Connect(I/O)ns

FROM THE UGA INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY PHD PROGRAM

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Fireside Chats

Welcome to our newly rebranded **Connect(I/O)ns** newsletter. We redesigned the newsletter in an effort to better connect our current students and faculty with our amazing alumni. It's always a treat to see so many alumni at the UGA SIOP reception, but we want to connect more with all of you! By showcasing the exciting things happening in the I-O Psychology PhD Program at UGA, we hope everyone feels a renewed sense of institutional pride. Please read on to see highlights from our alumni, what has been going on in the program, and how you can support our amazing IO students through a tax-deductible donation to the program. Your donation will support our student small grant program, student hardship fund, professional development series, student travel funding, doctoral fellowships, named professorships, and the SIOP reception. Awesome alumni also be on the lookout for an email from me with more information on these important initiatives and how you can pay it forward to help develop the next generation of I-O psychologists.

Dr. Lillian Eby
Program Chair

Scan the QR Code to Support the Future of I-O Psychology
Every tax-deductable donation given has a direct impact upon our students and faculty.

Dear Alumni and Friends of the UGA IO Psychology Program: We have had a great start to the school year and we are so excited to share the latest updates and achievements of our students, alumni, and faculty! We have had several new students join us in Athens and have enjoyed getting to know/work with them. This fall, our students have been attending our revamped Professional Development Series, which has covered a variety of topics ranging from an Open Science workshop to guest lectures about NSF Funding and Using AI in Research. In addition to our studies, we reunited for our annual "Back to School Bash" with students and faculty hosted by Lillian as well as gathering for some friendly competition at the local board game cafe, Rook & Pawn. Academically, our department has been keeping busy as usual with completing SIOP submissions, working on a plethora of projects, and presenting research. We look forward to another fantastic year and we thank you for staying in touch with our program!

Talia Culotta
IOPSA President

Alumni Spotlight: Dr. C. Douglas Johnson

Dr. C. Douglas Johnson graduated from UGA's I/O Ph.D. program in 2001. He is now working as a Teaching Professor at Wake Forest University School of Business.

How has UGA shaped your professional journey?

After deciding to leave corporate America to find myself, I stumbled upon I/O psychology as part of an outplacement assessment. It was the perfect complement to my business degrees and applied experience as I sought to become a business school professor who would integrate psychology into my courses to better prepare future leaders and managers to facilitate more engaged employees and impactful workplaces. Except for a brief detour, I have done just that, leveraging the KSAOs developed while a student, a research/teaching assistant, as well as through internships and consulting opportunities at UGA. My first academic appointment, which I started ABD, was at Winthrop University as an Assistant Professor of Management. After two years and based on my research as a careers and diversity scholar, I was recruited away to work for an international company in diversity, but quickly realized I was an academic in practitioner clothing and longed to be back on a college campus. Thankfully, I was able to obtain an academic position at Georgia Southern University and was there until I transitioned to the first public liberal arts college established in the 21st century, Georgia Gwinnett College (GGC). During my sixteen year tenure at GGC, I held various administrative and teaching positions. In search of a new challenge as I near retirement, I joined the business faculty at Wake Forest University in 2023, where I seek to continue to awaken greatness within myself and those I engage with inside and outside the classroom.

What have been one or two of your biggest professional achievements since graduation?

As a first-generation college student, who was conditionally accepted at each of my three alma maters, one of my biggest professional achievements since obtaining my doctorate was delivering the convocation speech (https://www.youtube.com/watch?v=XkfmIIYkOHY) at the awards ceremony where I received the fourth of the college's four faculty excellence awards (Faculty Excellence in Teaching) and was promoted to full professor with my immediate family in attendance. This supports my belief that the will to succeed and drive to achieve can propel one to obtain career success. Relatedly, I am always proud when students I have taught and/or mentored earn their advanced degrees, such as fellow UGA alums Drs. Bryan Dawson and Mia Tran, as well as Dr. McKenzie Preston (UGA's master of I/O psychology program) who recently completed his doctorate at Wharton and accepted an appointment with NYU's Stern School of Business. This supports my primary motivation for wanting to become a professor and extends the promise I made to my mom (who passed away from breast cancer two months prior to my fifth birthday) to always care for my little brother.

