The IOPSA Newsletter

FROM THE UGA INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY STUDENT ASSOCIATION

Fall 2017

A Word from Our President

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

Our exceptional I-O family paved the way for a great 2017 for UGA I-O! We're thrilled to share program updates and outstanding achievements of our students and faculty in the 2017 Fall Newsletter. Rounding out the fall semester, I'm proud to say that undeniable dedication, collaboration, camaraderie,



and a strive to continue pushing our field forward are all reflected in the highlights from this past year.

This year, we welcomed an outstanding new cohort of students, proving that our program continues to uphold the UGA I-O tradition of adding top talent to the ranks year after year. The new students were quick to get involved and eager to contribute their unique ideas and perspectives. Get to know them starting on page 2!

While we welcomed new students this fall, we had to say goodbye to our own Dr. Karl Kuhnert as he followed a new opportunity at Emory University. Although we miss him dearly, Karl's accomplishments and contributions to the program will surely have an everlasting impact and we wish him all the best in his new endeavor!

Our students and faculty have had numerous opportunities this semester to hear from a variety of



I-O Psychology

experts in our field through brown-bags and speaker visits (p. 2). These experiences continue to provide valuable insights from prominent thought leaders and we always look forward to hosting new people!

And as always, the momentum at UGA shows no sign of slowing down. Our students and faculty continue to produce an abundance of high quality publications and conference presentations (p. 5). Way to go everyone!

Here's to saying goodbye to yet another wonderful year for UGA I-O and hello to all of the continued growth and success 2018 is sure to bring. Happy holidays and best wishes for the new year from your UGA I-O family!

-Megan Lowery, IOPSA President

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FALL FEATURE

Speakers & Professional Development

Our very own graduate students hosted an **internship brownbag** on September 28 to discuss their past internships with other students interested in gaining applied experience. Students on the panel included Kate Conley, Alexandra Harris, Megan Lowery, Laura Provolt, and Aspen Robinson.



Dr. Winny Shen, Assistant Professor of Psychology at the University of Waterloo, gave a brownbag talk on October 17 focusing on her recent research on personality and perceptions of organizational justice. Prior to the talk, she held a Q&A with our I/O graduate students.

Dr. Ruth Kanfer, Professor of Industrial/Organizational Psychology at Georgia Tech, spoke to us on November 7. She hosted a Q&A session with the graduate students and then gave a brownbag talk about her recent exciting work with the Work Science Center at Georgia Tech.





Dr. Jay Goodwin, Chief of the Foundational Science Research Unit at the U.S. Army Research Institute (ARI), gave three talks over two days (November 9 & 10) on topics including ARI research priorities, how to apply for Department of Defense research funding, and applied research opportunities for graduate students. Dr. Goodwin's visit was coordinated by our Dr. Lillian Eby in conjunction with UGA's Owen Institute for Behavioral Research.

Welcome First Years!

Nick Haynes

Hey, everyone! I'm Nick Haynes, and I'm originally from St. Clair, MI. I graduated from Taylor University in 2015 with a B.S. in Psychology/Systems. I discovered I/O psychology through good-old-fashioned Google searches. I joined SIOP and started attending conferences during undergrad. Between graduating from undergrad and starting here at UGA, I've been completing various research-related consulting projects and internships along with a service project in South Korea last spring. I'm working with Dr. Malissa Clark and my primary research interests include workaholism, the work–family interface, and employee well-being. I am also passionate about cultures and aim to research how national cultures, subcultures, and individual values and beliefs influence the above topics. When I'm not working, I enjoy traveling (locally, nationally, and internationally), playing music/songwriting, and playing board games.



FALL FEATURE

First Years, continued . . .

Rose LeFevre-Levy

Hi! My name is Rose LeFevre-Levy. I am working with Kristen Shockley and Lillian Eby. I am originally from the Boston area. I also spent several years in the Midwest where I attended undergrad.



Broadly, my research interests include worklife balance, worker well-being, and gender and diversity issues in the workplace. I have been enjoying my first semester at UGA and look forward to exploring Athens more.

