisol) to work-family conflict situations. I'm excited that my edited volume, *The Cambridge Handbook of the Global Work-Family Interface*, will hit the bookshelves on April 30!



Kecia Thomas

I have been working on the 2nd volume of *Diversity Resistance in Organizations*, which was invited by Routledge and have a paper in press titled "Do Colorblindness and Multiculturalism Remedy or Foster Discrimination And Racism?" with Vicky Plaut and her students. The paper will be published in *Current Directions in Psychological Sciences*. Also, my daughter Jordan will be a freshman at Vanderbilt and my son, Chad, a senior at Morehouse. Chad is spending the summer at a Journalism Fellowship at the New York Times and then will go to the U of Iowa to engage in research on social policy and education.



Faculty Updates, continued . . .

Brian Frost: Update from the I-O Master's Program

We've recently started a branch of the Volunteer Program Assessment (VPA) at UGA. VPA was started by Steven Rogelberg at UNC-Charlotte, and there are now satellite centers across the United States at different Ph.D. programs. At UGA, both Ph.D. and Master's students will be involved.



VPA is a free service provided to organizations that utilize volunteers to help assess and promote organizational effectiveness. It uses a validated volunteer attitudes and engagement survey to do so. Each center works with a number of non profit organizations, touches base with them to get a sense of their concerns, administers a pre-set survey, and then provides a consultation and recommendation based on the results. Each center is led by one or two faculty members at the institution and typically has several students who help run it. It's a great opportunity to give back to the community as well as to get some actual I/O consulting experience. Currently, we have both Ph.D. and Master's students going through an extensive training process with the VPA Consultants at USF (another satellite branch) in preparation to begin our VPA program here.

In other news, one of our Master's students, McKenzie Preston, was recently accepted to the Ph.D. program in Management at the Wharton School of Business with a full doctoral fellowship! Additionally, we conducted an IOMP alumni survey recently, consisting of 36 responses. Highlights from 3 items are that 100% of respondents have felt their educational experience in the IOMP was a strong value for their investment, would recommend the program to others seeking a similar degree, and would make the same decision to enroll if they could go back to when they applied to the program.

SIOP 2018 Panels, Presentations, Posters, etc.

Allen, T.D., French, K.A., Dumani, S., & Shockley, K.M. (2018, April). A cross-national meta-analysis of work-family conflict relationships. In T.D. Allen (Chair), *Context matters: Expanding work-family research*. Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Barsade, S. G., Clark, M. A., & Jundt, D. K. (Co-Facilitators). (2018, April). *Affect and emotions in the workplace: Current findings and practical implications*. Community of Interest to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Carter, D.R., Autumn, Krauss, A., & Dalal, D. (Community of Interest Facilitators). (2018, April). *Collaborating across scientific disciplines: Making I-O more cross-disciplinary*. Community of interest discussion to be held at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Carter, D.R., Balkundi, P., Contractor, N., DeChurch, L.A., & Slaughter, A. (Panelists). (2018, April). In K. Sodhi, A. Petruzzelli, & A.L. Thayer (Co-Chairs), *Using social network analysis to understand complex teams*. Panel discussion to be held at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Carter, N.T. (Chair). (2018, April). *The SIOP living history series presents: Nancy Tippins*. To be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

SIOP 2018 Panels, Presentations, Posters, etc.

