A Word from Our President

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

2016 has been another great year of growth and success for UGA I-O! We are so excited to share with you program updates and outstanding achievements of our students and faculty in this 2016 “Fall Features” Newsletter. In looking back at the highlights, I am proud to say that UGA I-O is continuing traditions of recruiting top talent and unparalleled collaboration.

This fall, we welcomed Kristen Shockley to our exceptional faculty team (see p. 2), adding yet another powerhouse to the program’s reputation for strong research productivity, teaching and mentorship. We are so happy to have Kristen back in Athens.

Additionally, a new cohort of five students joined the ranks this year. This diverse cohort brought remarkable experience and prior education that has helped each student hit the ground running during their first semester at UGA. Get to know the new students on p. 3.

We are also fortunate to have renowned alumni and collaborators who are continually sharing their insight and expertise with the program (p. 2).

Momentum at UGA cannot be stopped! Our students and faculty are producing an abundance of high quality publications and conference presentations (p. 5). And of course, we are also having fun in celebrating each other (see p. 10).

Happy holidays and best wishes for the new year from your UGA I-O family!

Kate Conley, IOPSA President
Speakers & Professional Development

- **Dr. Scott Mondore**, Founder, Strategic Management Decisions (SMD), UGA Alum (’01), on September 20, led a great discussion for our students on a myriad of topics ranging from what I-O psychology looks like in the “real world” to challenges experienced by minorities in external consulting to how to manage a start-up.

- **Yihao Liu**, from the University of Florida, advised by Dr. Mo Wang, gave a talk on October 4 entitled "Merits or impressions? A dynamic model of newcomer socialization in teams."

- **Dr. Chris Linder**, from the UGA department of Counseling and Human Development Services, led a compelling workshop November 29 on microaggressions to enhance student and faculty understanding of inclusive behaviors in the workplace.

- Our very own **Muriel Clauson** gave a brownbag talk on December 2 entitled “Exponential I-O.” She discussed her experiences at Singularity University, co-founding the company udexter, and the potential contributions of I-O psychology in the realm of exponential technologies.

Spotlight on New Faculty Member Kristen Shockley

Hey y’all! (I can say that now that I’m back in the South!) I’m Kristen Shockley, the newest addition to the I/O faculty. I am returning to Athens after graduating with my BS in Psychology from UGA in 2004 where I worked with Karl Kuhnert and Lillian Eby. I received my PhD from the University of South Florida in 2010 and then worked at Baruch College in New York City as an Assistant/Associate Professor of I/O psychology for 6 years. I’m thrilled to be back in my home state and to be able to cheer on the dawgs in person – watching from a bar in NYC is just not the same. My main areas of research are how people manage work and family, with a specific interest in dual-earner couples, gender issues, flexible work arrangements, and the impact of work-family conflict on health outcomes. I also study career development, with a focus on mentoring and subjective career success. I served as the Program Chair for SIOP in 2015 and am currently an associate editor at the Journal of Vocational Behavior.
Welcome New First Years!

The new cohort enjoys becoming acquainted (or re-acquainted) with Blue Sky at the first semester social hour!

Megan Lowery

Hey y’all! I’m Megan Lowery and I’m originally from Stuarts Draft, VA. I previously attended Virginia Tech and went on to earn a Master’s in I-O at East Carolina University under the advisement of Dr. Lisa Baranik (also a UGA alum!). I’m currently working with Dr. Nathan Carter and am primarily interested in psychometrics, assessment, and employee health and well-being. However, I’m open and excited to explore other research areas during my time here! In my free time I absolutely love hitting the gym, being outdoors, and exploring all of the good eats and unique places around Athens.

Aspen Robinson

Hi everyone! I am Aspen Robinson, and I am working with Drs. Kecia Thomas and Brian Hoffman. I was born in Savannah, Ga but grew up about an hour and a half away in Douglasville. I graduated from UGA with a B.S. in psychology. During my junior year, after taking Dr. Hoffman’s psychological testing course, I realized that I was interested in the field of IO. So I found my way to Charlotte, NC, where I received a M.A. in IO Psychology from UNC Charlotte. Now I am back home (Go Dawgs!) to assist in my goal to become a contributor to the field and champion of diversity. Specifically, I wish to conduct research focused on minorities’ experiences in the workplace and the unique role leaders play in creating inclusive environments. Outside of school, I like to hit the gym, listen to music, explore Athens, and travel back home to see friends and family. Being back in Athens has brought me great pleasure, and I’m excited to collaborate with the wonderful students and faculty in the program!