Jake Pendergraft

Hi everyone, my name is Jake Pendergraft. I was born in Eugene, Oregon and completed my bachelor's degree here at UGA last December. I'm very happy to be back at UGA, and am looking forward to continuing to work with Dr. Dorothy Carter and the LINC lab! My primary research interests are emergent leadership, teams,



and multiteam systems, and I'm excited to see what research opportunities will be available during my time here. While not working, I enjoy spending time leatherworking, camping, fishing, and doing just about anything else I can to get outside. Thanks to everyone who I've already spoken to for the warm welcome, and I hope to meet everyone else soon!

Program & Alumni Updates

Notes from the Program

THESIS DEFENSES:

William McLane and Alexandra Harris successfully defended their theses.

COMPREHENSIVE EXAMS:

Cindy Maupin passed her written and oral prelims.

NEW JOBS & INTERNSHIPS:

Ada Guan accepted a full-time job offer from Aon Hewitt (Radford) to work as a data scientist, starting in January 2018.

Nick Haynes accepted a Research Assistant position with the Workplace Health Group beginning in the spring semester.

Cindy Maupin accepted a position as a Consortium Research Fellow with the U.S. Army Research Institute (ARI). Starting in January, Cindy will be moving to the Washington D.C. area to conduct research related to the study of complex systems and group behavior with the Army's Foundational Sciences Research Unit.

Program & Alumni Updates, continued...

Notes from the Program

OTHER NEWS:

Dr. Lillian Eby has announced a new lab name! The new lab is ECHO (Enhancing Connections and Health in Organizations). The website is under construction and laboratory space has been reconfigured to accommodate many new projects examining mindfulness, relational events, and physiological indicators of health.

Notes from the Office

Dr. Wanda Hayes celebrated her 10-year anniversary with Emory University and was awarded the Emory University Award of Distinction, which is given annually to staff members who have made outstanding contributions to the Emory community. Additionally, the team that Dr. Hayes leads was recognized with four awards last year: Chief Learning Officer Magazine's LearningElite Award, HR.com's 2017 LEAD Award for Innovation in Deployment of Leadership Programs, the College and University Professional Association (CUPA)-HR Southern Region's HR Excellence Award, and the CUPA-HR National HR Excellence Award. The team also includes Dr. Randall (Randy) Lucius, who is a fellow alumnus of the UGA I-O program.

Op. Mary Alice Crowe-Taylor is teaching Advanced Psychology of Women and Intro Research Methods to psychology undergrads at Georgia State University and is loving it! She moved back to Atlanta from Charlotte in 2013 and has a home in Decatur. She says, "Come see us! If I haven't talked to you in a while, I'd love to reconnect!"

17 Dr. Anna Hulett graduated with her Ph.D. in May 2017. Her dissertation was funded by the University of Georgia's Innovative and Interdisciplinary Research Grant. It was titled, "The disclosure dilemma: The influence of disability identity development on disclosure at work for employees with disabilities." Anna works as a Senior Consultant at Booz Allen Hamilton and lives in Washington D.C.

Notes from Home

Dr. Kerrin George ('13) married Antonio N. Puente, a graduate of the UGA clinical psychology program, in October in Athens, GA!

Dr. Colby (Kennedy) Nesbitt ('16) married Stephen Nesbitt on September 9.

Faculty member Dr. Kristen Shockley married Jay Winters on October 6.