- Carter, N.T.** (Panelist). (April, 2018). In S. Zhu & K. Impelman (Chairs). (2018, April). *Implications of curvilinear relationships in personality assessment*. Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.
- Clark, M.A., & Williamson, R.L.** (2018, April). Development of a multidimensional assessment of workaholism. In **N.J. Haynes & M.A. Clark** (Chairs), *Workaholism around the world: An exploration using diverse research methods*. Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.
- Clauson, M.G., & Shockley, K.M.** (2018, April). Slicing pie: Career priority decisions in dual career couples. In K.T. Wynne & Y.A. Park (Co-Chairs), *Dual-earners and the work-family interface: Recent developments and implications*. Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.
- Clauson, M.G., & Vande Griek, O.H.** (2018, April). Exponential technological disruption and opportunity: An I-O perspective. In **K. Kuhnert, M.G. Clauson, & O.H. Vande Griek** (Co-Chairs), *Technological job disruptions: The role of industrial-organizational psychology*. Symposium to be presented at the 2018 Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Clark, M.A., & Williamson, R.L.** (April, 2018). *Development of a multidimensional assessment of workaholism*. Ignite session to be presented at the 2018 Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Conley, K.M., French, K.A., Eby, T.E., & Allen, T.D.** (2018, April). One year later: The sustained effects of mindfulness training on employee well-being. In **K. Conley & L. Eby** (Co-Chairs), *Let's practice what we preach: The science AND practice of mindfulness at work*. Alternative session to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.
- Cullen-Lester, K.L., Maupin, C.K., Carter, D.R.** (2018, April). Incorporating social networks into leadership development: A critical evaluation of research and practice. In L. Baranik and L. Kath (Co-Chairs), *What You Need to Know Now: Law, Diversity, Technology, Selection, Leadership Updates*. Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.
- Gibson, Z., DeChurch, L.A., & Carter, D.R.** (2018, April). *The language of leaders: Semantic indicators of informal leader emergence*. Poster to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.
- Guan, L., & Liu, M.** (2018, April). *Quantitative and qualitative data preparation for machine learning*. Master tutorial to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.
- Harris, A.M., & Carter, N.T.** (2018, April). Reinserting (and removing) situations in situational judgment tests. In **A.M. Harris & M. Hughes** (Chairs), *Of situations and responses: Unpacking the elements of situational judgement tests*. Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.
- Haynes, N. J. & Clark, M. A.** (Co-Chairs). (April, 2018). *Workaholism around the world: An exploration using diverse research methods*. Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.
- King, R.T., & Guan, L., & Lustenberger, D. E.** (2018, April). Exploring reliability and score differences in a mobile

SIOP 2018, continued . . .

-first simulation. In A.S. Boyce & S. Gutierrez (Co-Chairs), *Mobile first design: The key to effective mobile cognitive testing?* Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Lowery, M.R., & Carter, N.T. (2018, April). *Work is more than just a job: A psychometric network analysis of psychological well-being based on long-term employment status.* Poster to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Maupin, C.K., Vancouver, J.B., Goodwin, G.F., Grand, J.A., & Liu, Y. (2018, April). *IGNITE + panel session: Computational models for organizational science and practice.* Alternative session to be held at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

McMillan, J.T., & Shockley, K.M. (2018, April). *Latent profile analysis of work-family spillover: An examination of antecedents and outcomes.* Poster to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Melson-Silimon, A., & **Carter, N.T.** (2018, April). *Personality testing and the ADA.* Poster to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Robertson, M.M., & Eby, L.T. (2018, April). Work-family conflict in early adulthood: A growth mixture modeling approach. In **M.M. Robertson & L.T. Eby** (Co-Chairs), *Understanding the work-life interface from a longitudinal perspective.* Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Robinson, A.J., & Thomas, K.M. (2018, April). *Minimizing threats while increasing safety: Attending to diversity ideologies.* Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Sanders, K.N., Haynes, N.J., Clark, M.A., & Robertson, M.M. (2018, April). *Wellness programs: Motives for exercise and wellbeing over time.* Poster to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Vande Griek, O.H., Clark, M.A., & Patel, D. (April, 2018). *Healthcare and industrial-organizational psychology: A framework for future research.* Poster to be presented at the 2018 meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Williamson, R.L., & Carter, N.T. (2018, April). *The relation between engagement and work interference with family: A meta-analysis.* Poster to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Yu, P., & **Shockley, K.M.** (2018, April). Work-family conflict and satisfaction: Collectivism and performance orientation. In T.D. Allen (Chair), *Context matters: Expanding work-family research.* Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Zimmerman, L.M. (2018, April). Anonymous vs. confidential surveys: Is there actually an impact on responses? In V. Hendrickson (Chair), *Myth busters – Which survey practices are evidence based?* Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Zimmerman, L.M. (2018, April). Leading innovation – Interviewing leaders to develop an organization-wide innovation definition. In V. Hendrickson (Chair), *Innovation & leadership: Enabling strategic explorations amidst daily execution.* Symposium to be presented at the 2018 meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Spotlight on SIOP

We're excited to announce our 2018 SIOP reception. We hope to see you there! See below for details about the reception, and see page 6-9 for a full list of the numerous, posters, symposiums, panels, tutorials, and discussions that our students and faculty will be presenting at this year's conference.



The University of Georgia

I-O Psychology

2018 SIOP Reception

Friday, April 20th, 7–10pm

Rock Bottom Restaurant & Brewery

Gold Room @ 1 W. Grand Ave.

(10–15 minute walk from the Sheraton)

**Please join the UGA Industrial-Organizational Program
as we celebrate another wonderful year.**

**Drink tickets, a cash bar, and finger food will be provided. A limited
number of complimentary brewery tours will also be available to
small groups of interested parties throughout the reception.**



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I-O Psychology

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