What is one piece of advice you would give to a recent graduate starting their careers?

It was once said, those who learn best question; those who question best listen. My advice to those in the program or starting their careers in I/O would be to continue to foster the growth mindset and curiosity that is within by asking informed questions and engaging in active listening as lifelong learners and producers of new knowledge. To be a calculated risk taker and pivot as necessary to find your authentic purpose and fulfillment in the work you do.

Alumni Spotlight: Dr. Anna Hulett

Dr. Anna Hulett graduated from UGA's I/O Ph.D. program in 2017. She is now working as an Employee Experience (EX) Scientist with Qualtrics, and is based in Denver, CO.

How has UGA shaped your professional journey?

My time in the UGA IO PhD program set a strong foundation for my career journey, from ensuring I was well trained as a scientist, to providing multiple avenues to gain applied experience in organizations, ranging from short term organizational data analysis projects to formal internship programs. Graduating with deep scientific skills paired with multiple applied experiences across diverse organizational contexts has set me up for success in my career, from working internally at UPS and Johnson & Johnson, to working as a consultant at Booz Allen Hamilton and in my current role at Qualtrics.

What have been one or two of your biggest professional achievements since graduation?

I am proud of my time serving as the Chair of the SIOP Salary Survey Committee, leading the most recent SIOP Salary Survey & Report in 2022. I know firsthand how valuable the Salary Survey Report is as a resource for members of our field, so I really appreciated this opportunity to give back to the field of IO and utilize my survey design expertise to lead the 2022 Salary Survey effort. I am also really proud of the ways I have stayed connected with my fellow UGA IO PhD alumni over the years since graduation, whether that is in the professional context of collaborating together on publications, conference presentations, serving on SIOP committees, or getting to work together in the same organization, or staying connected in our personal relationships outside of work, from attending UGA football games with fellow alums to going skiing together!

What is one piece of advice you would give to a recent graduate starting their careers?

Be open and stay curious in your career. Your first job may or may not be the kind of work you do for the rest of your career, so continue to approach your working life like grad school: explore different tasks, projects, & opportunities that may arise outside of your core job to see what drives your passion, and what does not. If there is a topic or practice area you are interested in that may be outside your current role's scope, find other people in that space and find ways to learn from them and/or collaborate. Listen to podcasts and attend webinars on these topics, or even collaborate and submit a SIOP presentation with experts in this area to deepen your knowledge and understanding.

Impact of Donations

Donations to the IO Psychology Program really make a difference! We are fortunate to have the *Dan Mack Graduate Support Fund*, *William A. Owens Distinguished Graduate Fellows Fund*, and the *Industrial-Organizational Psychology Alumni Fund*. Collectively these generous donations fund graduate student travel, graduate student research grants, graduate student research awards, PhD student visitation day, the SIOP reception, and our Professional Development Speaker Series events.

2024 Dan Mack Graduate Student Research Grant Recipients
- Josie Anker, "A qualitative examination of subtle weight discrimination at work"
- Arturia Melson-Silimon, "Too strong: Effects of the strong black woman schema in the workplace"
- Kristen Eggler, "Applicant reactions to diversity signals in job postings"

2024 Dan Mack Memorial Award Recipient: Nina Carmichael-Tanaka
- The Dan Mack Memorial Award honors a current graduate student in the I-O Psychology Program whose research interests extend the work of Dan Mack. Dan's research interests included selection, with an emphasis on individual differences, affirmative action, jury decisions, racial and ethnic identity, and the role of diversity in organizations. Dan was primarily interested in research that centered around understanding the dynamics and impact of diversity in organizations.