Publications

- Aikens, M. L., Robertson, M. M., Sadselia, S., Watkins, K., Evans, M., Runyon, C.R., Eby, L.T., & Dolan, E. L. (2017). Race and gender differences in undergraduate research mentoring structures and research outcomes. *CBE-Life Sciences Education*, 16(2).
- Albright, G., Bryan, B., Adam, C., **McMillan, J.** & **Shockley, K.** (in press). Utilizing virtual patient simulations to prepare primary healthcare professionals to conduct substance use and mental health screening and brief intervention. *Journal of the American Psychiatric Nurses Association*, 1-13.
- Allen, T. D., **Eby, L. T.**, Chao, G., & Bauer, T. (2017). Celebrating five decades of research: A review of organizational socialization and mentoring. *Journal of Applied Psychology*.
- Ashburn-Nardo, L., **Thomas, K. M.**, & **Robinson, A. L.** (2017). Broadening the conversation: Why Black lives matter to equality, diversity, and inclusion. *Equality, Diversity, and Inclusion: An International Journal*, 36(8), 698-706.
- Bradley, E., Albright, G., **McMillan, J.**, & **Shockley, K. M.** (in press). Impact of a simulation on educator support of LGBTQ youth. *Journal of LGBT Youth*.
- Brown, B. L., Manolescu, A. M., Provolt, L., Robinson, A. J., & Thomas, K. M. (in press). Understanding barriers to diversifying STEM through uncovering ideological conflicts. E. McGee & W.H. Robinson (Ed.). *Injecting Multidisciplinary Perspectives of Race and Gender for Diversification in STEM.*
- Campbell, S. M., Twenge, J. M., & Campbell, W. K. (2017). Fuzzy but useful constructs: Making sense of the differences between generations. Work, Aging and Retirement, 3, 130-139.
- Campbell, W. K., Twenge, J., & Carter, N. T. (2017). Support for marijuana (cannabis) legalization: Untangling age, period, and cohort effects. *Collabra: Psychology*, 3, 2.
- Carter, D. R., & Maupin, C. K. (2017, July). Leadership IS a social network: Implications for security professionals. Invited article: Centre for research and evidence on security threats (CREST) security review. (Translational magazine targeting national security professionals in the United Kingdom.) Direct link to article: https://crestresearch.ac.uk/comment/leadership-social-network/
- Carter, D. R., Asencio, R., Trainer, H., DeChurch, L.A., Kanfer, R., & Zaccaro, S. J. (forthcoming). State-of-the-science: Best practices for working in multiteam systems. In K. Hall (Ed.), *Handbook of team-based interdisciplinary research*.
- Clark, M. A., O'Neal, C. W., Conley, K. M., & Mancini, J. A. (2017). Resilient family processes, personal reintegration, and subjective well-being outcomes for military personnel and their family members. *American Journal of Orthopsychiatry*.
- Clark, M. A., Sanders, K., Haynes, N., & Vande Griek, O. (forthcoming). Lifespan perspectives on work and non-work roles. In B. B. Baltes, C. W. Rudolph, & H. Zacher (Eds.), *Work Across the Lifespan*. Elsevier. [invited]
- Cullen-Lester, K., **Maupin, C. K.,** & **Carter, D. R.** (2017). Incorporating social networks into leadership development: An organizing framework and evaluation of research and practice. *The Leadership Quarterly, 28,* 130-152.
- Dong, L. & Campbell, W. K. (2017). The Big Five personality traits, Big Two metatraits and social media: A metaanalysis. *Journal of research in personality*, 70, 229-240.
- Eaton, N. R., Rodriguez-Seijas, C., Krueger, R. F., Campbell, W. K., Grant, B. F., & Hasin, D. S. (2017). Narcissistic personality disorder and the structure of common mental disorders. *Journal of Personality Disorders*, 41, 449-461.
- **Eby, L. T,** Allen, T. D., **Conley, K. M., Williamson, R. L.,** Henderson, T. G., & Mancini, V. S. (2017). Mindfulness-based training interventions for employees: A qualitative review of the literature. *Human Resource Management Review*.
- **Eby, L. T., Vande Griek, O. H., Maupin, C. K.**, & Allen, T.D. (2017). Regional differences in work-family conflict in the United States: A cultures within culture approach. In **K. Shockley**, W. Shen, & R. Johnson (Eds.), *Cambridge Handbook of the Global Work-Family Interface*. Cambridge University Press.
- Espinosa, A., Clark, M., Carter, D. R. (2017). Understanding shared familiarity and team performance through network analysis. Proceedings of the 51st Hawaii International Conference on System Sciences (HICSS).
- French, K. A., Dumani, S., Allen, T. D., & **Shockley, K. M.** (in press). A meta-analysis of work-family conflict and social support: Examining support source, support type, and national context. *Psychological Bulletin*.
- **Gray, C. J., Carter, N. T.,** & Sears, K. (2017). The UWBQ-I: An adaptation and validation of a measure of instigated incivility. *Journal of Business and Psychology*, 32, 21-39.
- Hunter, E. M., Clark, M. A., & Carlson, D. S. (in press). Violating work-family boundaries: Reactions to interruptions at work and home. *Journal of Management*.

Publications, continued . . .

