

# The IOPSA Newsletter

FROM THE UGA INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY STUDENT ASSOCIATION

## Table of Contents

WORD FROM THE IOPSA PRESIDENT	1
SPEAKERS & PROFESSIONAL DEVELOPMENT	2
SOCIAL EVENTS	4
STUDENT UPDATES	6
FACULTY UPDATES	7
LAB UPDATES	9
SIOP INFORMATION	11

## *A Word from the IOPSA President*

### **Katherine Facticeau**

Dear Alumni and Friends of the UGA IO Psychology Program,

The first semester of 2024 has been off to a great start! We started off January by welcoming our first guest speaker, Dr. Danielle King, who spoke about employee resilience. Students and faculty have continued our “Getting Unstuck” meetings, where we discuss aspects of research, school, or applied work that is stalled and how we might get back on track. We’ve also begun a “Burnt Out Book Club” where we discuss Malissa Clark’s amazing new book on workaholism and burnout. On a very exciting note, we had a 100% acceptance rate for our incoming cohort—a very successful UGA recruitment!

We will continue staying busy for the rest of the semester with SIOP presentations, Third Year Talks, and professional development speakers, including Dr. Paul Sackett who is our Dan Mack Lecturer speaking about assessment centers and cognitive ability. Socially, we look forward to our spring event at Starland Bowling in March, as well as our end of the year Pickle Ball tournament.

We also commemorated the one year anniversary of Beth Buchanan’s tragic passing by donating her favorite books to local libraries, making and donating blankets, and reflecting on all that she meant to us.

This will be my last letter from the president—it was such a joy to serve in this role!

Best,

*Katherine Facticeau*



## *Speakers and Professional Development*



Dr. Danielle King, an assistant professor of psychology science at Rice University, gave a talk in January at UGA's Psychology Department about her recent research on resiliency and racism.

Dr. Paul Sackett, a professor of psychology at the University of Minnesota, gave two talks in March at UGA's Psychology Department. The first reviewed his career research on assessment centers and the second highlighted his work on validity estimates and their impact on selection decisions.



## Third-Year Talks



### **Skylar Oney**

*Honing in on Heavy Work: A Latent Profile Analysis and Outcome Examination of Heavy Work Investment*



### **Nina Carmichael-Tanaka**

*Taking AIM at what it means to be Asian: Development and Initial Validation of the Asian Identity Measure (AIM)*



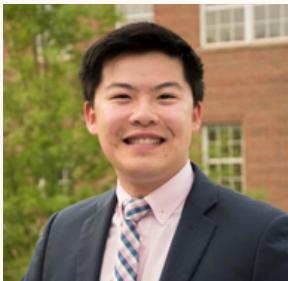
### **Katherine Facticeau**

*The Interplay of Similarity and Dissimilarity in Predicting Career and Relational Mentoring Outcomes*



### **Talia Culotta**

*The Influence of Leadership Style on Voice Behavior: A Meta-Analytic Review*



### **Brandon Kang**

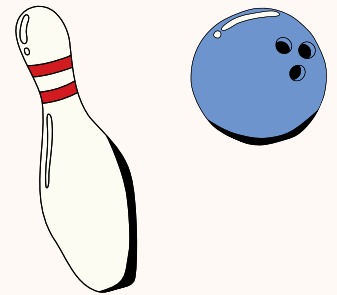
*Will You Work with AI? Development and Validation of the Willingness to Work with AI Scale*

# Social Events



Some of our I/O PhD students and faculty meeting with Dr. Danielle King on her visit to UGA from Rice!

Some of our I/O PhD students at a Bachelorette Party in Nashville!



Donating Books for Beth's Book Drive



Facteau Wedding!



Duckpin Bowling!

