

Connect(I/O)ns

FROM THE UGA INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY PHD PROGRAM

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Fireside Chats

We are all excited for SIOF 2025 in Denver, Colorado and hope to see many of our alumni there! UGA is “representing” strong at the conference. Please read more about the UGA I-O papers, panels and other sessions happening at SIOF and come see us. We are also highlighting two awesome alumni in the spring newsletter: Dr. Richelle Southwick and Dr. Mia Tran. These distinguished alumni are making a real difference in industry (Richelle) and academia (Mia) – we are so proud – Go DAWGS. We are also pleased to announce that another great alum, Dr. Mary Alice Crowe-Taylor, delivered the 2025 Dan Mack Memorial Lecture this year. The event was attended by several alumni of the program and it was wonderful to reconnect. The event was also very healing for the program after the tragic loss of Beth Buchanan a few years ago. Finally, I hope alumni will consider supporting the I-O Psychology Program through a tax-deductible donation. Your donation can really make a difference in supporting our students and the program through small grants, student travel funding, student professional development, and other community-building activities. We are still trying to determine if we will hold a UGA reception at SIOF 2025. We hope that we can pull this off -- be on the lookout for an email from me if the stars align. Please stay in touch and anticipate the next version of the Connect(I/O)ns newsletter in the Fall of 2025.



Dr. Lillian Eby
Program Chair

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




Talia Culotta
IOPSA President

Dear Alumni and Friends of the UGA IO Psychology Program, 2024 was another great year for the program (as you will get to see in this newsletter)! We are already off to an exciting and busy start to 2025, including hosting guest speakers for our Professional Development Series, enjoying another successful recruitment weekend, and preparing for SIOF presentations. We are looking forward to our upcoming Third Year Talks and Spring event (perhaps some more friendly competition). This will be my last newsletter in my role as IOPSA president- it has been wonderful to serve in this role and give back to such a special program. Thank you all for staying in touch and we look forward to seeing many of you in Denver!

Come see us at SIOP!

| Presentation Type | Citation | Date & Time | Location |
|-------------------|---|--|--------------------|
| Poster | Barthes, H. B. , Rainey, V. R., & Schantz, A. D. (2025). Not wired for work engagement: sensory processing, autism, and ADHD [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Thursday 04/03/2025 8:00 - 8:50 AM | Mile High Ballroom |
| Poster | Carmichael-Tanaka, N. (2024). Development of the Asian Identity Measure (AIM). [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Thursday 04/03/2025 8:00 - 8:50 AM | Mile High Ballroom |
| Poster | Anker, J.G., Carmichael-Tanaka, N., & Eby, L.T. (2025). A qualitative examination of interpersonal weight discrimination at work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Thursday 04/03/2025 8:00 - 8:50 AM | Mile High Ballroom |
| Poster | Cole, R.B., Clark, M.A., Robertson, M. M., Hoffman, B. J. (2025). (Still) Here for the Right Reasons: Perceptions of Motivation for Overwork. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States | Thursday 04/03/2025 9:00 - 9:50 AM | Mile High Ballroom |
| Panel | Miller, C. F. (Co-Chair), Richard, T. (Co-Chair), Haas, J. B. (Co-Chair), Cadiz, D. (Panelist), Clark, M. (Panelist), Davis, J. (Panelist), Fan, J. (Panelist), Hurley Bryant, K. (Panelist), Miller, D. (Panelist), Olenick, J. (Panelist), & Sawyer, K. (Panelist). (2025). Bridging the academic-practitioner divide: Debate and collaborative issue exploration [Alternative session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Thursday 04/03/2025 9:00 - 10:20 AM | Room 205 |
| Panel | Castille, C.M. (Chair), Obenauer, W. (Co-Chair), Eby, L. , & Guzzo, R. (2025, April). Open Science Unleashed: Fostering Transparency and Collaboration in Research and Practice [Symposium]. Society for Industrial and Organizational Psychology, Annual Conference, Denver, CO. | Thursday 04/03/2025 9:00 - 10:20 AM | Room 403/404 |
| Symposium | Oney, S.D. , (Co-Chair) & Clark, M.A. (Co-Chair) (2025) [Symposium]. From taboo to hot topics: Cutting edge research on women's work-related experiences. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Thursday 04/03/2025 10:30 - 11:20 AM | Room 205 |
| Poster | Hess, R. A., Outland, N., & Gaddie, C. (2024). Comparison of regularized regression to tree-based algorithms for attrition modeling [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Thursday 04/03/2025 1:00 - 1:50 PM | Mile High Ballroom |
| Poster | Liguori, E. A., Katz I. M., Olenick, J. (2024). The Incremental Validity of Feedback Orientation on Performance: Beyond C and g [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Thursday 04/03/2025 1:00 - 1:50 PM | Mile High Ballroom |