- Hyatt, C. S., Sleep, C. E., Campbell, W. K., & Miller, J. D. (2017). Exposure to celebrities as a possible explanatory mechanism in the perception of American narcissism. *Collabra*, 3(1), 4.
- Hyatt, C. S., Weiss, B. M., Carter, N. T., Zeichner, A., & Miller, J.D. (in press). The relation between narcissism and laboratory aggression is not contingent on environmental cues of competition. *Personality Disorders: Theory, Research, and Treatment.*
- Kim, Y. J., Hetrick, A. L., & Hoffman, B. J. (2016). Assessment Centers. *Oxford Bibliographies*. New York, NY: Oxford University Press.
- Lavner, J. A., & Clark, M. A. (online first). Workload and marital satisfaction over time: Testing lagged spillover and cross-over effects during the newlywed years. *Journal of Vocational Behavior*. doi. 10.1016/j.jvb.2017.05.002
- Llewellyn, N., Carter, D.R., Nehl, E. J., & Rollins, L. (in press) Charting the publication and citation impact of the NIH Clinical & Translational Science Award (CTSA) program from 2006-2016. *Academic Medicine*.
- Maples-Keller, J. L., Williamson, R. L., Sleep, C. E., Carter, N. T., Campbell, W. K., & Miller, J. D. (in press). Using item response theory to develop a 60-item version representation of the NEO-Five Factor Inventory using the International Personality Item Pool: Development of the IPIP-NEO-60. *Journal of Personality Assessment*.
- **McMillan, J. T.**, Karimi, L., & Rada, J. (in press). A review of work-family research in the Middle East. In **K. M. Shockley**, W. Shen, & R. C. Johnson (Eds.), *Handbook of the global work-family interface*. Cambridge Industrial and Organizational Psychology Series.
- Miller, J. D., Gentile, B., Carter, N. T., Hoffman, B. J., & Campbell, W. K. (in press). A comparison of the nomological networks associated with forced-choice and Likert formats of the narcissistic personality inventory. *Journal of Personality Assessment*.
- Sedikides, C. & Campbell, W. K. (2017). Narcissistic force meets systemic resistance: The Energy Clash Model. *Perspectives in Psychological Science*, 12, 400-421.
- Shinaprayoon, T., Goodie, A. S., & Carter, N. T. (in press). The modified gambling motivation scale: Confirmatory factor analysis and links with problem gambling. *Journal of Gambling Issues*.
- **Shockley, K. M.**, Douek, J., Smith, C. R., Yu, P. P., Dumani, S., & French, K. A. (2017) Cross-cultural work and family research: A review of the literature. *Journal of Vocational Behavior*, 101, 1-20.
- **Shockley, K. M.,** Shen, W., & Johnson, R. C (in press). *Handbook of the Global Work-Family Interface*. Cambridge Industrial and Organizational Psychology Series.
- Shockley, K. M., Shen, W., Denunzio, M. M., Arvan, M. L., & Knudsen, E. A. (in press). Disentangling the relationship between gender and work-family conflict: An integration of theoretical perspectives using meta-analytic methods. *Journal of Applied Psychology*. *** Designated as a *Journal of Applied Psychology* Monograph, indicating substantial and significant contribution as determined by the editorial team ***
- **Shockley, K.M.**, Smith, C. R., Knudsen, E. (2017). 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.
- Shuffler, M., Kramer, W., Carter, D. R., Thayer, A., & Rosen, M. (in press). Leveraging a team-centric approach to diagnosing multiteam system functioning: The role of intrateam state profiles. *Human Resource Management Review*.
- **Thomas, K. M.,** & Ashburn-Nardo, L. (2017). Broadening the conversation: Why Black lives matter. A special issue of Equality, Diversity, and Inclusion: An International Journal, 36(8). UK: Emerald Publishing.
- **Thomas, K. M.**, Plaut, V. C., Volpone, S., Brown, B. L., & Sleight, R. (2017). 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.
- **Thomas, K. M., Robinson, A. J., Provolt, L., & Brown, B. L**. (in progress). When Black Leaders Leave. Laura Morgan Roberts & David A. Thomas (ed.), *Race, Work and Leadership in the 21st Century: Learning about and from Black Experience.*
- Twenge, J. M., Carter, N. T., & Campbell, W. K. (2017). Time period, and birth cohort differences in self-esteem: Reexamining a cohort-sequential longitudinal study. *Journal of Personality and Social Psychology*, 112, e9.
- Twenge, J. M., VanLandingham, H. & Campbell, W. K. (2017). The seven words you can never say on television: Increases in the use of swear words in American books 1950-2008. *SAGE Open*.