# Social Events



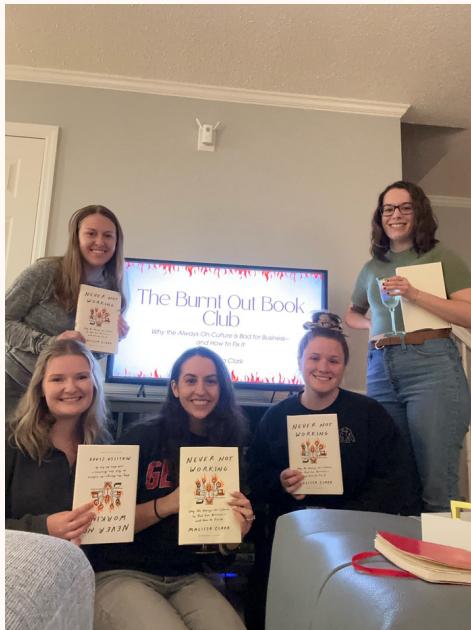
Blankets for Beth



Enjoying wine in honor of Beth (one of her favorites)!



Beth's Book Drive!



The Burnt Out Book Club's first meeting



Dr. Clark's Healthy Work Lab



## *Student Updates*

**Arturia Melson-Silimon** was awarded the Dan Mack Graduate Student Research Grant and is getting married on April 27th, 2024!

**Cassidy Gaddie** defended her thesis, *Why "pandemic work" hurts: An investigation of explanatory mechanisms between COVID-19 exposure and motivational outcomes*; and accepted a role as a Talent Management Intern with T-Mobile for Summer 2024!

**Kristen Egger** passed written comps and received the Dan Mack Graduate Student Research Grant! She was also a panelist at the inaugural Blacks in I/O Conference.

- Mattingly, V. (Chair), Shipley, S., Price, N., Kraiger, K., **Egger, K. D.** (2024, February 22-23). Allyship in Blacks in I/O and beyond. [Panel]. Blacks in Industrial Organizational Psychology Annual Conference, Atlanta, GA, United States.

**Katherine Fecteau** proposed her thesis titled, *The Interplay of Similarity and Dissimilarity in Predicting Career and Relational Mentoring Outcomes!*

**Laurel Guffey** has a first-author conference poster!

- **Guffey, L.J., Oney, S.D.,** & Clark, M.A. (2024, June 19-22). How Telepressure Affects Life Satisfaction and Detachment: The Moderating Role of Workaholism [Poster]. Work and Family Researchers Network Biennial Conference, Montreal, Canada.

**Yaxuan Zhou** has a conference symposium!

- Solanelles, P., He, Y., Cullen-Lester, K. L., Zhu, X., & **Zhou, Y.** (2024, August). Workplace Venting and Informal Leadership: A Network Analysis [Symposium]. The 84th Annual Meeting of the Academy of Management, Chicago, Illinois.

## Faculty Updates

### Dr. Lillian Eby

- An award, Student Career Success Influencer Award, Career Center, University of Georgia (2024)
- **Publication:** Anker, J. G., Carmichael-Tanaka, N., & Eby, L. T. (2024). Importance of considering intersectionality when studying weight at work. *Industrial-Organizational Psychology: Perspectives on Science and Practice*, 17, 126-132.
- **Invited talks:** Eby, L. T. (February, 2024). How the pandemic has changed how we think about occupational health. Invited talk, Interdisciplinary Committee on Organizational Studies, University of Michigan, Ann Arbor, MI.
- **Invited talks:** Eby, L. T. (February, 2024). Best practices in mentoring graduate students. Keynote speaker, Graduate Student Success Day, Graduate School, Southern Methodist University, Dallas, TX
- **Conference:** Anker, J. G., Eby, L. T., Griendling, K., & James, L. (February, 2024). Examining outcomes of different types of faculty mentor-mentee fit. Poster presented at the Southeast Regional Clinical & Translational Science Conference, Callaway Resort and Gardens, Pine Mountain, GA.
- **Conference:** Eby, L. T. (April, 2024). Reviewer bootcamp. Group leader, workshop presented at the Junior Faculty and Doctoral Consortia, Annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
- **Conference:** Smith, R. W., Eby, L.T., Allen, T.D., Clark M. A. & Hayes, N.J. (2024). Combatting Workaholism: The Test of a Brief Mindfulness Intervention. 4/19/2024 1:00 Hyatt Ballroom EF
- **Panels, Workshops etc.:** Eby, L. T. (February, 2024). What I wish I knew as an early career faculty member. Moderator, Southeast Regional Clinical & Translational Science Conference, Callaway Resort and Gardens, Pine Mountain, GA.

