

# The IOPSA Newsletter

FROM THE UGA INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY STUDENT ASSOCIATION

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## *A Word from the Program Chair*

**Kristen Shockley**

Our spring semester has been a challenging one. On February 13, we lost a beloved 2nd year doctoral student, Beth Buchanan, to a tragic accident involving a wrong-way drunk driver that took her life. Her mother, Julie Olson-Buchanan, was in the car during the accident as well and sustained life-threatening injuries, but is now back in California recovering. As you can imagine, this news truly shook our program and we are slowly starting to heal, though the hole left by Beth's loss is a large one that will loom for a very long time. Please see the In Memoriam section of the newsletter for more about Beth and the impact her life had on many. There is also information listed about her memorial event at this year's SIOP conference as well as ways to donate to a SIOP scholarship in her name.

In other news, this will be my last letter as program chair. In the most bittersweet decision, I accepted a job in the Management Department of the Harbert College of Business at Auburn University and will begin in August 2023. My almost 7 years at UGA have been wonderful, and the I/O program will always hold a special place in my heart. Lillian Eby will be taking over as program chair once I leave, so clearly, the program is in good hands!

It's not all gloom, though! We have exciting news in that we hired 3 new faculty members to start in the Fall. They all come with a few years of experience. Melissa Robertson, current assistant professor at Purdue University and alum of the UGA I/O program, studies mentoring, diversity and inclusion, and social relationships. Yimin He, current assistant professor at the University of Nebraska-Omaha, studies occupational health, with a focus on safety, as well as diversity and inclusion and social networks. Jeffrey Olenick, current assistant professor at Old Dominion, studies the dynamics of individual and team learning, often through a computational modeling lens. All three new hires are particularly strong methodologists. This will bring the number of faculty to 7.

We look forward to seeing everyone at SIOP. See Page 11 for information about the UGA reception.

Best,

*Kristen*



## *In Loving Memory...*

### **Beth E. Buchanan**

Beth E. Buchanan was a 2nd year doctoral student in the I/O psychology program when her life was tragically taken by a drunk driver on February 13, 2023. Beth came to UGA by way of Fresno, CA, where she was born and raised. As a child, she was active in theater and choir, performing in many productions as a singer, dancer, and actor, including several leading roles.

Even at a young age, Beth showed a passion for helping others. For her Girl Scout Gold Award she planned, designed, and implemented a drought-friendly garden to grow culturally appropriate fresh herbs that were then stocked in a local food pantry. This was based on her research that determined that many of the pantry users missed having these herbs that were an important part of familiar foods. The pantry continues to add these fresh herbs to their food pantry bags, serving over 300 families a month.

Beth then attended Rice University for her undergraduate degree, where she graduated Summa Cum Laude with a major in Psychology. Additional undergraduate honors included Honors in Psychology, Distinction in Research and Creative Works, William C. Howell Award for Undergraduate Research, President's Honor Roll (8 semesters), Phi Beta Kappa, and Psi Chi. On top of her stellar academic achievements, Beth also managed to be active in the student events board and sing in a women's capella group.

An apt way to describe Beth is as a "light." She had a contagious laugh and an angelic singing voice that could warm a room. She was kind, fun-loving, witty, happy, and remarkably intelligent. Her desire to make the world a better place carried over to her research endeavors in her doctoral studies. She was interested in issues affecting lower-income workers, particularly those tied into the management of work and family roles. She was in the process of co-authoring a book chapter on the topic when the tragic accident occurred. Her thesis was also in the development stage; she planned to explore specific types of work-family conflict episodes and the unique coping responses that are most helpful with each. She was working on several other projects aimed at improving employee well-being, including the impact of infertility on women's work experiences, how to foster remote worker belongingness, and gender differences in "invisible" household labor. She was excelling in graduate school and showed extraordinary potential as a scholar.

Beth is missed and mourned by many friends and family members, including her parents Timothy J. Buchanan and Julie B. Olson-Buchanan, sister Claire Buchanan and partner and fellow UGA student Asa Julien.

Please click [here](#) for Beth's formal obituary.

If you would like to contribute to SIOP's Beth Buchanan Graduate Student Scholarship, you may do so by clicking [here](#). (You will see it as an option in the dropdown.)

Beth's memorial at SIOP will take place on *Thursday, April 20, from 6-7 PM* in the Independence Ballroom West at the Sheraton Hotel.



## *Speakers and Professional Development*

Dr. Alicia Grandey, a professor of psychology at Penn State University, gave a talk in January at UGA's Terry College of Business about her recent research on menopause and stigma at work.