Publications, continued . . .

- **Vande Griek, O. H., Clark, M. A.,** Witte, T. K., Nett, R. J., Moeller, A. N., Stabler, M. E. (in press). A taxonomy of job stressors among veterinarians: A qualitative analysis. *Journal of the American Veterinary Medical Association.*
- **Vande Griek, O. H., Clauson, M. G.,** & **Eby, L. T.** (in press). Organizational career growth and proactivity: A typology for organizational effectiveness. *Journal of Career Development*.
- **Williamson, R. L., & Clark, M. A.** (forthcoming). Workaholism and work-family conflict: Theoretical perspectives, empirical findings, and directions for future research. In J. Nicklin (Ed.), *Work-Life Balance in the 21st Century: Perspectives, Practices, and Challenges.* Nova Science Publishers. [invited]

Presentations

- Baumann, H. M., Clark, M. A., & Robertson, M. M. (2017, August). You're here, but you're not: Implications of employees' work preoccupation for significant others. In H. M. Baumann and C. E. Kleshinski (Co-Chairs), We're in this together: The influence of employees' work-family experiences on other individuals. Symposium presented at the 2017 meeting of the Academy of Management, Atlanta, GA.
- Carter, D. R., & DeChurch, L.A. (2017, May). The impact of team priorities on inter-team leadership claims and grants in multiteam systems. Paper presentation at the 2nd Annual Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece.
- Clark, M. A., & Robertson, M. M. (2017, February). The effects of sharing work events on employees and partners. Poster session to be presented at the Sunshine Education Resource Center Interdisciplinary Research Symposium, Tampa, FL.
- Clauson, M. G., & Shaw, M. (2017). Effective use of 360-degree assessments as a tool for individual performance evaluations and organizational development. In M.G. Clauson & M. Shaw (Chairs), *Developing public administrators*. Symposium at the Annual Conference of the American Society for Public Administration, Atlanta, GA.
- Clauson, M. G. (November 2017). *Technological job disruptions and the building blocks of work*. Presentation at the Georgia Institute of Technology Work Science Center Brownbag Series, Atlanta, GA.
- **Clauson, M. G.** (October 2017). *Mapping the future of work*. Presentation at the Inter-Action Council High-level Expert Meeting, Boston, MA.
- **Clauson, M. G.** (September 2017). *Evolving with exponential technologies*. Presentation at the Young Presidents Organization Gold Vancouver Chapter Meeting, Vancouver, Canada.
- **Clauson, M. G.** (August 2017). *Mapping the future of skills*. Presentation at the Singularity University Global Summit, San Francisco, CA.
- **Clauson, M. G.** (August 2017). Technological job disruptions and the future of work. Presentation at the Singularity University Global Solutions Program at the NASA Ames Research Center:, Mountain View, CA.
- Dille, D., West, J. V., Harris, A. M., & Carter, N. T. (2017, April). Predicting organizational citizenship behavior from personality: Application of trait activation theory using O*NET work styles. Poster presented at the University of Georgia's annual Psi Chi convention, Athens, GA.
- Gibson, Z. M., Carter, D. R., & DeChurch, L. A. (2017, May). Little words and big goals: Semantic indicators of leadership in multiteam systems. Paper presented at the 67th Annual Conference of the International Communication Association, San Diego, CA.
- **Guan, L.** (2018, April). How to develop a forced-choice measure: Guided by a simulation study. Paper to be presented for the Annual Meeting of the National Council on Measurement in Education (NCME), New York, NY.
- **Guan, L.,** & Lustenberger, E. D. (2017, July). *Using MIRT to understand situational judgement tests with polytomous responses*. Paper presented for 82nd International Meeting of the Psychometric Society (IMPS), Zurich, Switzerland.
- **Lowery, M.**, & **Carter, N. T.** (2017, June). *The influence of personality on attributional complexity across situations*. Poster session presented at the Biennial Association for Research in Personality Conference, Sacramento, CA.
- **Lowery, M., Harris, A.,** & **Carter, N. T.** (2017, July). *Ideal point processes in IRT: Comparing the GGUM and normal PDF model.* Poster session presented at the 2017 Meeting of the Psychometric Society, Zurich, Switzerland.
- Martinez, V., Robertson, M., & Eby, L. (2017, April). The effects of grandchild caregiving on grandparent health behaviors. Poster presented at the 2017 Psi Chi Convention, Athens, GA.