### Dr. Malissa Clark

- **Book:** Clark, M. A. (2024). *Never Not Working: Why the Always-On Culture Is Bad for Business—and How to Fix It*. Harvard Business Review Press.
  - \*\*Selected as one of 12 new idea books to launch 2024 by Adam Grant, listed as one of the Next Big Idea Club's February 2024 must-read books and Top 40 nonfiction books of 2024, top 5 HR books in 2024 by People Management, top 8 new books of 2024 by Management Today.
- **Conference:** Guffey, L., Oney, S. D., & Clark, M. A. (2024, June). How Telepressure Affects Life Satisfaction and Work Detachment: The Moderating Role of Workaholism. Poster to be presented at the annual Work and Family Researchers Network conference, Montreal, Canada.

NEVER NOT  
WORKING



Why the Always-On Culture  
Is Bad for Business—  
and How to Fix It

MALISSA CLARK

HARVARD BUSINESS REVIEW PRESS

## Faculty Updates

### Dr. Melissa Robertson

- **Robertson, M. M.** (Co-Chair), Kendrick, M.g (Co-Chair), Dimoff, J. K., Finkelstein, L., McGonagle, A. K., Santuzzi, A. M., Wessel, J. L., & Whelpley, C. E. (2024, April). Supporting employees with chronic health conditions and disabilities. Alternative session at the 2024 Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- **Robertson, M. M.** (Co-Chair), Zhang, F.g (Co-Chair), **Hoffman, B.**, Kreamer, L., Lehmann-Willenbrock, N., Sajjadiani, S., Tewfik, B., & Tonidandel, S. (2024, April). Just watch me: Measuring behavior in organizations. Alternative session at the 2024 Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Delcruz, A. Y., Dickson, M. W., Chawota, T. A., Zalewski, J. M., Rowley, S. J., Brooks, R. R., Diefendorff, J. M., King, E. B., Kraiger, K., **Robertson, M.**, & Stuhlmacher, A. F. (2024, April). Revisiting the shift of I-O psychologists to business schools. Panel session at the 2024 Society for Industrial and Organizational Psychology Conference, Chicago, IL.

### Dr. Neal Outland

- **Publications:** Duggan, E., Tsai, M., Sanford, J., **Outland, N.** (2024). Using Bibliometric Data to Define and Understand Publishing Network Equity in Anesthesiology. *Anesthesiology & Analgesics*.
- **Conference:** Lumbreras, J., **Melson-Silimon, A., Outland, N.**, & Korsak, M. A Grounded Theory Exploration of Code-Switching in the Workplace. In Melissa-Ann Lagunas (Chair). *The Psychological Experience of Minoritized Professionals at Work [Symposium]*. American Psychological Association 2024 Annual Conference, Seattle, WA, United States.



Neal and Josiane welcome Zenna to the family!!

### Dr. Yimin He

- **Grants:** Huang, Y. H., & **He, Y.** (2024-2026). Building a Safe, Healthy, and Respectful Workplace: A Multi-Level, Mobile-Based Intervention to Improve Jobsite Culture in Construction. Project submitted to National Science Foundation (NSF). Role: co-PI. Total requested: \$496,815.
- **Conference:** Gaddie, C.E., **Culotta, T.R., Hoffman, B.J., He, Y.**, & Kim, Y. (2024). Do Employees Quit Their Boss? Meta-analysis of Leadership and Turnover/Intentions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- **Conference:** Lytle, B., Huang, Y.H., **He, Y.**, Lee, J., Courtney, T.K. (2024, April). Advancing safety in turbulent times: Development of a pandemic safety climate scale. Poster accepted for presentation to the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, Illinois.
- **Conference:** Solanelles, P., **He, Y.**, Cullen-Lester, K. L., Zhu, X., & **Zhou, Y.** (2024, August). Workplace Venting and Informal Leadership: A Network Analysis [Symposium]. The 84th Annual Meeting of the Academy of Management, Chicago, Illinois.