Come see us at SIOP!

| Presentation Type | Citation | Date & Time | Location |
|-------------------|---|--|--------------------|
| Poster | Zheng, Y. B., Feng, X., Bian, W., Ma, J. Y., & He, Y. (2024). How and when can feedback seeking be a catalyst for givers' creativity? seekers' expressed humility matters. Society for Industrial and Organizational Psychology Annual Conference, Denver, CL, United States. | Thursday 04/03/2025 1:00 - 1:50 PM | Mile High Ballroom |
| Panel | Owens, T. (Chair), Ruggs, E. (Co-Discussant), Olenick, J. , (Co-Discussant), Blocker, V., Davis, J. , & Stewart, D. (2025). Exploring Diversity in Teams: Gender, Status, and Reactions to DEI Initiatives [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Thursday 04/03/2025 2:00 - 3:20 PM | Room 407 |
| Poster | Harmata, R., & Hoffman, B. (2024). Cracking the Code: A Systematic Review of Microaggression Measurement Tools [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO., United States. | Thursday 04/03/2025 4:00 - 4:50 PM | Mile High Ballroom |
| Panel | Clark, M. A. (Co-Chair, Panelist), Sawyer, K. B. (Co-Chair, Panelist), Grandey, A. A. (Panelist), Rogelberg, S. G. (Panelist) & Grabarek, P. E. (Moderator) (2024). So You Want to Write a Book?: Tips for Publishing in the Popular Press [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Thursday 04/03/2025 4:00 - 4:50 PM | Room 603 |
| Panel | Szpaichler, S. (Chair), Kang, B.Y. (Speaker), Levitt, S., Monitto, V. (Speaker), Stryker, S. R. (Speaker) (2025). Prioritizing Human Sustainability in a Tooled-Up World [Alternative Session Type - Fishbowl]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Thursday 04/03/2025 5:00 - 5:50 PM | Room 201 |
| Panel | Davis, S. N. (Co-Chair), Gardner, D. M. (Co-Chair), Davis, J., Egger, K. , Stewart, D., Stoa, R. (2025). Disrupting the DEI Dialogue: Fresh Perspectives and Bold Solutions [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO., United States. | Thursday 04/03/2025 5:00 - 5:50 PM | Room 407 |
| Poster | Huang, Y. H., Zhou, Y., Lytle, B., He, Y., Chlevin, C., Giordano, F., Lee, J., Anger, W. K., Courtney, T. K., Kelly, A., & Rameshbabu, A. (2025). Experiences of tradeswomen in construction: creating a safe, healthy, and respectful workplace climate [Poster]. | Thursday 04/03/2025 5:00 - 5:50 PM | Mile High Ballroom |
| Poster | Guffey, L., Listyg, B., Clark, M.A., Smith, R.W. (2025). Counting sheep or counting to-dos? Examining mindfulness, workaholism, and sleep [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Thursday 04/03/2025 5:00 - 5:50 PM | Mile High Ballroom |
| Symposium | Schirle, G. (Chair), & Bisbey, T. (Co-Chair) (2025). From Self to System: Exploring Barriers and Boosters to Recovery [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.. Grant, R.S. , Ohya, T., & Wright, J. W. (2025). Kickstart My Recovery: The Role of Psychological Detachment in Promoting an Optimal Recovery Process Across the Evening. | Thursday 04/03/2025 5:00 - 5:50 PM | Room 601 |

Come see us at SIOP!

