

The IOPSA Newsletter

FROM THE UGA INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY STUDENT ASSOCIATION

Spring 2019

A Word from Our President

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



The 2018-2019 academic year has been an exciting one for our program. As always, our students are doing incredible things in research and practice. On page two, we have listed students who defended their theses or dissertations, passed preliminary exams, and have accepted new jobs, post-docs, or internships. Congratulations to all of you!

Our faculty are also making great strides in the field, including presenting their work at national and international conferences, receiving new grant funding, and publishing in top-tier journals. See page three to see what our faculty are up to. Thank you to all of our faculty for your continued mentorship and support.

Last month we saw many of our current students, faculty and alumni presented their work at SIOP 2019 in National Harbor, MD. Check out page five to see all the panels, presentations, and posters that our students and faculty presented this year. We also hosted a fantastic program reception, so thank you to everyone who attended and helped pull it together.

Congratulations to everyone who was recognized in this year's newsletter and who continues to make our program great. I'm so proud to be a UGA I-O student, and I can't wait to see what the next year holds for us all!

— Hayley Trainer, IOPSA President

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I-O Psychology

Notes from the Program

AWARDS & GRANTS:

Nick Haynes received the 2019 Innovative and Interdisciplinary Research Grant from the UGA Graduate School in April 2019. The award of \$2,000 will fund a study examining the physiological indicators of health associated with workaholism and be used as a pilot study to a larger grant focusing on workaholism and the heart.

Dr. Dorothy Carter is Principal Investigator along with Co-PI Dr. Kristin Cullen-Lester (University of Houston) on a grant from the National Science Foundation (NSF) Science of Organizations (SoO) titled: "Strategic Leadership Systems: How Networks of Strategic Communication and Informal Influence Arise and Drive Firm Performance" (\$356,810).

Dr. Nathan Carter was awarded the 2019 Creative Research Medal, a university-wide award for social science, for his research on personality and its role in work behavior and life outcomes.

Dr. Dorothy Carter won the Excellence in Teaching Award for demonstrating a high intellectual standard in course content, rigor, and scholarship.

Dr. Nathan Carter won the Organizational Citizenship Award for mentoring and developing students.

Dr. Nathan Carter is a Co-Investigator along with Principal Investigator Dr. Gregory Strauss on a grant from the National Institute of Mental Health (R01) titled: *Prodromal Inventory for Negative Symptoms (PINS): A Development and Validation Study* (\$3,720,045).

Dr. Nathan Carter is a Co-Principal Investigator along with Erin L. Dolan on a grant from the National Science Foundation titled: *Measurement of Negative Mentoring in Undergraduate Research* (\$300,000).

Arturia Melson-Silimon 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.

Olivia Vande Greik won the Donald L. Grant Award for an Outstanding Master of Science thesis and the Herbert Zimmer Award for research scholarship.

Olivia Vande Greik won the Herbert Zimmer Research Scholar Award.

JOBS & INTERNSHIPS:

Cindy Maupin accepted a position as Assistant Professor at Binghamton University School of Management
Jeremiah McMillan accepted the position of Associate Psychometrician with Infor Talent Science starting January 2019.

Aspen Robinson accepted a position as a strategy consultant at KPMG.

COMPREHENSIVE EXAMS:

Muriel Clauson passed her oral comprehensive exam.

Aspen Robinson passed her oral comprehensive exam.

Faculty Updates . . .

Kecia Thomas

In September I received the annual Women's Studies Faculty Award at the New Faculty Reception where we commemorated 100 years of women at UGA. I'm currently participating in the University



System of Georgia's Executive Leadership Institute and I'm enjoying the time to network with peers throughout the state as we reflect on leadership while shadowing a Provost at another institution. I am also enjoying life as a new "empty-nester;" Chad is a graduating senior at Morehouse and Jordan is ending her freshman year at Vanderbilt in the A&S Honor's Program. Chad will be pursuing a Ph.D. in Sociology at the University of Iowa.

Lillian Eby

The ECHO lab is conducting several new studies focusing on the provision of responsive support in mentoring relationships and whether inducing mindfulness in the lab affects relational processes between mentors and protégés. We have a huge army of undergraduate RAs working in the ECHO lab this year and are always looking for bright and motivated students to join!



Lillian's daughter Turner will be graduating high school in May and going off to college in the fall. Lillian, Turner and Auntie Clare will be taking a graduation trip to Paris, and Lillian and her sister will be flying to Spain for another 10-day walk on a different stretch of the Camino de Santiago (from a Coruna to Santiago to Finisterre – otherwise known as "the end of the world").

Malissa Clark

Things have been humming along in the WAFER lab. We are working on coding and writing up our workaholism interviews, in addition to writing up/ revising a couple of other studies focused on workaholism. We are now gearing up to start collecting physiological, body composition, and biological data in the psychology department's new health lab to examine the linkages between workaholism and health outcomes. I'm also particularly excited about my recently published review of empathy research in organizational behavior, which has been a LONG work in progress. The most exciting thing that has happened this year is that I got tenure (woo hoo!!).