2024 Inaugural Dan Mack Memorial Lecture
- Dr. Paul Sackett, University of Minnesota, "Revisiting Assessment Validity for Predicting Overall Job Performance or The Most Consequential Computational Error in the History of IO Psychology"

Speakers and Professional Development

Dr. Gary Burns, Professor of Psychology at Florida Institute of Technology, gave a talk about his experiences as a faculty member at an R2 institution and how viewing counterproductive work behaviors through the lens of psychometric networks.

Dr. Sun Joo (Grace) Ahn, Professor of Journalism and Mass Communication and Director of the Center for Advanced Computer-Human Ecosystems (CACHE) at UGA, gave a talk about her decades of research on how VR, AR, and MR experiences shape human thoughts, feelings, and behaviors.

Drs. Julie Wayne and Wendy Casper
Dr. Wendy J. Casper, Professor of Management at the University of Texas at Arlington, and Dr. Julie Wayne, Professor of Management at Wake Forest University, gave a talk on their 15-year research collaboration on the work-family interface, sharing lessons from their journey.

Dr. Songqi Liu
Dr. Songqi Liu, Director of the Science of Organizations Program at the U.S. National Science Foundation (NSF), gave a talk on opportunities for funding with NSF and the Graduate Research Fellowship Program.
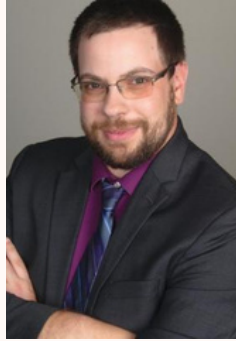

Dr. John Scott
Dr. John Scott, Co-Founder and Co-CEO of APTMetrics, gave a talk on best practices and ethical guidelines on implementing artificial intelligence into talent acquisition and management practices.

Lab Updates

COFFEE Lab
Dr. Jeffrey Olenick

The COFFEE lab has been making exciting progress the last few months. We welcomed new students to the lab, launched a new website (thanks Hudson!), and are making progress on multiple projects. Jeff and Kristen recently published a paper in GOM on teamwork in extreme environments. Kristen continues to pursue a systematic review on allyship in organizations. Data collections and computational models continue to be developed regarding socioeconomic disparities and the reactions of employees to equal opportunity employment messaging. Javon (with Patrick's assistance) is preparing to propose his thesis on reactions to non-inclusive language and is currently planning pilot studies. Our enterprising undergrads have been making great strides as well with Emma presenting our research at a variety of conferences, and Rebecca driving new study ideas on training for deaf and hard of hearing workers. New projects on the horizon look to explore emerging technology in DEI training endeavors.

ECHO Lab
Dr. Lilian Eby

The ECHO lab is dedicated to graduate student professional development and support, in addition to offering opportunities for engagement in on-going research projects. Since the last newsletter, students in the lab have been reading foundational articles and learning how to engage scientific discussions, obtaining feedback on their thesis and dissertation ideas, and discussing other on-going projects. Students are also engaged in three research projects in the lab, in addition to their own research projects. This includes an intervention study aimed to improve work-life balance (using slick human-like avatars), an quasi-experimental field study testing different methods of matching mentors and mentees to enhance mentee outcomes, and a survey of scientific opinion on open science in IO/OB/HR.

Relationships and Work Lab
Dr. Melissa Robertson

This year, the Relationships and Work Lab has been focused on advancing our understanding of mentoring, workplace inclusion, and the work-family interface. We recently submitted our systematic review of mentor training to SIOP and are working to submit it for publication. We also submitted our new behavioral model and measure of mentoring to SIOP (led by Fanyi Zhang, PhD student at Purdue), and plan to submit for publication by the end of the year. Our efforts in mentoring research are building to exciting mentor assessment and development projects that integrate traditional "I-side" topics (e.g., training, developmental assessment, situational judgment tests) with new theoretical models of mentoring. Graduate students Marta, Thamengie, and Carsynn are leading important projects related to immigrant workers, the work-life interface, and remote work, and we have been excited about the research synergies forming in the lab. We are also developing methodological expertise in optimization methods, exploratory structural equation modeling, quasi-experimental design, and generative AI.

