A Word from Our President

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

2018 has been another outstanding year for the UGA I-O Psychology program, and we’re so pleased to share with you the latest updates and achievements of our students, faculty, and alumni. Looking back on the past year, I’m proud to say that we are continuing in the tradition of productivity, collaboration, and scientific impact that has defined our program since its beginnings.

This fall, we welcomed five new doctoral students to our I-O family (see pg. 2), who are already making big moves in research and bringing new perspectives and experiences to our program. Additionally, after graduating from the program in Spring 2018, Dr. Melissa Robertson joined our program as a post-doctoral researcher, working with Dr. Lillian Eby in the ECHO lab. We are so happy to have her continued research productivity and mentorship, now as a post-doc! Our program also hosted James Grand, from the University of Maryland, as a brown-bag speaker in September, who spoke to us about his academic career and computational modeling (pg. 3).

This past year has been a significant one for many of our own faculty, students, and alumni. We are happy to celebrate the achievements of our alumni who are continually sharing their expertise and advice with our program (pg. 5) and our current faculty and students who have produced an abundance of high quality publications and presentations (pg. 5).

As we look forward to what 2019 has in store for us as a program, I hope we can look back for just a moment and appreciate all this program has done for us and all it will continue to do for future students. Here’s to a new year of hard work, continual learning, and fun!

-Hayley Trainer, IOPSA President
Welcome First Years!

Riley Hess

Hi everyone! My name is Riley, I’m originally from Allen, Texas which is a suburb of Dallas, and received my B.A. in Psychology from the University of Kansas. I am working with Dr. Nathan Carter and am primarily interested in personality and the I side of I-O. Currently we’re studying the situational factors that play a role in the personality-job performance relationship, and are also studying the heritability of job attitudes, both theoretically and through the use of unique statistical models. In my free time, I’ve been enjoying salsa dancing, language learning, and exploring Athens and Atlanta. These past few months in the program have been a tremendous growth experience for me. I am so excited and grateful to be a part of this awesome cohort and to be trained at UGA.

Justin Jones

Hello All, I’m Justin Jones and I am originally from Mt. Airy, Maryland. I graduated from Quinnipiac University in Hamden, Connecticut with a B.A. in psychology. After I graduated I spent time conducting research at Yale School of Medicine, and as an intern at a training and development firm. I subsequently received my masters in I-O psychology from Western Kentucky University under the direction of Dr. Reagan Brown. However, I am most proud to say that I work in the LINC Lab with Dr. Dorothy Carter. My research interests generally include team cognition and emergent phenomena, modelling temporal and multilevel dynamics, and advanced quantitative methodology such as computational modelling. In my free time I enjoy studying other topics such as history, math and the physical sciences, travelling, and engaging in gastronomy.

David Facteau

Hi everyone! My name is David Facteau, and I’m from Johns Creek, GA. I received my B.A. in psychology with a minor in general business from Auburn University. I am currently working with Dr. Lillian Eby, and I am generally interested in anything that helps individuals lead happier and more productive work lives. My research interests include mentor-protégé relationships, leadership development, and work-life balance. Outside of school, I enjoy hiking and watching sports. I also love music and have enjoyed getting to know the vibrant music scene in Athens!
First Years, continued . . .

Arturia Melson-Silimon
Hey everyone! My name is Arturia Melson-Silimon and I’m from Marietta, GA. I received my bachelor’s from UGA last May. I am currently working with Dr. Nathan Carter and I am primarily interested in issues in employment law and improving the experiences of special populations and marginalized workers. In my free time I enjoy exploring Athens and thrifting.

Hope Dodd
Hi everyone! My name is Hope Dodd and I’m from Lakeland, Florida. I just graduated this past May with my bachelor’s degree in psychology from the University of Florida. I’m working with Dr. Kristen Shockley. My research interests broadly include work-family conflict, career development, and employee well-being. More specifically, I am interested in work-family boundaries and how work-family conflict is manifested differently for various groups of people. In my free time I love traveling, listening to music, and exploring Athens! I’m so excited to be here in Athens and to be continuing my education in such a supportive community!

Speakers & Professional Development

Dr. James Grand, Assistant Professor in the Social, Decision, and Organizational Sciences program at the University of Maryland, gave a brownbag talk on computational modeling in organizational research. Prior to the talk, he held a Q&A with our I/O graduate students.

Dr. Michael Daniels, Assistant Professor in the Organizational Behaviour and Human Resources Division at the University of British Columbia Sauder School of Business, gave a brownbag talk in November on humility and the legitimacy of leaders.
Notes from the Program

**THESIS & DISSERTATION DEFENSES:**
Lauren Rice (Zimmerman) successfully defended her dissertation.

Muriel Clauson successfully defended her thesis.

**COMPREHENSIVE EXAMS:**
Alexandra Harris successfully passed her written and oral prelims.

Kate Conley successfully passed her oral prelims.

Muriel Clauson successfully passed her oral prelims.

Olivia Vande Griek successfully passed her written and oral prelims.

Aspen Robinson successfully passed her written prelims.

**NEW JOBS & INTERNSHIPS:**
Olivia Vande Griek accepted a job as a Human Capital Consultant at PDRI in Arlington, VA.

Andrea Hetrick started a new job in August as an Assistant Professor in the Department of Organizational Studies in the Anderson School of Management at the University of New Mexico.