| Presentation Type | Citation | Date & Time | Location |
|-------------------|--|--|--------------------|
| Panel | Facteau, J., Fetzer, M., Gutierrez, S., Hansen, A., Hoffman, B. , & Kantrowitz, T. (2025, April). AI in I-O teams: Creative applications, ethical practice, and lessons learned [Panel discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Thursday 04/03/2025 5:00 - 5:50 PM | Room 507 |
| Panel | Wolfart, R. (Co-Chair), Bruk-Lee, V. (Co-Chair), Wu, F. Y. (Panelist), Duronio, J. (Panelist), Gaddie, C. E. (Panelist), Barthes, H. (Panelist), Specht, M. (Panelist), King, J. (Contributor), Rodriguez, M. A. (Contributor) (2025). The research process: Studies done by and with individuals with disabilities [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Friday 04/04/2025 8:00 - 8:50 AM | Room 405/406 |
| Poster | Zheng, Y. B. , Feng, X., Bian, W., Ma, J. Y., & He, Y. (2024). Seekers' humility matters: feedback seeking as a catalyst for givers' creativity. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Friday 04/04/2025 9:00 - 9:50 AM | Mile High Ballroom |
| Panel | Grant, R. (Co-Chair), Garcia, S. C. (Co-Chair), Allen, T. D., Chen, G., Eby, L. , Nye, C. D. & Shockley, K. M. (2025). Concept to Contribution: Navigating Challenges in Making Theoretical Contributions [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Friday 04/04/2025 10:30 - 11:20 AM | Room 505 |
| Poster | Lytle, B. , Huang, Y. H., Chlevin-Thiele, C., Giordano, F., He, Y. , Lee, J., Anger, W. K., Yang, L.-Q., & Courtney, T. (2025, April). Developing and validating a respectful workplace climate scale [Poster]. | Friday 04/04/2025 10:30 - 11:20 AM | Mile High Ballroom |
| Poster | Tsai, H. -C., Bauer, K. N., *Neuman, A. J., *Young, E. E., Cavanaugh, K. J., †Ellington, J. K., † Olenick, J. , †Surface, E. A. (April, 2025). Effective Trainer Behaviors: A Meta-Analysis for Optimal Training Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Friday 04/04/2025 10:30 - 11:20 AM | Mile High Ballroom |
| Poster | Lytle, B. , He, Y. , Zhu, Z., Robertson, M. , Zhou, Y. (2025, April). Recovering from full-time work through meaningful side hustles [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States | Friday 04/04/2025 1:00 - 1:50 PM | Mile High Ballroom |
| Panel | Mohedano-Jurado, M. (Co-Chair), Robertson, M. M. (Co-Chair), Kong, W. (Panelist), Lehmann-Willenbrock, N. (Panelist), Ruiz de Huydobro, G. (Panelist), & Tay, L. (Panelist) (2025). I-O goes global: Promoting international perspectives in research and practice [Alternative session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Friday 04/04/2025 1:00 - 1:50 PM | Room 709/711 |
| Symposium | Bueno, A. (Co-Chair), Smith, N. A. (Co-Chair) & Chawla, N. (Discussant) (2025). From actors to beneficiaries: A multiple perspectives look at allyship [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States... Stryker, S. R. , Eggler, K. D. , Kann, R., Olenick, J. , & Chang, C. H. D. (2025). Old wine in a new bottle? Assessing the construct validity of allyship. | Friday 04/04/2025 1:00 - 1:50 PM | Room 304 |

Come see us at SIOP!