Jeremiah McMillan

Hello! My name is Jeremiah McMillan, and I originally hail from Portland, OR. I received my B.A. in Psychology from Azusa Pacific University before working in medical billing sales for five years. I started my PhD career at Baruch College, CUNY in 2014 and jumped at the opportunity to transfer down to UGA when my advisor, Dr. Kristen Shockley, accepted the new faculty position. My research interests include performance management, military psychology and occupational health. I am a stats nerd and look forward to utilizing SEM and IRT in future projects. My favorite pastime is napping.

Fall Features

Megan Lowery

Aspen Robinson

Jeremiah McMillan

UGA IOPSA Newsletter, Fall 2016
First Years Continued

Katelyn Sanders

Hi everyone! I am Katelyn and I’m from Snellville, GA, which is just an hour outside of Athens. I just graduated this past May with my bachelor’s in psychology from UGA and I am so excited to be continuing my education here. I am working with Dr. Malissa Clark. Generally speaking, my research interests include work-family conflict and employee health and well-being. More specifically, I am interested in how these things are experienced by lower level employees and low-income workers. I am also interested in how work-family conflict may be experienced differently across cultures and ethnic groups. I’m excited to continue to make the transition from undergrad to graduate student here in Athens.

Hayley Trainer

Hi, Everyone! My name is Hayley Trainer, and I’m working in the Leadership, Innovation, Networks, and Collaboration (LINC) Lab with Dr. Dorothy Carter. I’m originally from Jupiter, Florida, and I graduated from Duke University with a BA in Psychology in 2015. I spent the last year earning my MSc in Organizational and Social Psychology at the London School of Economics, where I realized my interest in pursuing a doctoral degree. My research interests broadly include leadership, cross-functional teamwork, and the application of social network analysis to these two areas. I’ve loved my experience at UGA so far, and I’m looking forward to growing and learning in this supportive community.

Student & Alumni Updates

Hi everyone! I am Katelyn and I’m from Snellville, GA, which is just an hour outside of Athens. I just graduated this past May with my bachelor’s in psychology from UGA and I am so excited to be continuing my education here. I am working with Dr. Malissa Clark. Generally speaking, my research interests include work-family conflict and employee health and well-being. More specifically, I am interested in how these things are experienced by lower level employees and low-income workers. I am also interested in how work-family conflict may be experienced differently across cultures and ethnic groups. I’m excited to continue to make the transition from undergrad to graduate student here in Athens.

Katelyn Sanders

Hayley Trainer

Program Milestones

Andrea Hetrick defended her thesis.

Colby Kennedy defended her dissertation.

Melissa Mitchell passed her oral comps.

Rachel Williamson passed her oral comps.

New Job and Internships

Kate Conley began an internship with Russell Reynolds Associates in May 2016 and was contracted by SIOP to analyze and prepare the 2016 SIOP Income and Employment Survey results

Lindsay Brown started an internship with the Athens-Clarke County Police Department in Fall 2016.

Personal Updates

Ada Guan got married on May, 20th, 2016.

Hannah Burk Spell (’13) and family are expecting their second baby girl in February 2017.

Melissa Robertson (Mitchell) married Dantae Robertson on November 19th, 2016.

Rachel Williamson got engaged to Billy Smith on July 5th, 2016.
Publications


Crowe, M., Carter, N.T., Campbell, W.K., & Miller, J.D. (in press). Validation of the narcissistic grandiosity scale and creation of abbreviated versions. *Psychological Assessment.*


Publications, cont.


Publications, cont.


Presentations


Presentations, cont.


Thanksgiving Potluck

We’ve had a blast this semester at a variety of events, including our annual Thanksgiving potluck!
Grants and Awards

Cindy Maupin received the Society for Industrial and Organizational Psychology Student Travel Grant for the 2016 SIOP Conference in Anaheim, CA and was recognized as one of Phi Mu Fraternity’s 30 under 30.


Melissa Robertson won the Herbert Zimmer award in April 2016 in recognition of outstanding research accomplishments in the I-O program and was recognized as an outstanding reviewer for the organizational behavior division at the 2016 Academy of Management Meeting.

Nathan Carter was awarded a National Science Foundation grant for his project entitled Clarifying the Functional Form of the Personality-Performance Relationship Using More Appropriate Measurement (SES-1561070). https://www.nsf.gov/awardsearch/showAward?AWD_ID=1561070&HistoricalAwards=false

Rachel Williamson received a grant for her project titled “Uncompensated overtime workers motivation to work: Physical and Psychological Health Outcomes“ from the Sunshine ERC pilot funds grant program out of USF.

More Social Events

We’ve enjoyed a semester of tailgating and graduate student appreciation day!