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

### **Healthy Work Lab**

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

You may have noticed a change in lab name, and that is because we have rebranded! In an effort to better reflect current and future research plans, we have transitioned from the Work and Family Experience Research Experience (WAFER) Lab to the Healthy Work Lab. This year we have hired several new research assistants and have resumed work on our updated workaholism meta-analysis. Our undergraduate RAs have also been working in small groups to prepare four posters for the department's spring 2024 Psi Chi convention. Our graduate students are keeping busy with various conference posters, chapters, and paper resubmissions, in addition to actively working on their theses and dissertations.



### **MODEL Lab**

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

This year, the MODEL Lab has continued to pursue research on human-AI teaming and diversity in the workplace, with all lab members working toward their theses and dissertations. Arturia accepted an assistant professor position at Virginia Tech and is currently writing a chapter about stereotypes associated with Black women and how Black women face pressure to identity shift and manage perceptions. Nina and Brandon both had opportunities to present their research at international conferences (the European Simulation and Modeling Conference in Toulouse and an EAWOP Small Group Meeting on human-AI teaming in Amsterdam, respectively). Our interdisciplinary AI grant studying the development of trust in artificial intelligence is ongoing, and we have begun to analyze data from our experimental human-AI teaming testbed. Lastly, we are working to complete several papers related to DEI, the nature of trust over the past few decades, and trust in AI.



### **ECHO Lab**

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

Things are chugging away in the awesome ECHO Lab! We are continuing to collect field data on an intervention examining optimal methods to match mentors and proteges (with Katherine & Marta) and have a different paper in the works looking at complimentary and supplementary matching with a sample of faculty participating in a formal mentoring program at four different universities in Georgia (with Josie). We are collaborating with Julie Wayne and Wendy Casper in designing a cool intervention study focusing on improving work-family balance (with Josie and Katherine) and data collection is now complete on our survey of scientific opinion on open science practices (with Katherine) -- looks like it is going to be pretty provocative! Lillian has a variety of other projects in the works as well - ranging from a topic modeling study examining how research published in JAP tracks on to social issues, an editorial with Riki Takeuchi and others on cross-cultural IO/OB/HR research, and several papers focusing on tips for scholars how publish in high impact journals. We are staying busy as ever in the ECHO Lab.



### **COFFEE lab**

#### ***Dr. Jeff Olenick***

Our lab has been making substantial progress on some on-going projects. We just finished the second phase of work related to our SIOP Small Grant on NLP analysis of employee DEI surveys. We are in the process of applying for a new NSF program to further explore the use of small language models to efficiently analyze such data without introducing bias. We have finished a large review of the burgeoning allyship literature, started a new set of experiments on applicant reactions to DEI statements, and have multiple paper proposals under review to computationally model socioeconomic inequality dynamics resulting from organizational systems.



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

### **Relationship and Work Lab**

#### ***Dr. Melissa Robertson***

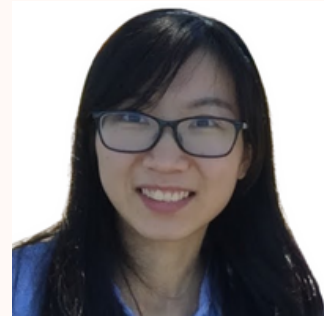
The Relationships and Work Lab has been working on several projects this year. We have been continuing to understand mentoring as an attachment relationship, and recently published our first set of studies on this topic in the *Journal of Business and Psychology*. We are currently collecting data for our second attachment-related project, which uses qualitative and quantitative data to develop a multidimensional measure of mentor caregiving. We have also been working to develop new models and methods for mentor training, and are really excited about the cross-lab collaborations in this area. Finally, we are conducting several studies related to the support experiences of individuals from underrepresented groups (i.e., employees with chronic illnesses and disabilities, protégés from racial/ethnic minority groups, low-wage workers). Graduate students have been developing their independent research on a variety of topics, including mentoring, job control, gender, and anticipated work-family conflict.



