

The IOPSA Newsletter

FROM THE UGA INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY STUDENT ASSOCIATION

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A Word from the Program Chair

Kristen Shockley

Happy Fall y'all! The I/O program has stayed busy over the past few months.

First, we are excited to have an ongoing job search for two new faculty members to join our program in Fall 2023. We hope to be able to share the news of who will be joining the program in the Spring newsletter. In other faculty news, Dr. Lillian Eby stepped down from her 10-year role at the Owens Institute of Behavioral Research. Her work there was extraordinary, but we are selfishly happy to have her back in the department full-time!

Second, the faculty are continuing to work to improve the program and help students realize their full potential. We recently completed an update of the I/O graduate student handbook and launched a change to the comprehensive exams format. We are now working on compiling a comprehensive alumni database and a listserve just for alumni matters to accompany it. Also, as part of efforts to improve the state of DEIB in the program, we have also created a diversity values statement, which will be displayed on our website and in the building. *See page 2 of this newsletter for the statement.*

Third, our master's program continues to excel under the direction of Dr. Brian Frost. Twenty-six more students graduated in August. We hope to continue fostering connections between the master's and PhD programs through social events in Atlanta as well as at SIOP. Speaking of, the UGA SIOP event was a smash hit (minus the whole inadvertent COVID-19 super spreader part of it...); fortunately, all UGA people that caught COVID at SIOP (myself included) are fine now.

Best wishes for a great rest of the year and go dawgs!

Kristen



Introducing Our Program's Diversity Statements

This Fall, our program faculty met to discuss the state of DEIB (Diversity, Equity, Inclusion, & Belonging) in our program and administered a survey to gather information on students' experiences in our program. All faculty and students then met in person to discuss the survey results and various actions that would be taken in response to the findings. One of the first steps taken was the faculty creating a new Diversity Values Statement for our program.

The IOPSA Diversity Committee also created a statement specific to our student organization. We are very proud of our program's efforts to optimize DEIB and are excited to see what the future holds for our program!

I/O PhD Program Diversity Values Statement

We intentionally strive to create an educational environment that is inclusive, open, and welcoming to all individuals, regardless of race, ethnicity, national origin, gender identity, disability, age, and other differences, both visible and invisible. We respect differences in others, understand the advantages that come from diverse perspectives and life experiences. To that end, we aspire to offer a supportive culture that empowers individuals to be their best self while stimulating exchange and appreciation of differences.

IOPSA Diversity Values Statement

The Industrial-Organizational Psychology Student Association (IOPSA) is committed to fostering an inviting, safe, supportive, and inclusive environment in research, the classroom, and practice. IOPSA strives to prioritize diversity, equity, and inclusion in our events and other efforts, including hosting speakers of different identities and specialties, welcoming and mentoring the next generation of graduate students, and actively creating a climate of belonging. Through being receptive to changing norms and engaging in open, respectful, and non-judgmental conversations we gain knowledge and perspective that will enrich and strengthen our research and practice.

Speakers and Professional Development

Dr. Lauren Locklear, an assistant professor of management at Texas Tech University, gave a talk entitled “Our Better Nature: How a Biophilic Intervention Influences Uncivil Workplace Behavior” at our I/O brown bag in October.



Dr. Anne Casper, the Chair of Work & Organizational Psychology at the University of Mannheim in Germany, gave a talk entitled “The power of thought: How work- and stress-related cognitions shape the stress process” at our I/O brown bag in November.

In lieu of our typical December brown bag, we are excited to welcome our new faculty applicants to UGA and attend their job talks over the next couple of months!



Social Events



The MODEL Lab at Top Golf celebrating their SIOP submissions and sendoff into studying for comps!



Some of our PhDawgs and friends out celebrating UGA's 42-10 win against Auburn!



David and Hope at the I-O Psychology Department Awards Ceremony!



Student Updates

Ben Listyg received an Honorable Mention for the Owens Scholarly Achievement Award (with Nathan T. Carter, Megan Lowery, Rachel Williamson Smith, Kate M. Conley, Alexandra M. Harris-Watson, Cynthia K. Maupin, Rachel T. King, and Dorothy R. Carter).

