A Word from Our President

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

Hello and Happy New Year! I hope everyone is doing well and having a good start to 2022. After over a year of our program being almost entirely “remote,” it was so wonderful to be able to (safely) get together in person again this semester for classes, speakers, and social events. As you will see in this newsletter, we’ve been having a lot of fun!

This semester, we welcomed seven new amazing graduate students, including a former UGA graduate. They have been such a joy to get to know, and we are so excited to see all that they accomplish in the years ahead.

In this newsletter, we are happy to share the latest updates from our students, faculty, and alumni, including defended theses and dissertations, publications, presentations, and more. Thank you for staying in touch, and I hope to see many of you at SIOP in Seattle this April!

Sincerely,
Josie Anker, IOPSA President

P.S., If you are on Instagram, be sure to shoot our new IOPSA account a follow @uga_iopsych to see what we’re up to!
At our first in-person Brown Bag in almost two years, UGA alumna Dr. Sarah Carr Evans discussed her career in external consulting and her thoughts on having a meaningful I/O career.

Our UGA IO Family Has Grown!

- Kristen Shockley welcomed Adeline (“Addie”) Frances Winters into the world on May 22, 2021, weighing in at 7 lbs 14 ounces. She is the sweetest, happiest baby with the most squeezable chipmunk cheeks!
- Neal Outland welcomed his firstborn daughter Aliana on July 31, 2021!
Social Activities

Our graduate students and faculty members participated in a number of social events throughout the year!

Pictured on the right is this year’s IO Halloween celebration, complete with some fun costumes!

Pictured on the left is our first annual IO kickball game with the Psy-Kicks facing the Her(I)Os!

Pictured on the right is our holiday party with faculty and graduate students! Congratulations to Becky Harmata for winning the ugly sweater competition!

UGA IOPSA NEWSLETTER, FALL 2021
Welcome New First Years!

Shayla Bianchi
My name is Shayla. I am from Bradenton, Florida, and received my B.A. in Psychology from the University of South Florida. I am currently working with Dr. Lillian Eby in the ECHO Lab. My research interests broadly fall within occupational health psychology and more specifically in work stress and recovery. I am especially interested in researching the organizational and personal circumstances that facilitate or inhibit employee detachment from work, with the goal of optimizing work-life balance and increasing employee well-being. Outside of research, I enjoy reading, hiking, and kayaking.

Beth Buchanan
Hey, everyone! My name is Beth Buchanan, and I’m originally from Fresno, California. I completed my B.A. in Psychology at Rice University in May 2021, where I worked with Dr. Eden King and Dr. Mikki Hebl. I’m advised by Dr. Kristen Shockley in the iWill lab. My research interests broadly include the work-family interface, work recovery, and gender issues. In my free time, I like to play with my cat Boba, cook new recipes, and explore new places in Georgia!

Nina Carmichael-Tanaka
Hi! My name is Nina, and I grew up in Saint Paul, MN. I graduated from Ohio Wesleyan University in 2019 with a double major in Psychology and Neuroscience. Here at UGA, I work with Dr. Neal Outland and my research interests lie at the intersection of Teams, Leadership, and Diversity and Inclusion. When I’m not working in the lab or reading for classes, I enjoy trying new restaurants in Athens, seeing movies at Ciné with friends, and trail running in various parks!

Talia Culotta
Hi everyone, my name is Talia and I am from the Chicago suburbs. For undergrad (and to escape the cold), I attended Stetson University in Deland, FL, before coming here to UGA. I work with Brian Hoffman and am generally interested in researching leadership, work teams, and counterproductive work behaviors. In my free time, you can usually find me reading novels, hanging out in nature, or playing with my cat Finley. I am super excited to have joined the dawg family and look forward to my future here at UGA!
Katherine Facteau
My name is Katherine Facteau and I am a first-year in the program. I'm from Johns Creek, GA, and I received my B.S. from Auburn University in May of 2021. I am working with both Dr. Lillian Eby and Dr. Kristen Shockley. Broadly, my research interests include work-life balance, employee health and well-being, and leadership. Outside of school, I love traveling to Auburn football games and spending time outside!