| Presentation Type | Citation | Date & Time | Location |
|-------------------|---|---|--------------------|
| Symposium | Grant, R.S. (Co-Chair) & Shockley, K.M. (Co-Chair) (2025). My Cup Spilleth Over: Examining Dynamic Work-Nonwork Spillover Processes [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States... Grant, R.S. , Garcia, S., & O'Malley, L. (2025). It Varies: Examining The Moderating Role of Job Demand, Job Resource, and Recovery Experience Variability on The Recovery Process. | Friday 04/04/2025 2:00 - 3:20 PM | Room 501/502 |
| Symposium | Ikner, B. N. (Co-Chair) & Dickson, M. W. (Chair) (2025). Enhancing Fidelity in IO Psychology Research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States... Stryker, S. R., Kang, B. Y., & Outland, N. (2024). Designing a Virtual Environment for Examining Human-Robot Interactions. | Friday 04/04/2025 4:00 - 4:50 PM | Room 603 |
| Panel | Regina, J. (Co-Chair), Waiwood, A.M. (Co-Chair), Eby, L.T. , Kell, H., & Moss, A.J. (2025). Combating Bad Actors in Surveys Using Researchers, Reviewers, and Recruitment Panels [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Friday 04/04/2025 5:00 - 5:50 PM | Room 507 |
| Poster | Egglar, K. D. , Somaraju, A. V., & Olenick, J. (2025, April 2-5). Modeling the effects of adverse impact on racial wealth inequality. [Poster]. Society for Industrial Organizational Psychology Annual Conference, Denver, CO, United States. | Saturday 04/05/2025 8:00 - 8:50 AM | Mile High Ballroom |
| Poster | Bales, E., Egglar, K. D. , & Olenick, J. (2024). Impact of diversity statements on racial minority vs. majority applicant reactions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. | Saturday 04/05/2025 8:00 - 8:50 AM | Mile High Ballroom |
| Poster | Zhou, Y., Guffey, L., Clark, M. A., & He, Y. (2025). A meta-analysis of workaholism and performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Saturday 04/05/2025 9:30 - 10:20 AM | Mile High Ballroom |
| Poster | Hoffman, B. J., Stryker, S. R., & Kang, B. Y. (2025). An Analysis of Textbook Coverage of Cultural Differences in Cognitive Tests [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Saturday 04/05/2025 9:30 - 10:20 AM | Mile High Ballroom |
| Poster | Facteau, K. O. , Wayne, J., Mills, M. J., Wang, Y., Matthews, R., & Whitman, M. V. (2024). All relative? The impact of absolute and relative invisible load on work outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. | Saturday 04/05/2025 2:00 - 2:50 PM | Mile High Ballroom |
| Symposium | Waiwood, A.M. (Chair) (2025). The Processes, Contexts, and Features that Produce and Enhance Mentorship's Effects. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States... Robertson, M. M., Miller, C., Mohedano-Jurado, M., Richard, T. , Zhang, F., He, Y. , & Woo, S. E. (2025). A systematic review of mentor training. | Saturday 04/05/2025 2:00 - 2:50 PM | Room 205 |

Alumni Spotlights



Dr. Ny Mia Tran graduated from UGA's I/O Ph.D. program in 2015. She is now working as an Associate Professor of IO Psychology at Salem State University.

How has UGA shaped your professional journey?

My career path has been a journey of data, discovery, and deep gratitude. From analyzing military data (N~150,000!) at Fors Marsh Group to realizing my heart was in teaching, I pivoted—teaching fellow, tenure track (twice), program director, and now at Salem State University. UGA shaped everything—my professors (Kecia, Lillian, Gary, Karl, Brian, Rob, Chuck) didn't just teach; they inspired, mentored, & built the foundation of who I am today. Forever grateful!

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

Seeing my IOP graduate students succeed is the most rewarding part of my career. I've had the privilege of leading executive learning at MIT and Columbia and collaborating with industry leaders like Visa, KPMG, L'Oréal, and Allianz. Serving as SIOP Women's Inclusion Network (WIN) Chair has deepened my passion for inclusion, impact, and meaningful change.

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

1) Your professors, classmates, and mentors aren't just part of your academic experience—they're lifelong allies. My UGA network opened doors, inspired my work, and supported me in every transition. Nurture those relationships. 2) Your career won't follow a perfectly linear path—and that's okay. I started in consulting, pivoted to teaching, then stepped into leadership roles I never anticipated. Stay open, say yes to new challenges, and trust that every step (even the uncertain ones) is shaping your future.



Dr. Richelle B. Southwick graduated from UGA's I/O Ph.D. program in 1998. She is now working as a Talent Management Consultant at Southern Company Services.

How has UGA shaped your professional journey?

I started working as an internal consultant at Southern Company when I was ABD and collected my dissertation data there thanks to my first full-time boss & mentor Dr. Mike Moomaw (IO psychologist). I started with traditional IO work with other IO Psychologists, but took a development assignment as an HR consultant and found I really loved the HR side (consulting with leadership teams on staffing, compensation, team development). I've spent about ½ my career as an HR consultant and ½ in a traditional IO role in a center of expertise. In an IO role, I have engaged in survey research & action planning, validation studies, succession planning, leadership and training development, and delivery. UGA gave me the foundational skills and my psychology background helped me consider things from both individual and organizational levels. The research, data collection, & analysis skills have been useful in all of my roles (although data analysis for me these days is limited to basic statistics). The overall skillset has helped me think differently than most colleagues in HR and I have added value by doing so.