Ben Listyg successfully defended his thesis "Evaluating Global Model Fit Index Cut-offs for Multidimensional Item Response Models."

Arturia Melson-Silimon, Rebecca Harmata, Rose LeFevre-Levy, and program alum **Anna Hulett** published a focal article in the SIOP IOP Journal, "Neurodiversity in the Workplace: Considering Neuroatypicality as a Form of Diversity!" <https://www.siop.org/resea.../iop-Journal/IOP-Focal-Articles>

Rose LeFevre-Levy received the Social Security Administration's Analyzing Relationships between Disability Rehabilitation and Work (ARDRAW) Small Grant (\$10,000).

Becky Harmata completed a People Analytics internship with Align Technology.

Cassidy Gaddie completed a DEI internship with Global Payments.

Beth Buchanan was awarded the William Fanning Fellowship from the University of Georgia Graduate School.

David Facteau received the Donald L. Grant Outstanding Master of Science Thesis Award.

Hope Dodd received the Herbert Zimmer Research Scholar Award & Dan Mack Memorial Award.

Hope Dodd defended her thesis "Moving from "Me" to "We": A Couple-Level Perspective on Role Identity Salience and Work-Family Dynamics."

Katelyn Sanders received the RED Seed Grant.

Faculty Updates

Dr. Lillian Eby was awarded the title of Distinguished Research Professor at UGA and was inducted as a Fellow of the Academy of Management.

Dr. Lillian Eby is a co-Investigator on the Georgia Clinical and Translational Science Alliance funded by the National Institutes of Health (new grant 2022-2027).

Dr. Lillian Eby stepped down as Director of the Owens Institute for Behavioral Research after 9 years of administrative service to focus more on her research and editorial work.

Dr. Malissa Clark will be transitioning from Graduate Coordinator to Associate Head, effective Dec 1st.

Dr. Kristen Shockley was a 2022 Academy of Management Careers Division Mid-Career Award Finalist (2nd place) and was awarded the 2021-2022 I-O Psychology Organizational Citizenship Award by the UGA I-O Program.

Way to go!

What have our labs been up to?

WAFER Lab

Dr. Malissa Clark

In the Work and Family Experience Research (WAFER) Lab, we are continuing several ongoing projects relating to worker well-being. We are close to launching the second wave of a project examining job insecurity following the COVID-19 pandemic, where we are examining the moderating role of various organizational and individual factors on the relationship between job insecurity and employee well-being. We are resuming work on an updated meta-analysis of workaholism and potentially a new meta-analysis project (in the brainstorming/planning phase now). We are also midway through data collection on a project examining the psychological toll of pursuing student loan debt forgiveness on work-related motivation and employee well-being.



ECHO Lab

Dr. Lillian Eby

The ECHO Lab is finishing up data collection on our "Mindful Mentoring" project, which examines how mentor mindfulness relates to protégé outcomes. This has been a true labor of love during COVID-19 and we are excited to see the finish line. We are also wrapping up two studies related to the COVID-19 pandemic. The first study examines the motivational meaning of in-person contact during the pandemic and the second study examines occupational risk using both time-lagged survey data and information from O*Net. In terms of ongoing studies, we are working with the IOMP and Master of Public Administration graduate programs to collect field experiment data on mentor-protégé matching effects in formal mentoring programs. We have also recently started two exciting new studies. The first is with collaborators Wendy Casper and Julie Wayne and will develop and test an intervention to promote work-life balance. The second is with collaborators Fred Oswald and Tammy Allen on controversy and consensus surrounding open science practices.