Presentations, continued . . .

- Maupin, C. K., & Carter, D. R. (2017, July). The impact of between-team leadership processes on team performance. In C. K. Maupin, S. Dubrow, & S. J. Zaccaro (Chairs), *Crossing boundaries in organizations: A social network approach.*Symposium at the 12th Annual Conference of the Interdisciplinary Network for Group Research, St. Louis, MO.
- **Maupin, C.K.,** & Carter, D. R. (2017, May). *Teamwork relationships in multiteam systems: Traits you can trust*. Poster presented at the European Association of Work and Organizational Psychology (EAWOP), Dublin, Ireland.
- **McMillan, J. T., Shockley, K. M.,** & Eatough, E. M. (2017, August). Nonresponse bias in work-family dyad research: Cause for concern? In J. Capitano (Organizer) & W. J. Casper (Discussant), *Current methodological issues in work-life research*. Symposium presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- Melson-Silimon, A., Harris, A. M., & Carter, N. T. (2017, April). *Trait activation theory and academic performance: Predicting academic performance from personality moderated by major*. Poster presented at the University of Georgia's annual Center for Undergraduate Research Opportunities, Athens, GA.
- Newton, D., Nahrgang, J., **Maupin, C. K.,** Chamberlin, M. & **Carter, D. R.** (2017, August). The influence of voice on personal reputation and leader emergence. In Sinha, R. and Chiu, C. (Chairs), *A network approach to understanding the antecedents and consequences of team leadership.* Symposium presented at the 77th Annual Meeting of the Society of Behavioral Medicine, San Diego, CA. *** **Selected as a Showcase Symposium *****
- Padilla, H., Zuercher, H., **Robertson, M.**, DeJoy, D., & Wilson, M. (2017, March). A comparison of reach, retention, uptake, and satisfaction between three delivery models of FUEL Your Life. Poster presented at the 38th Annual Meeting of the Society of Behavioral Medicine, San Diego, CA.
- Parham, C., Shin, J., Ruppel, A., **Harris, A. M.,** & Carter, N. T. (2017, April). *Exploring the relationship between personality traits and intelligence*. Poster presented at the University of Georgia's annual Psi Chi convention, Athens, GA.
- Robertson, M., Padilla, H., Vandenberg, R., DeJoy, D., & Wilson, M. (2017, June). Baseline predictors of weight management behaviors and weight change in a workplace weight loss intervention. Poster presented at the 2017 Work, Stress, and Health Conference, Minneapolis, MN.
- Sanders, K. N., Stabler, M. E., & Clark, M. A. (2017, June). Are there really differences? A meta-analysis examining work-family conflict dimensions: Time, strain, and behavior. Poster session to be presented at the 12th Annual International Conference on Occupational Stress and Health, Minneapolis, MN.
- **Trainer, H. M.**, & **Carter, D. R.** (2017, August). The impact of shared governance on nurses' well-being. In P. Farago & D. DiazGranados (Co-Chairs), *Changing the conversation: Helping healthcare workers grow through change.* Symposium at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.
- Trainer, H., Agbonghae, C., Maupin, C. K., Carter, D. R., Nehl, E.J., & Llewellyn, N. (2017, July). Building institutional partnerships to advance clinical and translational science. In M.L. Shuffler & W.S. Kramer (Chairs), *Creating expert teams: Advancing science team dynamics with I/O Psychology*. Symposium at the 12th Annual Conference of the Interdisciplinary Network for Group Research, St. Louis, MO.
- Williamson, R. L., & Carter, N. T. (2017, June). Does grandiose narcissism moderate the curvilinear relationship between extraversion and life satisfaction? Presented at the Association for Research in Personality Conference, Sacramento CA
- Williamson, R. L., & Carter, N. T. (2017, May). Form, structure, situation: Integrating three theoretical perspectives to elucidate the relation between extraversion and extrarole performance. Presented at the European Association of Work and Organizational Psychology Conference, Dublin, IE.
- Williamson, R. L., & Carter, N. T. (2017, May). Uncompensated overtime workers' motivation to work: Physical and psychological health outcomes. Presented at the European Association of Work and Organizational Psychology Conference, Dublin, IE.
- Wilson, M., DeJoy, D., Vandenberg, R., Corso, P., Padilla, H., Zuercher, H., & **Robertson, M.** (2017, June). The effectiveness of program delivery on the translation of DPP to a worksite setting: Implementation of Fuel Your Life. Poster presented at the 4th Biannual Global Implementation Conference, Toronto, ON.
- Wynne, K. T., Baltes, B. B., & Clark, M. A. (2017, August). Exploring actor and partner effects among working spouses: Work-aholism and work-family conflict. Symposium paper to be presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Grants, Awards, & Accomplishments