## **Third-Year Talks**



### **Ryan Grant**

*It's About Ebb and Flow: Antecedents and Outcomes of Profiles of Trajectories of Recovery Experiences*



### **Sierra Stryker**

*An Analysis of Textbook Coverage over the Topic of Subgroup Differences in Cognitive Testing*



### **Cassidy Gaddie**

*Why "pandemic work" hurts: An investigation of explanatory mechanisms between COVID-19 exposure and motivational outcomes*



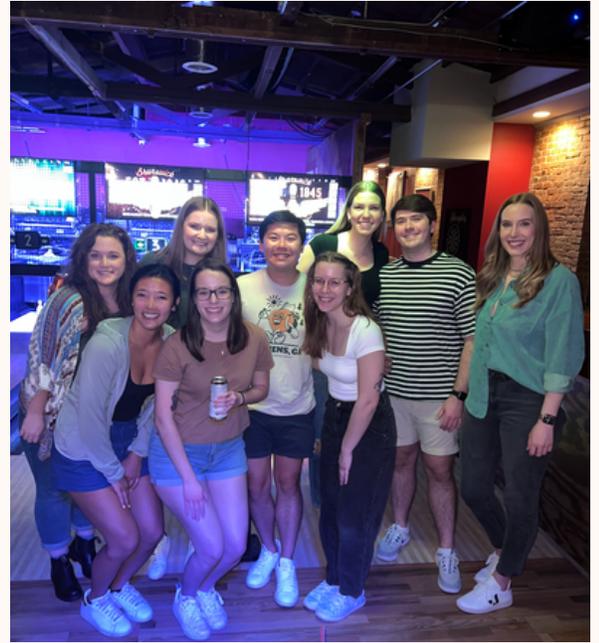
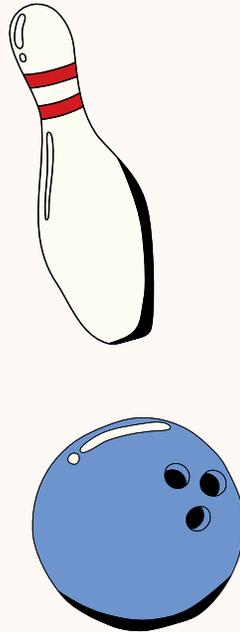
### **Rebecca Harmata**

*Attraction to Policing: The Influence of Symbolic and Instrumental Signaling*

## Social Events



Some of our I/O PhD students meeting with Dr. Alicia Grandey on her visit to UGA from Penn State!



IOPSA's Spring Outing at Starland Bowling!



Meet Brandon's new dog, Margot!



Out enjoying nature at Sawnee Mountain Preserve's Indian Seats trail!



Karaoke Night at Shokitini!

## *Love is in the air!*



David Facteau and Samantha Moore got engaged in December!



Josie Anker and Jordan Baker got engaged in March!



Katelyn Sanders and Collins Udekigbo got married in March!

## *Student Updates*

**Arturia Melson-Silimon** has two new conference presentations!

- Sarmal, A., & **Melson-Silimon, A.** (2023, June). Bringing Nuance: Examining Stereotyping of Intersectional Identities. Symposium accepted at Society for the Psychological Study of Social Sciences annual conference. Denver, CO.
- Berger, R. H., **Melson-Silimon, A.**, & Le, V. (2023, March) Preschool teachers workplace self-care and their use of social and emotional learning practices during COVID-19. [Flash talk paper]. SRCD Biennial Meeting 2023, Salt Lake City, Utah.

**David Fecteau** has a new publication!

- Eby, L.T., & **Fecteau, D. B.** (In Press). Much ado about lack of policy implications in scholarly journals? *Academy of Management Perspectives*

**David Fecteau & Josie Anker** have two new publications!

- Eby, L. T., Robertson, M. M., **Fecteau, D. B.**, & **Anker, J.** (2023). Risky business: Understanding the association between objective COVID-19 occupational risk features and worker subjective risk perceptions. *Journal of Occupational and Organizational Psychology*, 1-35.
- Robertson, M. M., Eby, L. T., **Fecteau, D. B.**, & **Anker, J.** (2023). Contact and impact on the frontlines: Effects of relational job architecture and workplace safety on strain and motivational outcomes during COVID-19. *Journal of Occupational Health Psychology*, 28, 20-39.