LPD Lab

Dr. Brian Hoffman

The LPD Lab has had a busy fall! In particular, we are continuing our research on frontline healthcare workers during COVID-19 and their well-being, two meta-analyses looking at leadership and follower outcomes, and a qualitative study on coverage of cognitive ability testing in psychological textbooks. The first of the meta-analyses examines the relationship between leadership type and voice behavior. The second, which we are wrapping up and excited to share, looks at the impact of leadership on follower turnover outcomes.



iWill Lab

Dr. Kristen Shockley

We had a busy SIOP season in the iWill Lab, with 10 submissions authored by at least one person in the lab! Hopefully, the SIOP review gods are kind to us! Currently, we are focused on projects that include developing and testing the nomological network of a measure of household cognitive labor (that invisible labor that involves all the behind the scenes planning), analyzing data related to attributions people make about work-family conflict episodes, writing a study of predictors of career compromise among dual-earner couples during COVID-19, a consulting project aimed at studying factors that drive nursing educators' attrition, developing/writing up a few meta-analyses (one on gender and stress and another on vacation and recovery), dipping our toes in computational modeling and attempting to apply it to work-family decision making, launching data ongoing data collection for a study of formal mentoring programs, analyzing objective physiological data from a lab study that has proven to be quite challenging, and analyzing data on an experience sampling study of remote working employees and their supervisors. All that to say, there is never a dull moment, and we have a lot of exciting work in progress!



MODEL Lab

Dr. Neal Outland

Our lab is continuing to work on projects associated with our 800K Army grant to explore trust dynamics between infantry and AI. For the human side of things, we're creating an agent-based model to guide a measurement framework of trust using only behavioral indicators; on the robot/AI side, it's creating a framework by which a robot can (1) understand whether or not a human trusts them [using the measurement framework above] and (2) whether or not a robot trusts a human based on robot expectations and previous interactions. The grant is for 5 years and we are approaching the end of year 1.



Check out these new publications from our amazing faculty & students!

Albright, G., Fazel, M., Khalid, N., McMillan, J., Hilty, D., **Shockley, K.**, Joshi, S. (2022, online first). High school educator training by simulation to address emotional and behavioral concerns in school settings: A randomized study. *Journal of Technology in Behavioral Science*. doi.org/10.1007/s41347-022-00243-9

Duggan, E.W., & **Clark, M.A.** (in press). Moving past burnout, looking toward engagement. *Anesthesiology Clinics*. <https://doi.org/10.1016/j.anclin.2022.01.012>

Eby, L.T., & **Facteau, D.B.** (in press). Much ado about the lack of policy implications in scholarly journals? *Academy of Management Perspectives*.

Gabriel, A.S., †Allen, T.D., †Devers, C.E., †**Eby, L.T.**, †Gilson, L.L., †Hebl, M., †Kehoe, R.R., †King, E., †Ladge, J.J., †Little, L.M., †Ou, A.Y., †Schleicher, D.J., †**Shockley, K. M.**, Klotz, A.C., Rosen, C.C. (in press). A call to action: Taking the untenable out of women professors' pregnancy, postpartum, and caregiving demands. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. †Equal contribution order is alphabetical

Hirschi, A., Zacher, H., **Shockley, K.M.** (2022). Whole-life career self-management: A conceptual framework. *Career Development International*, 49(2), 344-362. doi.org/10.1177/0894845320957729

Howard, G.J., Smith, R.W., **Haynes, N.J.**, & **Clark, M.A.** (in press). Being Mindful about Workaholism: Associations between Workaholism and Mindfulness. *Occupational Health Science*.

Hyatt, C.S., **Listyg, B.S.**, Owens, M.M., Carter, N.T., Carter, D.R., Lynam, D.R., ... & Miller, J.D. (2022). Structural brain differences do not mediate the relations between sex and personality or psychopathology. *Journal of Personality*.

Hyatt, C.S., Sharpe, B.M., Owens, M.M., **Listyg, B.S.**, Carter, N.T., Lynam, D.R., & Miller, J.D. (2022). Searching high and low for meaningful and replicable morphometric correlates of personality. *Journal of Personality and Social Psychology*, 123(2), 463.

Nicklin, J., **Shockley, K.M.**, **Dodd, H.*** (in press). Self-compassion: Implications for work-family balance and compassion. *Journal of Vocational Behavior*.