Dr. Dorothy Carter is a Co-Investigator for the Evaluation and Continuous Improvement Function of the Georgia Clinical and Translational Science Alliance (GaCTSA), a \$51 million grant funded by the National Institutes of Health (NIH). Pls include: Taylor, W. R., Ofili, E. O., Garcia, A. J., Phillips, B. G., and Blumberg, H. M.

Dr. Dorothy Carter received the Alvah H. Chapman Jr. Outstanding Dissertation Award "for the dissertation that makes an outstanding contribution to the field of leadership," presented by the Center for Leadership (CFL) at Florida International University in partnership with the Academy of Management Network of Leadership Scholars. She was awarded \$3,000 and invited to present at the Center for Leadership, Miami, FL in April, 2018.

Dr. Dorothy Carter was promoted from "Affiliate" to "Fellow" status at UGA's William A. & Barbara R. Owens Institute for Behavioral Research (OIBR), as well as to "Full Member" status at the Georgia Informatics Institute (GII).

Dr. Dorothy Carter received media attention in the article "Dorothy Carter explores a mission to Mars" (Frame, 2017), a feature profile article in the American Psychological Association Member Center: http://psyciq.apa.org/dorothy-carter-explores-mission-mars/.

Dr. Nathan Carter will give an invited talk at the 2018 Meeting of the Association for Psychological Science titled, "Extreme Personalities at Work and in Life." He will also give a keynote talk at the 2018 Meeting of the International Personnel Assessment Council titled, "Personality Testing and the Americans with Disabilities Act: Trouble Ahead?"

Dr. Nathan Carter was elected a Member of the Personnel and Human Resources Research Group (PHRRG; 2017).

Muriel Clauson was named a 2017 "Game-Changer" by Women at the Frontier. The award is part of an annual international list recognizing female innovators in science and technology. She was honored for her work regarding the impact of advanced technologies, such as artificial intelligence, on workers.

Dr. Lillian Eby was awarded best paper published in 2017 by Personnel Review for "Organizational citizenship behaviors and employee depressed mood, burnout, and satisfaction with health and life: The mediating role of positive affect" (Baranik & Eby).

Dr. Lillian Eby is a Co-Investigator for the Collaboration & Multi-Disciplinary Team Science Function of the Georgia Clinical and Translational Science Alliance (GaCTSA), a \$51 million grant funded by the National Institutes of Health (NIH). Pls include: Taylor, W. R., Ofili, E. O., Garcia, A. J., Phillips, B. G., and Blumberg, H. M.

Cindy Maupin received an Innovative and Interdisciplinary Grant from the Graduate School of the University of Georgia to support her dissertation research.

Jeremiah McMillan was awarded a Sunshine ERC Grant from the University of South Florida for his project, "Previous combat exposure and counterproductive work behavior: The role of posttraumatic stress and protective factors" (award: \$6,500). Jeremiah is the principal investigator. Co-investigators include Kristen Shockley and Glenn Albright.

Aspen Robinson was the recipient of the 2017-2018 Center for Research and Engagement in Diversity Seed Grant. She was awarded a \$500 seed grant for research focused on the diversity-related experiences of racial minority graduate students in higher education institutions. An aim of the study is to expand knowledge about the experiences, needs, strengths, and/or virtues of students who are historically and socially stigmatized and marginalized.

Dr. Kristen Shockley received several media mentions, including: The London Times, The Economic Times, Yahoo News! UK, U.S. News, The Daily Mail, Working Mother Magazine, Live Science, Science Daily for her in press JAP article.

Dr. Kecia Thomas completed workshops with the Association of Medical Illustrators, Georgia State Librarians, and a local division of Johnson and Johnson.

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IOPSA

The Industrial-Organizational Psychology Student Association

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