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

I was the HR delivery partner who developed & implemented the people plan to support closing and downsizing 5 power plants. It was a multi-year project, completed in a very humane way, using sound IO principles. Recently I was asked to make recommendations on how our HR organization could become more collaborative and efficient. The biggest changes implemented were functionalizing our Talent Management Department (which I am a part of), our Diversity Department, and making a training council system-wide for governance, and consistency. I am now on the Training Council professional development subcommittee representing our Talent Management department. These changes will allow us to create a more cohesive culture using common language and help us to gain efficiencies.

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

Seek input from & stay connected with other IO psychologists while also being open to work experiences outside of the "typical" IO field. You never know how your passion may change as you discover new things!

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 SIOF reception, and our Professional Development Speaker Series events.

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.

2025 Dan Mack Memorial Lecture

- Dr. Dr. Mary Alice Crowe-Taylor, University of North Carolina at Charlotte, "Mack & MAC-T's Story: Tragic Loss, Altruism & Healing"

2025 Inaugural Beth E. Buchanan Memorial Fund Grant Recipient: Thamengie Richard, "*Under Pressure: Profiles of Work and Family Acculturation Pressures Faced By Immigrant Workers*"

- The Beth E. Buchanan Memorial Fund Grant provides financial support to an undergraduate or graduate student who is conducting a research project for an honor's thesis, master's thesis, (or equivalent project if a formal thesis is not a program requirement) or a doctoral dissertation. The research project should focus on lower-income workers, employee well-being, marginalized workers, or other topics that enhance societal well-being through the workplace. Having a current UGA PHD student funded by this grant is particularly meaningful for the program as we continue to mourn her tragic loss.

Speakers and Professional Development

Drs. Brian Frost, Beth Demko, Matthew S. Harrison, & Rob Stilson

Dr. Brian Frost (Director of UGA's Professional IOMP Program), Dr. Beth Demko (Senior People Scientist at Microsoft), Dr. Matthew S. Harrison (Vice President of Talent Learning & Culture at Cox Automotive), and Dr. Rob Stilson (Manager of People Analytics at PwC) participated in a panel discussion to talk about their careers and experiences in the applied sector.



Dr. Katie Kinkade



Dr. Katie Kinkade (Principal Statistician and Team Lead on the Organizational Insights (OI) team at State Farm) joined us for a talk on her journey transitioning from graduate school to a career in applied research. Dr. Kinkade reflected on the challenges and rewards of her position while offering advice for those considering a career in applied research.

Dr. Mary Alice Crowe-Taylor

Dr. Mary Alice Crowe-Taylor (Professor of Psychology at University of North Carolina at Charlotte) delivered the Dan Mack Memorial Lecture to students and alumni, offering a look into her journey and the importance of relationships, community, altruism, and healing.



Shown in photo from left to right: Dr. C. Douglas Johnson, Dr. Amy Montagliani James, Dr. Mary Alice Crowe Taylor, Dr. Kathryn Thompson-Feith, Dr. Christina Sarabia (not pictured but in attendance Dr. Angie Lockwood, Dr. Keith Eigel). Also in attendance was Dan's Major Professor and former UGA faculty member and Associate Dean, Dr. Kecia Thomas).