### **OSCH Lab**

#### ***Dr. Yimin He***

The OSCH lab is led by Dr. Yimin He, an assistant professor in the Industrial-Organizational Psychology Program. Our research interests focus on occupational health psychology (e.g., workplace safety, psychological well-being), organizational climate, social network, and quantitative methodologies (e.g., social network analysis, machine learning, computational modeling, meta-analysis).



### **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. Data collection and coding is underway for a project on star performers in organizations. 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. 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. For SIOP, we are prepping for multiple sessions, with graduate student-led projects including four posters covering various projects, a symposium on disability employment inclusion, and an IGNITE session on microaggressions in the workplace. Our undergraduate research assistants recently presented four posters at the annual Psi Chi Convention, with one winning a Best Poster Presentation Award!



## *Come see us at SIOP!*

Presentation Type	Citation	Date & Time	Location
Symposium	<b>Kang, B. Y. (Co-Chair), Outland, N. (Co-Chair),</b> & Cooke, N. (Discussant) (2024). (A)I can be your teammate! Exploring the Impacts of AI in Organizational Teams [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.	04/18/2024 9 AM	Hyatt Grand Hall L
Alternative session	<b>Eby, L. T. (Co-Chair &amp; Facilitator),</b> Oswald, F. (Co-Chair & Facilitator), Allen, T. D., (Facilitator), Lang, J. B. (Facilitator), Morris, S. (Facilitator), & Rogelberg, S. (Presenter & Facilitator). (2024). Open science bootcamp. Alternative session presented at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL. United States.	04/18/2024 9 AM	Hyatt Ballroom A
Poster	<b>Facteau, K., Shockley, K.M.,</b> & Shen, W. (2024). Gender differences in physiological responses to work-family conflict events [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States	04/18/2024 1 PM	Hyatt Exhibit Hall
Poster	<b>Stryker, S. R., Kang, B. Y.,</b> Lumbreras, J. M., & <b>Hoffman, B. J.</b> (2024). Happy Worker, Happy Life? A Meta-Analysis of Job Satisfaction & Subjective Well-Being [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.	04/18/2024 1 PM	Exhibit Hall
Poster	<b>Kang, B.Y.,</b> Doddato, F., & <b>Outland, N.</b> (2024). Development and Validation of the Artificial Intelligence Salience Scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.	04/18/2024 5 PM	Hyatt Exhibit Hall
Symposium	Savage, J. M., & <b>Olenick, J.</b> (2024). Building trust through allyship: Moderating roles of motivation and perspective. In Ready, E. J. (Co-Chair), Snoeyink, M., Smith, N. A. (Co-Chair), & Ruggs, E. R. (Discussant). (2024). A rising tide: How allyship elevates employee experiences [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.	04/19/2024 8 AM	Swissotel Vevey 1/2
Symposium	<b>Grant, R., Shockley, K.,</b> & O'Malley, L. (2024). What's your 5 to 9? Antecedents and outcomes of profiles of trajectories of daily recovery experiences across the evening. In Taylor, M.R. (Co-Chair) & Schemmel, E.A. (Co-Chair). Recovery from work stress: Insights from experience sampling methodology research [Symposium]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.	04/19/2024 9 AM	Swissotel Zurich D
Symposium	<b>Egglar, K. D.,</b> Alyaan, S., <b>Olenick, J.,</b> Gupta, A., Surface, E. A., & Ousterout, J. (2024). Identifying bias in natural language processing across demographic groups. [Symposium]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States	04/19/2024 10:30 AM	G Hall MN
Panel	<b>Eby, L. T. (Co-Chair) &amp; Facteau, D. B. (Co-Chair),</b> Olson-Buchanan, J. B., Mullins, M., Poteet, M. L., Weintraub, J. (2024). The UN and I-O psychology: Impact through research, education, and practice. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference. Chicago, IL. United States.	04/19/2024 10:30 AM	Hyatt Ballroom N CD