Leadership & Performance Dynamics Lab
Dr. Brian Hoffman

The LPD Lab has been buzzing with activity, making progress on ongoing projects and launching exciting new ones! We currently have five doctoral students and over 12 undergraduate lab members. We're thrilled to welcome our newest graduate student, Carsynn Miller, to the team. On the research front, our research has been published in the Journal of Management's Review Issue and IO Perspectives. We are currently completing several meta-analyses involving leadership, turnover, voice, and employee well-being. We've also submitted several posters, symposia, and panel discussions for the upcoming SIOP 2025 conference and are eagerly awaiting acceptance decisions. Meanwhile, many of our graduate students are preparing to propose their theses and dissertations, while others are gearing up for their comprehensive exams. Exciting work and opportunities lie ahead!

Lab Updates

Healthy Work Lab
Dr. Malissa Clark

The Healthy Work Lab has been busy working on several projects this year. We are close to wrapping up coding for our updated meta-analysis of workaholism, and hope to present some preliminary findings at the upcoming SIOP conference. We have a couple papers under review and being prepped for submission to journals, and we also recently published a paper examining employees' views on what empathy is, a project that several of our undergraduate RAs assisted with content coding of employee identified "empathic" workplace behaviors on a company rewards platform. This fall our undergraduate RAs have been working in small groups on research projects spanning multiple topic areas including neurodiversity, work breaks, and gender differences in communication expectations to be presented at the department's Psi Chi convention. Multiple graduate students have reached important milestones this semester, with Rebecca Cole successfully defending her thesis and Nick Haynes successfully defending his dissertation.

H20 Lab
Dr. Yimin He

The H2O lab conducts research on occupational health and safety, organizational climate, and social networks. We are currently working on two meta-analysis projects examining organizational climate and gender differences in social networks, which are being coded by undergraduate research assistants under the supervision of graduate students (Bailey Lytle, Yaxuan Zhou, and Yinbo Zheng). We have submitted five posters to SIOP and three papers to the Work, Stress and Health Conference, covering topics such as respectful climate, total worker health climate, and recovery. Among our graduate students, Bailey Lytle is developing her dissertation on remote work climate and its impact on employee outcomes, while Yaxuan Zhou is focusing her thesis on the interplay of social networks and workplace inclusion. Additionally, we currently have three papers that are under revision and resubmission and are finalizing a climate scale development paper for submission soon.
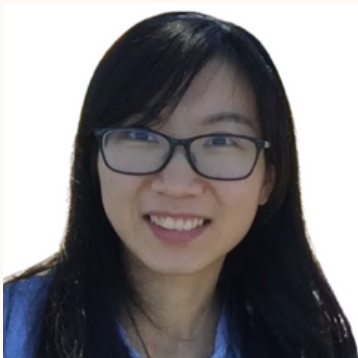
Model Lab
Dr. Neal Outland

The MODEL Lab has been hard at work on several projects! Our data collection has finished for a review of trust models. This project would not have been possible without our fantastic research assistants! Additionally, our interdisciplinary AI grant on the development of trust in AI has produced many conference submissions. Arturia successfully defended her dissertation "Social Identity-Based Impression Management Strategies Among Black Women and Their Outcomes: A Latent Profile Analysis" over the summer. She is now doing excellent work at Virginia Tech as faculty and PI of the Advancing Identity Management Lab! Our current students are working on their theses and dissertations, with Riley set to defend her dissertation "A Comparison of Modern Machine Learning Methods for Applied Attrition Modeling" and Nina aiming to defend her thesis "Taking AIM at What it Means to be Asian: Development of the Asian Identity Measure" in the Spring.

Social Events

No tricks - only treats this year!!

Winning BIG at Rook & Pawn for a game night!

As IF we'd miss an episode of Survivor!

All out for Josie's big day!

Dr. Eby and our I/O PhD students welcomed Drs. Wayne and Casper on their visit to UGA!

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