**Nina Carmichael-Tanaka & Brandon Kang** have a new publication!

- **Carmichael-Tanaka, N.**, & **Kang, B. Y.** (In Press). Applying an intersectional lens to consider disparities in historically marginalized women's access to caregiving resources. *Industrial and Organizational Psychology*, 16(2).

**Dr. Justin Jones** defended his dissertation, *A processual theory of strategic consensus*, and has accepted a Postdoctoral Research Fellow position at The University of Florida's Warrington College of Business!

**Cassidy Gaddie** accepted a Psychometrics and Applied Research internship with Kognito and Ascend Learning!

**Ryan Grant** received USF Sunshine ERC Pilot Grant from NIOSH for his thesis titled *Antecedents and Outcomes of Profiles of Trajectories of Recovery Experiences!*

## *Faculty Updates*

**Dr. Lillian Eby** was appointed to the Scientific Committee - Academic Journals Guide, Chartered Association of Business Schools, Warwick Business School, London, UK.

**Dr. Lillian Eby** is a Co-Investigator and Co-Lead for the Collaboration and Multidisciplinary Team Science Core of the Georgia Clinical and Translational Science Alliance. Funded by the National Institutes of Health (2022-2027).

**Dr. Malissa Clark** transitioned from Graduate Coordinator to Associate Head in December.

**Dr. Malissa Clark** joined the NIOSH Healthy Work Design and Well-Being Council.

**Dr. Malissa Clark** was named a 2023 SIOP Fellow!



## *What have our labs been up to?*

### **WAFER Lab**

#### **Dr. Malissa Clark**

Since the last newsletter, we have been hiring new undergraduate RAs and working on coding training for our updated meta-analysis on workaholism. Our undergraduate RAs have also been working on group projects related to the meta-analysis that they will be presenting at this spring's UGA's CURO and Psi Chi conferences. We plan on collecting the next wave of data collection for our job insecurity project this spring, and we have submitted our findings from wave one to the Work, Stress, and Health Conference. In terms of individual lab member updates, Malissa has been busy finishing up her forthcoming book, Katelyn has successfully passed her written comprehensive exams and is preparing for her oral exam, Rebecca and Skylar are both making progress on their theses, and Rebecca recently submitted a manuscript for publication.



### **MODEL Lab**

#### **Dr. Neal Outland**

The MODEL Lab celebrates Nina and Brandon's recently accepted commentary on the importance of childcare resources for historically marginalized women at the Journal of Industrial-Organizational Psychology (Carmichael-Tanaka & Kang, in press). In addition, MODEL Lab is continuing our work on developing trust in artificial intelligence (AI) systems, team decision making, and several diversity-related projects with our army of RAs. We are in the process of writing up our papers on several AI-related measures and a review of the trust literature as well as a review of identity measurement scales. On the computational modeling side, we have been finalizing agent-based models related to AI adoption, trust in AI, and identity and the ASA model for submission to future simulation conferences. Nina, Sierra, and Brandon are all in the process of working on their theses.



### **ECHO Lab**

#### **Dr. Lillian Eby**

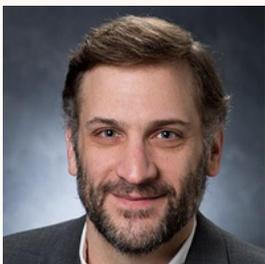
The ECHO lab is staying busy as ever! We have wrapped up data collection for our "mindful mentoring" project and are working on carving out the first paper which will be a partial test of the relational model of mindful mentoring proposed by Eby, Robertson, and D. Fecteau (2020). We also just got word that our COVID-19 study on objective risk during the pandemic was accepted by the Journal of Occupational and Organizational Psychology (JOOP) for a Special Issue on COVID-19 risk (Eby, Robertson, D. Fecteau & Anker, in press). And our JOHP paper on the relational outcomes of contact at work during the pandemic was just published (Robertson, Eby, Fecteau & Anker, 2003). Three other intervention studies are chugging along: formal mentoring (with K. Fecteau and others), work-life balance training (with Anker & K. Fecteau and others), and a workaholism intervention - as well as an in-progress study of scientific opinion with K. Fecteau and others.