Shockley, K.M., Gabriel, A.S., Yuan, Z. (2022). Patterns of attribution for work-family conflict episodes and their relation to negative emotions. *Journal of Organizational Behavior*, 43, 643-661. [doi:10.1002/job.2597](https://doi.org/10.1002/job.2597)

Smith, R.W., Min, H., Ng, M. A., **Haynes, N.J.**, & **Clark, M.A.** (in press). Was the passion ever there? A content validation of work passion. *Journal of Business & Psychology*.

Way, J., Conway, J., **Shockley, K.M.**, Lineberry, M. (2022). Predicting teamwork attitudes using Optimal Distinctiveness Theory. *Small Group Research*, 53 (3), 464-489. doi.org/10.1177/10464964211044812

***Alumni Spotlight:* Dr. Alex LoPilato**



Dr. LoPilato graduated from UGA's I/O Ph.D. program in 2015. He is now working at McKinsey & Company in Atlanta, GA, as well as teaching Psychometrics this semester back at UGA!

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

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

I am a *Psychometrics Expert* at McKinsey & Company on the People Analytics & Measurement (PAM) team. I manage a group of psychometricians/statisticians and the main focus of our work is developing and evaluating all of the different surveys that are administered within the organization.

How has it been returning to UGA to teach while still working your industry job?

It has been fun and exhausting (in a mostly good way!). I've enjoyed getting to know the students and it's wonderful to feel connected to the IO program! I've also loved having an excuse to explore all the latest and greatest thinking/research in psychometrics/quantitative psychology. Teaching has actually improved my own understanding of the different psychometric theories and methods we cover in the course.

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

The driving question underlying the majority of my work projects can be boiled down to: "what inferences can we safely make from our data to inform the personnel decisions made by the organization?" The training I received in the I-O program shapes the way I approach this question, from the methods I choose to the recommendations I make. The I-O program taught me how to be a scientist—to think critically about a problem and its solutions, to take a structured and methodological approach to problem solving, and to think creatively. At work, I rely on those qualities daily, and I have found them to be key to success on a project.

Have your work and research interests changed over time?

During graduate school, my research interests were mostly centered on statistical methods and their application to problems in the organizational sciences. I am still interested in statistical methods and their applications, but my current focus is more on how to make accurate and defensible personnel decisions from noisy data, which is most data used by organizations in my experience. As a result, I now find myself spending more time in the judgment and decision-making literature. For interested readers, I would highly recommend pretty much anything written by Gerd Gigerenzer—his work on using “fast-and-frugal” methods to learn from data is a fun contrast to the machine learning / AI methods organizations are coming to rely on more.

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

During graduate school, I always envisioned a future career as a professor in academia. The move to an industry job was prompted by the realities of dual-careers and geographical limitations. Luckily, in my role, I am still able (and encouraged) to explore and test out new approaches, integrate ideas from a variety of academic literatures, and teach - which are the things that attracted me to an academic job in the first place. As for how my career will evolve in the future, I have learned not to hold on too tightly to expectations. But I intend to remain connected to academia in some way.

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

I would give the following advice to students pursuing an applied career:

- **Stay connected to theory.** I think it is easy in this day and age to prize data above theory, but I have come to believe that theory is as, if not more, important than data. Lewin said it best: “there is nothing as practical as a good theory.”
- **Build a professional network.** I owe my current job to my professional network, which at the time pretty much consisted of one very connected person! In my experience, if you find someone who is doing interesting work—whether it is in the academic or non-academic setting—reach out to them and start a conversation.
- **Get comfortable talking about data.** So many organizations are using data to inform their decisions. To be a strong candidate, you need to be data literate. Even if you are not the one building models, you will likely need to interpret, synthesize, and communicate the results.

Miscellaneous advice for students in our program:

- Graduate school is challenging and it is a time of intellectual freedom (that you can't fully appreciate until it is behind you). Say “yes” to the opportunities that come your way, take advantage of supportive and knowledgeable mentors, and pursue a variety of different ideas for the sake of knowledge.
- Learn R.



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