## Come see us at SIOP!

Presentation Type	Citation	Date & Time	Location
Poster	<b>Gaddie, C., &amp; Hoffman, B.</b> (2024). A Field in Flight: Frontline Healthcare COVID-19 Exposure and Turnover Intentions. [Poster] Society for Industrial and Organizational Psychology Conference, Chicago, IL, United States.	04/19/2024 10:30 AM	Hyatt Exhibit Hall
Panel	<b>Carmichael-Tanaka, N. (Co-Chair) &amp; Grant, R. (Co-Chair)</b> , Braun, M. T., Grand, J. A., Kuljanin, G., Liu, Y., Lowe, A. (2024). Computational Modeling for Everyone: A Beginner's Guide to Modeling in I/O Research [Panel Discussion]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.	04/19/2024 2 PM	Swissotel Vevey 3/4
Poster	<b>Eby, L. T. &amp; Anker, J. G.</b> (2024). Employees in recovery from substance use: Directions for future research. In Wiese, C. W. (Co-Chair) & Dhanani, L. Y. (Co-Chair). (2024). Substance Use and Work: An Intersection in Desperate Need of Research [Symposium]. Society for Industrial and Organizational Psychology. Chicago, IL. United States.	04/20/2024 8:30 AM	Hyatt Grand Hall H
Poster	Jalil, D. M., <b>Olenick, J.</b> , Katz, I. M., & Bennett, A. A. (2024). Third party reactions to performance feedback. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.	04/20/2024 10 AM	Hyatt Exhibit Hall
Symposium	<b>Gaddie, C.</b> , Jinnah, H., Stoneman, Z., & <b>Hoffman, B.</b> (2024). Getting and keeping work: Barriers and recommendations from people with disabilities. In <b>Gaddie, C. (Chair)</b> . (2024). Engaging organizational stakeholders: Pathways to disability employment inclusion [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.	04/20/2024 10 AM	Hyatt Ball Room N CD
Symposium	<b>Oney, S. D., Shockley, K.M.</b> , Eatough, E., & Minei, E. (2024). Making bread and eating it too: Family division of labor and female breadwinner couple outcomes. In Smith, C.E., & French, K.A. (2024, April 17-20) Delving into Dual Earners: Romantic Partners in Work-Family Research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.	04/20/2024 2 PM	Swissotel Vevey ½
Symposium	<b>Anker, J. G., Carmichael-Tanaka, N., Eby, L. T.</b> (2024). Examining weight discrimination from an intersectional perspective. In <b>Melson-Silimon, A. (Co-Chair), Outland, N. (Co-Chair)</b> , & Thomas, K. M. (Discussant). More than its sum: Workplace experiences of people with intersectional identities [Symposium]. Society for Industrial Organizational Psychology 39th Annual Conference, Chicago, IL, United States.	04/20/2024 3 PM	Swissotel Zurich C
Symposium	<b>Melson-Silimon, A. (Co-Chair), Outland, N. (Co-Chair)</b> , & Thomas, K. M. (Discussant) (2024). More Than Its Sum: Workplace Experiences of People with Intersectional Identities. Symposium accepted at Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.	04/20/2024 3 PM	Zurich C



UNIVERSITY OF  
**GEORGIA**

# SIOP 2024 ANNUAL RECEPTION



On behalf of the I/O Psychology Program,  
please join us for our evening reception.

**APR**  
**19**

TWO THOUSAND TWENTY-FOUR  
7-9 PM  
LIZZIE MCNEILL'S  
400 N. MCCLURG COURT  
CHICAGO, ILLINOIS





*Published By*  
**The University of Georgia  
Industrial-Organizational  
Psychology Student  
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