### **iWill Lab**

#### **Dr. Kristen Shockley**

It has been a challenging time for our lab, with the death of Beth Buchanan. Beth was passionate about research on work-family issues and to honor her we are trying to move forward with the projects she was involved in. We will be presenting for her some of these projects at SIOP - in particular a study that she spearheaded on household cognitive labor (that invisible labor that involves all the behind the scenes planning required to keep families running). We are also working on several other projects, including an experience sampling study of remote working employees and their supervisors, which we are about to submit for review. We are finalizing the computational model for a study that attempts to model resource allocation decisions to work and family domains. Lastly, we are still working on analyzing our objective physiological data after running into continual snafus. We have a few other papers in various stages in the research process as well. Congrats to Ryan Grant who recently received a NIOSH pilot grant for his thesis titled *Antecedents and Outcomes of Daily Profiles of Trajectories of Recovery Experiences!*



### **LPD Lab**

#### **Dr. Brian Hoffman**

In the LPD Lab, we are excited to be making progress on our existing projects and revving up for new ones. In particular, we are in the finishing stages of preparing our meta-analysis on leadership and turnover to be submitted for publication, and finishing up coding on another meta-analysis on leadership and voice behaviors. Our textbook project on coverage of cognitive ability testing and cultural differences is wrapping up, and plans for expanding on our findings with an experimental design are underway. Beyond preparing for our SIOP symposium on frontline healthcare workers during COVID-19, we are in the planning stages of another meta-analysis. Both Talia Culotta and Cassidy Gaddie are making progress on their theses, and our undergraduate RAs are preparing to submit and present at two different research conferences at UGA.

## *Come see us at SIOP!*

Presentation Type	Citation	Date & Time	Location
Poster	Conte, J. M. & <b>Harmata, R. K.</b> (2023). Person-Centered Study of Cognitive Ability Dimensions using Latent Profile Analysis [Poster].	04/19/2023 12:00 - 12:50 PM	Asynchronous/Recorded
Symposium	<b>Carmichael-Tanaka, N. &amp; Outland, N.</b> (2023, April 19-22). Diversity through the lens of Identification: A Systematic Review of Identity-Measurement Scales. In <b>N. Carmichael-Tanaka</b> & D. R. Avery (Chairs). Measurement and Conceptualization of Identity and Diversity in the Workplace. [Symposium].	04/20/2023 8:00 - 8:50 AM	Room 209
Symposium	<b>Culotta, T., Hoffman, B., Gaddie, C., &amp; Shockley, K.</b> (2023). The Great Resignation of Healthcare Workers: Novel Antecedents. In <b>Hoffman, B.</b> (Chair). (2023). Addressing the Effects of Pandemic Work on Frontline Healthcare Workers [Symposium].	04/20/2023 8:00 - 8:50 AM	Room 302
Symposium	<b>Gaddie, C., Culotta, T., Hoffman, B., Shockley, K., &amp; Lumbreras, J.</b> (2023). Role Stressors, Not Concern for Health, Mediate COVID-19 Exposure-Burnout Relationship. In <b>Hoffman, B.</b> (Chair). (2023). Addressing the Effects of Pandemic Work on Frontline Healthcare Workers [Symposium].	04/20/2023 8:00 - 8:50 AM	Room 302
Symposium	<b>Hess, R.</b> (Co-chair), <b>Outland, N.</b> (Co-Chair), & Behrend, T. (Discussant). (2023). Can (A)I be on your team? Evaluating uses of AI in organizational teams [Symposium].	04/20/2023 8:00 - 8:50 AM	Room 306
Symposium	<b>Outland, N., Kang, B. Y., Stryker, S., &amp; Hess, R.</b> (2023). The calibration of trust between humans and AI agents: A computational model. In <b>Hess, R.</b> (Co-chair), <b>Outland, N.</b> (Co-Chair), & Behrend, T. (Discussant). (2023). Can (A)I be on your team? Evaluating uses of AI in organizational teams [Symposium].	04/20/2023 8:00 - 8:50 AM	Room 306
Poster	Kim, Y.J., <b>Hoffman, B., Outland, N., &amp; Kang, B.Y.</b> (2023). Team Social Network vs. Shared Variables as Explanatory Mechanisms of Leadership [Poster].	04/20/2023 9:00 - 9:50 AM	Exhibit Hall
Poster	<b>Oney, S. D., Clark, M. A., &amp; Sanders, K. N.</b> (2023, April 19-22). When doing good isn't good enough: Public service motivation and loan forgiveness [Poster].	04/20/2023 10:30 - 11:20 AM	Exhibit Hall
Symposium	<b>Shockey, K., Allen, T., Dodd, H., Waiwood, A., Grant, R., Gallagher, P., Coley, S.</b> (2023). The Role of Leadership in Remote Workers' Sense of Belongingness. In R. C. Palacios (Chair) Novel approaches to exploring and explaining remote worker well-being [Symposium].	04/20/2023 4:00 - 4:50 PM	Ballroom B
Symposium	<b>Grant, R., Outland, N., &amp; Shockley, K.</b> (2023). A Computational Model of Dynamic Work-Family Decision-Making Processes. In K. French (Chair) From snapshots to video: Toward capturing work-family processes [Symposium].	04/20/2023 5:00 - 5:50 PM	Room 309
Memorial	Beth Buchanan Memorial	04/20/2023 6:00 - 7:00 PM	Independence Ballroom West