Cindy Maupin (advisor, Dr. Dorothy Carter) accepted a position as Assistant Professor of Organizational Behavior and Leadership at Binghamton University beginning Fall 2019.

Notes from Home

Dr. Rachel Williamson Smith (’18) married Billy Smith on May 19th, 2018.

Dr. Andrea Hetrick (’16) married Ben Nargi on June 23rd, 2018.

Dr. Taylor Sparks Sullivan (’12) and husband Chris welcomed their first child, Jack William Sullivan, on September 30, 2018.

Lindsay Lepage (formerly Brown) was married September 9, 2018.

Dr. Lauren Rice (’18)(formerly Zimmerman) was married June 2, 2018.
Alumni Updates

‘98 Dr. Cheryl Toth recently moved back to the US after 6 years in Asia with her husband, Bill Newbolt (‘99 Ph. D) and their two daughters. She’s taken a new role as Executive Succession & Development Leader for IBM’s Systems Unit. Cheryl & Bill recently moved to Redding CT as she's working at IBM's headquarters in Armonk, NY. Bill is still lecturer with the Exec MBA Program at UNC-Chapel Hill and has started a job search in the NY area. Their oldest daughter is a freshman at the College of William & Mary in Virginia.

‘01 Dr. Adam Meade and colleague Bart Craig won the 2018 Sage Publications/Robert McDonald Advancement of Organizational Research Methodology Award for their paper, Rapid Response Measurement: Development of a Faking Resistant Assessment Method for Personality (full citation below). This award is given to the single paper in the past 5 years with the strongest contribution to the advancement of research methodology.


‘03 Dr. Sarah Stanley Fallaw and her company, DataPoints, recently released their assessment of psychological risk tolerance, the first of its kind biodata-based assessment that is being used by financial advisors to help clients understand their emotional ability to withstand changes in financial markets. And, on October 1st, The Next Millionaire Next Door was published, the book Dr. Fallaw and her father began before his death in 2015. For those of you who don’t know, Sarah’s father, Dr. Thomas J. Stanley (Ph.D., ‘74 – Marketing, UGA) wrote the bestseller, The Millionaire Next Door, published in 1996. The new book examines the behaviors, lifestyles, and habits of self-made, affluent Americans over 20 years after the original book was published. Dr. Fallaw included research on the job analysis of the “household CFO” in the book, research she conducted alongside Dr. John Grable, professor, and Michelle Kruger, graduate student, in the Financial Planning department in the College of Family and Consumer Sciences at UGA.

Publications


Publications, continued...


**Publications, continued...**


**Presentations**


** This session was an Invited chaired symposium at the Association for Psychological Science 30th Annual Convention. San Francisco, CA.


Dr. Dorothy Carter presented her dissertation research on the topic of leadership in multiteam systems at the Center for Leadership (CFL) at Florida International University in Miami, FL in April 2018 as part of the Alvah H. Chapman Jr. Outstanding Dissertation Award “for the dissertation that makes an outstanding contribution to the field of leadership” presented by the CFL and the Academy of Management Network of Leadership Scholars.

Graduate Student Cindy Maupin and Assistant Professor Dr. Dorothy Carter, along with their colleague Kristin Cullen-Lester (University of Houston) were awarded The 2017 Leadership Quarterly Best Paper Award for their co-authored publication: “Incorporating social networks into leadership development: An organizing framework and evaluation of research and practice”.

Grants, Awards, & Accomplishments

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Presentations, continued...


Dr. Dorothy Carter was invited to become an Editorial Board Member at the Journal of Applied Psychology.

Dr. Dorothy Carter’s research with NASA was the focus of a cover story in Association for Psychological Science (APS) 2018 Observer magazine (https://bit.ly/2TiZMVL) and Dr. Carter was profiled for a feature article in the June 2018 issue of the American Psychological Association’s (APA) Monitor on Psychology Magazine: http://www.apa.org/monitor/2018/06/mission-mars-teamwork.aspx.

Dr. Nathan Carter is Co-Investigator on a recently funded U.S. Department of Justice grant entitled Promoting Victim Safety in Immigrant Communities: Virtual Case Simulation Training for Religious Leaders ($449,889; PI: J. Choi).

Dr. Nathan Carter is the Principal Investigator on an industry-sponsored contract with Groupon, Inc. entitled Measuring Customer Trust in Groupon Services: Measure Development and Validation. ($26,325); Doctoral student Megan Lowery serves as Project Leader along with fellow students Kate Conley, Riley Hess, and Arturia Melson-Silimon.

Dr. Nathan Carter was invited to give a talk at the Hogan Distinguished Speaker Series in January of 2019.

Dr. Nathan Carter was appointed Associate Editor of (a) the Journal for Research in Personality, and (b) Personnel Assessment and Decision.

Dr. Lillian Eby was honored as an Extraordinary Contributor to Work and Family Research from the Work and Family Researchers Network (2018).

Dr. Kristen Shockley received the 2018 Saroj Parasuraman Award (outstanding publication on gender and diversity in organizations) from the Gender and Diversity Divisions of the Academy of Management.

Dr. Kristen Shockley received a Highly Commended designation for Career Development International for the 2018 Emerald Literati Awards (Schooreel, Shockley, & Verbruggen, 2017).
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