Kristen Shockley

The iWill lab has been busy the past year working on a variety of projects. We recently finished data collection on an experience sampling study aimed at understand-

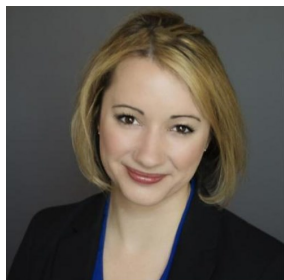


ing attributional and emotional reactions to work-family conflict and how those impact work and home behaviors in working couples. My husband and I welcomed our baby boy, Liam, on December 14. He's putting a new perspective on my role as a work-life researcher .

Faculty Updates, Continued...

Dorothy Carter

This semester has certainly flown by in the LINC Lab as we have all kept very busy! Over the past year, we have continued to work with NASA to better understand the multiteam system challenges in future missions to Mars. We are also excited to have received funding from the National Science Foundation (NSF) in collaboration with Dr. Kristin Cullen-Lester at the University of Houston and our partners at the Center for Creative Leadership to study the systems of leadership and communication networks in the upper echelons of organizations that drive firm performance. Cindy Maupin is finishing up her dissertation and her time as a research fellow at the Army Research Institute, in Arlington, VA. Gouri Mohan, our visiting scholar from IESE Business School in Barcelona, is also finishing up her dissertation after having spent two semesters living and working here at UGA over the past year. I am thrilled to announce that Cindy has accepted a position as an Assistant Professor at Binghamton University School of Management starting Fall 2019 and Gouri has accepted a position as a Post-Doctoral Researcher at Ivey Business School in Canada. Congratulations Cindy and Gouri! Hayley Trainer, Jake Pendergraft, and Justin Jones have been extremely productive over the past year – they have all helped lead grant-funded research projects and have multiple first-authored papers and chapters that are now in press or revise and resubmit status. Finally, we are all excited to be welcoming Emily Gerkin to the lab this fall! We have also been traveling a lot this semester for conferences and data collection– from a NASA program investigators workshop and data collection at Johnson Space Center, to an invited conference on “female leadership in human and mammalian societies” in Berlin, to SIOP in National Harbor Maryland – we have shared our research around the world and had a lot of fun in the process!



Nathan Carter

This has been an exciting year for myself and my current students! With new graduate students as good as Arturia Melson and Riley Hess, I have been busy! Arturia recently published her honors undergraduate thesis in IOP Perspectives as a focal article, and has another first-author R&R, and Riley recently found out she has her first R&R. Both are reported to have had amazing showings at SIOP 2019 (which just wrapped up a few weeks ago). Alexandra Harris has also kept me on my toes, getting multiple R&Rs, and will be a force to be reckoned with on the job market for certain! I was also co-I on a \$3 million NIH grant regarding measurement of “negative” symptoms (i.e., the things you don’t do) for youth at risk of developing schizophrenia with our clinical program’s Greg Strauss, and a \$300k NSF grant on measuring negative mentoring experiences for students in the life sciences. I was also awarded the 2019 Creative Research Medal, a university-wide award for social science. At the moment, I am most interested in network psychometrics, personality neuroscience and its place in the psychology of work, in addition to whatever my awesome graduate students dream up next! Dorothy, her brother, and I (Carter, Carter, & Carter) finally got to present a collaboration on network analyses of Mayan trade routes at the Connected Past Conference at Oxford University, where I used my understanding of network theory and influence (see D. Carter’s research) to turn a wine reception in Oxford’s Trinity College beer hall into a – more appropriate – beer reception (pictured here). I also got to indulge my love of British history, got to visit some major historic pubs (e.g., the Eagle and Child), and was even inspired to begin a new hobby: Brewing my own “real” British ale! We also got to have dinner and see an amazing Christmas display of lights at Blenheim Palace, home of the current Duke of Marlborough and birthplace of Winston Churchill.



I/O Psychology Welcomes New Faculty Member



It is with great pleasure that the I/O department welcomes our newest faculty member, Neal Outland. Neal Outland will be joining us in the fall from DePaul University. His specialty areas include team effectiveness and personality. Welcome Neal!

SIOP 2018 Panels, Presentations, Posters, etc.

Conley, K.M., Lowery, M.R., Williamson, R.L., & Carter, N.T. (2019, April). The Politeness Paradox: Considering Curvilinear Effects of Agreeableness in Selection. In Zhu, X. & Impelman, K. (co-chairs), *Understanding Curvilinear Relationships in Selection Research and Practice*. Symposium presented at the 2019 Meeting of the Society for Industrial and Organizational Psychology: National Harbor, MD.

Conley, K.M., Sanders, K.N., & Martin, J.L. (2019, April). *Diverse Perspectives on Diversity & Inclusion: Mashup Panel and Roundtable Discussion (co-chair)*. Alternative session presented at the 2019 Meeting of the Society for Industrial and Organizational Psychology: National Harbor, MD.