## Come see us at SIOP!

Presentation Type	Citation	Date & Time	Location
Symposium	<b>Facteau, K. O., Buchanan, B. E., Shockley, K. M., Dodd, H., Mills, C., &amp; Albright, G.</b> (2023, April 19-22). Educating dirty workers: Understanding nurse educator and administrator attrition post-COVID-19. In B. D. Pitcher & D. M. Ravid (Chairs). Examining practical challenges in stigmatized work [Symposium].	04/21/2023 9:00 - 10:20 AM	Room 309
Alternative Session	Porter, C. M. (Co-chair), Woo, S.E. (Co-chair), Bauer, T. (Panelist), Beier, M. (Panelist), Chang, C.-H. (Panelist), Chao, G. T. (Panelist), Cortina, L. (Panelist), <b>Eby, L. T.</b> (Panelist), Erdogan, B. (Panelist), Grandey, A. (Panelist), & Thomas, K. (Panelist). Women Academic Leaders, Networking, and Careers: Storytelling + Roundtable [Alternative Session Type].	04/21/2023 10:30 - 11:20 AM	Room 210
Symposium	Salter, N., & <b>Melson-Silimon, A.</b> (2023, April). Identity Management: Different People, but Similar Experiences [Symposium].	04/21/2023 10:30 - 11:20 AM	Ballroom C
Poster	<b>Anker, J. G., Facteau, D. B., Eby, L. T., &amp; Robertson, M. M.</b> (2023) How objective Covid-19 risk at work relates to worker subjective risk perceptions [Poster].	04/21/2023 2:00 - 2:50 PM	Exhibit Hall
Symposium	<b>Buchanan, B. E., Shockley, K. M., Clark, M. A., Dodd, H., &amp; King, E. B.</b> (2023, April 19-22). Invisible household labor: A nomological network of parental cognitive labor. In K. M. Shockley & B. E. Buchanan (Chairs). Beyond conflict: Gender differences in invisible labor and boundary management [Symposium].	04/21/2023 2:00 - 3:20 PM	Room 311
Poster	<b>Grant, R.</b> (2023). The Impact of Vacation Time on Well-being: A Meta-analysis [Poster].	04/21/2023 2:00 - 2:50 PM	Exhibit Hall
Poster	<b>Dodd, H., &amp; Shockley, K. M.</b> (2023). A couple-level perspective on role identity salience and work- family dynamics [Poster].	04/21/2023 4:00 - 4:50 PM	Exhibit Hall
Symposium	<b>Outland, N. &amp; Carmichael-Tanaka, N.</b> (2023, April 19-22). The People (Re)Make the Place: Introducing Identity Dynamics into the ASA Framework. In M. T. Braun (Chair). The Challenge Within: Dynamics, Subpopulations, and Process-mechanisms [Symposium].	04/22/2023 8:30 - 9:50 AM	Room 203
Symposium	<b>Eby, L. T.</b> (Co-Chair) & <b>Facteau, K.</b> (Co-Chair) (2023). Science and Practice of Mentoring: Trends, Recommendations, and Priorities for Future Research [Symposium].	04/22/2023 2:00 - 2:50 PM	Room 302
Symposium	<b>Harmata, R.</b> (Chair); Moon, M. (Discussant) (2023, April). Lost in aggregation: Preserving individual employee perceptions of organizational diversity, equity, and inclusion. [Symposium].	04/22/2023 2:00 - 2:50 PM	Room 207
Symposium	<b>Outland, N. &amp; Kang, B.</b> (2023). Development of an Artificial Intelligent Teammate. In Georganta, E. (Co-Chair) & Ulfert, A. (Co-Chair) (2023). Human-Agent Teamwork: The Future of Collaboration at Work [Symposium].	04/22/2023 3:00 - 3:50 PM	Room 204



*UGA SIOBP Reception*

**YOU'RE  
INVITED**

**FRIDAY, APRIL 21, 2023 • 7 PM - 11 PM**

***BROWNSTONE***

**111 DARTMOUTH STREET, BOSTON, MA 02116**

## *Alumni Spotlight:* **Dr. Andrea Hetrick**



Dr. Hetrick graduated from UGA's I/O Ph.D. program in 2018. She is now working at the University of New Mexico in the Anderson School of Management!