THESES & DISSERTATIONS

Thesis Defense

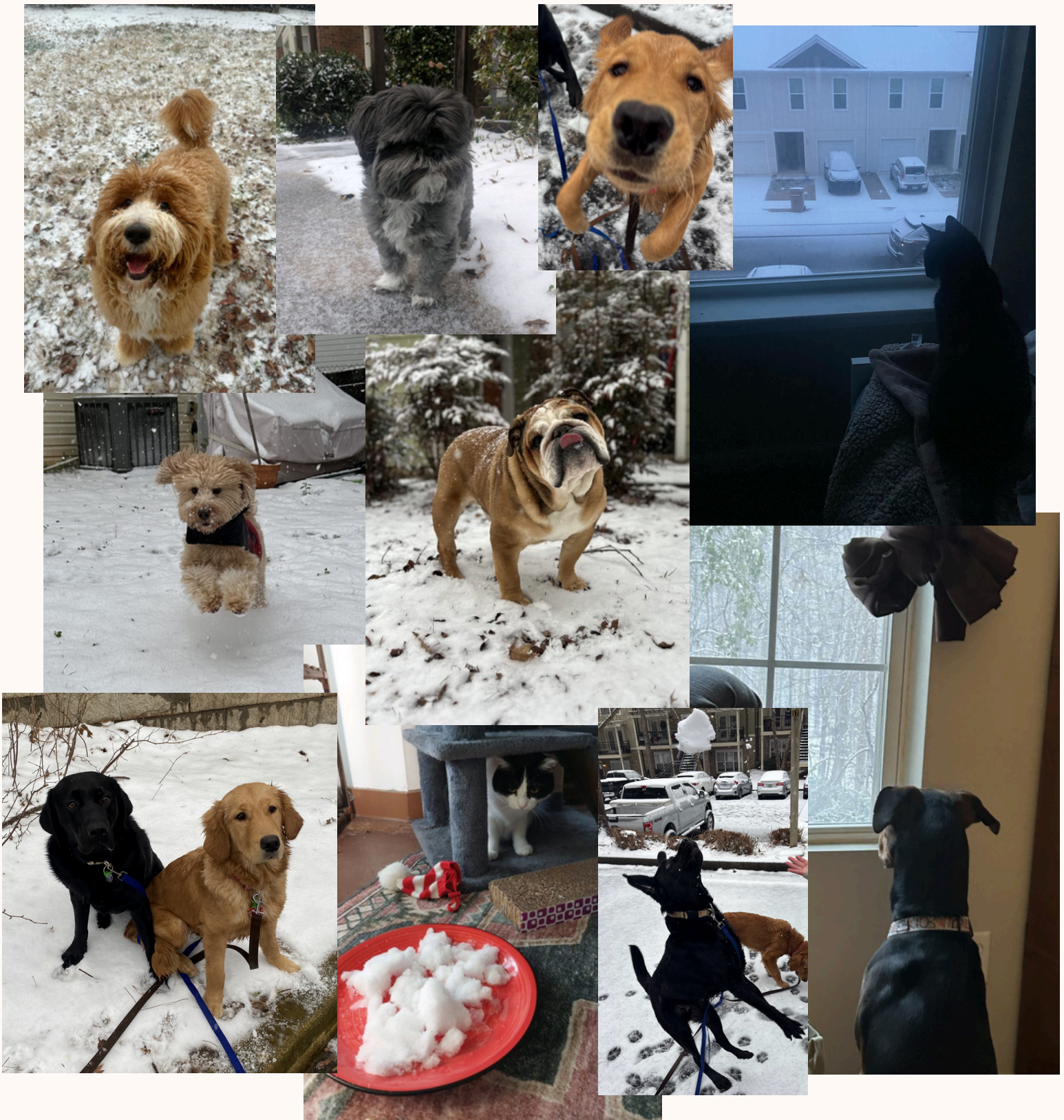
- **Katherine Facteau** defended her thesis, *The Interplay of Similarity and Dissimilarity in Predicting Career and Relational Mentoring Outcomes*
- **Rebecca Cole** defended her thesis, *(Still) Here for the Right Reasons: An Investigation into Perceived Motivation for Overwork*

Dissertation Defense

- **Arturia Melson-Silimon** defended her dissertation, *A Person-Centered Approach to Identity Management of Black Women*
- **Hope Dodd** defended her dissertation, *The Effects of Leadership Within Virtual Environments: A Functional Leadership Approach*
- **Nicholas Haynes** defended his dissertation, *#RiseandGrind: Impact of Overwork Climate and Stressor Appraisal Configurations on Changes in Workaholism, Well-Being, and Organizational Outcomes*



Campus Goes Cozy: How Athens Enjoyed the Snow Day





Published By
**The University of Georgia Industrial-
Organizational Psychology Student
Association (IOPSA)**

Keep up with us on social media!

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Instagram: @uga_iopsych

Facebook: @UGA I-O Psychology

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