Harris, A. M., McMillan, J. T., Listyg, B., Matzen, L. E., & Carter, N. T. (2019, April). *The Sandia Matrices: Psychometric review of free intelligence item sets*. Poster presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

Haynes, N. J. & Clark, M. A. (Co-Chairs). (2019, April). *Research in unusual situations: When I-O takes us outside our comfort zones*. Symposium conducted at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Hess, R. A., & Carter, N. T. (2019, April). *Revisiting the genetic correlation of job satisfaction and personality*. Poster presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

SIOP 2018 Panels, Presentations, Posters, etc.

Hess, R. A., Landau, M. J., & Carter, N. T. (2019, April). Conscientiousness and performance: Regulatory focus as a moderator of curvilinearity. In Zhu, X. & Impelman, K. (co-chairs), *Understanding Curvilinear Relationships in Selection Research and Practice*. Symposium presented at the 2019 Meeting of the Society for Industrial and Organizational Psychology: National Harbor, MD.

Jones, J. M., & Brown, R. D. (2019, April). *A monte-carlo analysis of parallel analysis factor identification criteria*. Poster presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Jones, J. M., Carter, D. R., Espinosa, J. A., & Clark, M. A. (2019, April). The impact of knowledge overlap networks on team coordination and performance. In Outland, N., Gupta, P. (Co-Chairs), *Frontiers of team cognition research: Empirical and computational approaches*. Symposium presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Lowery, M.R., Clark, M.A., & Carter, N.T. (April, 2019). *Uncovering the Dynamic OCB-CWB Interplay: A Psychometric Network Analysis*. Poster accepted for presentation at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology: National Harbor, MD.

Maupin, C.K., & Lanzo, L.A. (April, 2019). Leadership for modern organizations: Embracing and expanding network-based approaches. In D. Chrobot-Mason (Chair). *Emerging Trends in Leadership Research, Teaching, and Practice*. Symposium accepted for the 34th Annual Society for Industrial and Organizational Psychology Conference: Washington, D.C.

Maupin, C.K. & McCusker, M.E. (Co-Chairs, April, 2019). *Capturing Complexity: Methodological Advancements for Collective Leadership*. Symposium accepted for the 34th Annual Society for Industrial and Organizational Psychology Conference: Washington, D.C.

Maupin, C.K., McCusker, M.E., Slaughter, A.J., & Ruark, G.A. (April, 2019). Stepping Outside the Box: Leveraging Best Practices to Advance Collective Leadership. In **C.K. Maupin & M.E. McCusker** (Chairs). *Capturing Complexity: Methodological Advancements for Collective Leadership*. Symposium accepted for the 34th Annual Society for Industrial and Organizational Psychology Conference: Washington, D.C.

SIOP 2018 Panels, Presentations, Posters, etc.

McMillan, J. T., & Shockley, K. M. (2019, April). Previous combat exposure, posttraumatic stress, and counterproductive work behavior. In P. J. Reiley (Chair), *A multiphase approach to targeting veteran transition issues with I-O psychology*. Symposium presentation at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Mohan, G., & Carter, D.R. (April, 2019). *Informational diversity, team identity, and leadership decentralization*. Poster presentation at the 34th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.

Morelli, N., **Clauson, M.G.**, Toaddy, S.R., Caine, M., & Sharkar-Barney, S.T. (2019, April). *Reskilling Talent to be Future Ready: A Design Thinking Workshop*. Alternative session presentation at the 2019 Meeting of the Society for Industrial and Organizational Psychology: *National Harbor, MD*.

Robertson, M. M., LeFevre-Levy, R., Haynes, N. J., Eby, L. T. (2019, April). What you need to know about physiological measurement in OHP research. In L. M. Kath & L. E. Baranik (Co-Chairs), *What you need to know now: Occupational health psychology updates*. Symposium conducted at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Shockley, K. M., Gabriel, A. S., & Dodd, H. (2019). *When daily isn't fine-grained enough: Temporal issues in work-family ESM design*. Alternative Session Type to be presented at 2019 Society for Industrial and Organizational Psychology conference. National Harbor, MD.

Trainer, H. M., Carter, D. R., Llewellyn, N., & Nehl, E.J. (April, 2019) *Leveraging longitudinal network analysis to evaluate interdisciplinary collaboration*. Poster presentation at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.

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IOPSA

The Industrial-Organizational Psychology Student Association

University of Georgia
125 Baldwin Street
Athens, GA 30602-3013

(706) 542-2174

Get in touch with us!

2018-2019 IOPSA President:

Hayley Trainer
hayley.trainer@uga.edu

2018-2019 IOPSA Newsletter Editor:

Rose LeFevre-Levy
rl24119@uga.edu

(Please forward all alumni updates for the newsletter to the editor.)

2018-2019 Newsletter & Social Media Faculty Advisor:

Dr. Dorothy Carter
dcarter3@uga.edu

Program Chair:

Dr. Brian Hoffman
hoffmanb@uga.edu