Please see below to learn more about Andrea's experiences and her advice for current students!

### **What is your current job, and what kind of work are you doing?**

I'm currently an Assistant Professor in the Anderson School of Management at the University of New Mexico. I teach, conduct research, and contribute within service roles as part of my position.

### **How does your experience in the UGA I-O program contribute to your work?**

The bulk of my time as an assistant professor involves conducting research. The PhD seminars at UGA gave me exposure to hundreds of academic journal articles and also a broad overview of the various topics of research within the organizational sciences. Further, I learned various research methods and analytical techniques that I use all the time in my work. In addition, it gave me a broad network of talented scholars and friends who I continue to stay in touch with and work with. Obtaining experience as an instructor of record was also key to securing an academic job and developing strategies for effective teaching. Overall, my time in the program gave me the building blocks that have developed me into a successful researcher and teacher.

### **Have your work and research interests changed over time? If so, how?**

My initial research interests were in the domain of leadership, and I am still active within that research area. However, over time I became more interested in studying helping dynamics at work, and so that has been my main research focus since working on my dissertation. Another area I'm interested in is studying the effects and influences of unethical behavior. For a number of projects, I have been brought on to focus on data collection and analysis - therefore I've been involved in a number of other research topics including work-family conflict, team gossip, and cross-cultural work design. The beauty of our field is that there are so many interesting research topics to explore.

### **Has the evolution of your work gone as you would have expected it to go?**

It's taken me a while to develop a good flow in working on research papers, and early on I especially struggled with academic writing. There were times where I wondered if I could be a successful tenure-track professor despite not being the strongest writer. However, I am glad I stuck it out, because I love what I do and have gotten much better at research-related writing throughout the years. Also, I've been able to link up with a number of coauthors who love writing but prefer to not to handle the data collection and analyses. These collaborations have been a win-win for everyone involved, allowing us to each capitalize on our strengths and our preferred tasks. Publishing research is difficult, but I've been surprised with how much more efficient and effective I've become over the years. I look forward to continuously improving in the future as well. Academics are lifelong learners, after all!

### **Do you have any advice you'd like to give current students pursuing an academic career?**

At a place like UGA, the faculty are top-notch scholars who produce high-quality research at an impressively productive rate. Receiving training from successful researchers is invaluable in that it teaches you how to conduct and publish research at the highest level. However, being in such an environment led to me develop the perception that there were two options for successfully holding a tenure-track role in academia—either you publish at the same level as the faculty at UGA and thus hold a research-oriented position with a minimal teaching load, or you teach a 4-4 load with various course preps and spend almost all your time teaching and very little on research. However, there are plenty of schools in the middle range of that dichotomy, and I landed at one of them. I have very fair publishing, teaching, and service expectations, and I receive generous research funding and support. So, my advice would be to recognize the very wide range of different types of positions out there and to not pull yourself out of the academic career path solely because you may not fit in some of those roles. Also, try not to settle for a department that isn't a good fit for you. In addition, I'd like to pass along a piece of publishing advice that I received from Brian Hoffman that I feel is key to success in this field. He has said that in order to be successful at publishing, we should take a "Babe Ruth" strategy. Babe Ruth became famous for hitting home runs, however, he was also a leader in strikeouts. The takeaway is that publishing is a numbers game, and so we have to continue to go up to "the plate" by submitting as many times as we can. We'll receive a number of rejections, but, by continuing to put our hat in the ring, we will also receive higher numbers of publications as a result. Even though rejection can make us feel defeated, I think it's important to have the mindset to continue forward by resubmitting a paper as many times as it takes.

### **What are you looking forward to in the near future? (In your work or other parts of your life)**

I'm looking forward to going up for tenure and hopefully taking a sabbatical after a successful promotion. I have great work-life balance where I'm at now, and so I'll continue to do a lot of outdoor exploring in the southwest, traveling, and playing rec-league soccer. I hope to start a family someday, and the flexibility of academic life in addition to our one-semester parental leave policy (along with summers off) will allow me to have good work-family balance. Graduate school was challenging and stressful, but life is beautiful and fulfilling on the other side. It was very much worth it!



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

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