Brandon Kang
Hi everyone! My name is Brandon Kang, and I’m from Lilburn, Georgia. I graduated this past May with my bachelor’s degree from UGA. I am currently working with Dr. Neal Outland and Dr. Brian Hoffman. My research interests include artificial intelligence systems at work, selection and assessment, and DEI. Currently, I am examining the determinants of trust in AI and the nature of cognitive testing in undergraduate courses. Outside of school, I enjoy hiking, playing tennis/badminton, and traveling.

Skylar Oney
Hello! My name is Skylar. I was born in Champaign, Illinois, and grew up in Clermont, Florida for most of my life. I received my Bachelor of Science in Psychology in May 2021 from the University of Central Florida in Orlando, Florida. I am very excited to be here at UGA, where I am working under the direction of Dr. Malissa Clark in the WAFER Lab. Some of my primary research interests include organizational citizenship behaviors, citizenship pressure, and well-being. In my spare time, I enjoy reading, spending time with friends, and exploring Athens!
Professional Accomplishments and Awards

Honorable Mention, William A. Owens Award for Academic Achievement, *Society for Industrial and Organizational Psychology* (Carter, Lowery, Williamson, Harris, Listyg, Conley, Maupin, King, & Carter, 2020)

Designated Fellow Status, *Association for Psychological Science* (Lillian Eby)

Designated Fellow Status, *Academy of Management* (Lillian Eby)

2021 Alvah H. Chapman Outstanding Dissertation Award, *Academy of Management’s Network of Leadership Scholars, FIU Center for Leadership* (Cindy Maupin)

2021 Ziskin Future of Work Research Award (Cindy Maupin)

Designated Fellow Status, *Society for Industrial and Organizational Psychology* (Kristen Shockley).

2021 Schmidt-Hunter Meta-Analysis Award, *Society for Industrial and Organizational Psychology* (French, Dumani, Allen, & Shockley, 2018)

The I-O Psychology Excellence in Teaching Award for 2020-2021 (Kristen Shockley)
Jobs & Internships

Malissa Clark was appointed as Associate Editor for the Journal of Business and Psychology and as the Graduate Coordinator of UGA’s Psychology Department.

Jorge Lumbereras accepted a position as Assistant Professor of Psychology at Seattle Pacific University.

Cindy Maupin was appointed as a columnist for The Industrial-Organizational Psychologist to manage “The Academics’ Forum.”

Former visiting scholar Gouri Mohan accepted a position as Assistant Professor of Management at IÉSEG Ecole de Commerce à Paris et Lille, Paris, France.

Neal Outland was appointed as Graduate Coordinator of the UGA Artificial Intelligence Institute.

Hayley Trainer accepted a position as Senior Research Scientist at Boeing.

Program Milestones

Defended Thesis: Arturia Melson-Silimon, Jake Pendergraft, and Katelyn Sanders

Defended Dissertation: Young-Jae Kim

Grants

#RiseAndGrind: Impact of Overwork Climate and Stressor Appraisal Configurations on Changes in Workaholism and Health (2021–2022). Sunshine ERC Pilot Project Grant. Nick Haynes (PI) and Malissa Clark (Faculty Advisor)

Center for Research and Engagement in Diversity (RED) Seed Grant (Arturia Melson-Silimon).
Publications


Publications Continued


Publications Continued


Publications Continued


Presentations


Presentations Continued


**Eby, L. T.** (Panelist) (June, 2021). *Open science summer workshop 3*. Center for the Advancement of Research Methods and SIOP (virtual).


**Eby, L. T.** (February, 2021). *Journal of Applied Psychology: Where we’ve been and where we’re heading*. Invited talk for the Department of Management, University of Science and Technology of China, Hefei, China.


Presentations Continued


Published By

The University of Georgia

I-O Psychology

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