



THE IOPSA NEWSLETTER

Word from President

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Dear Alumni and Friends of the UGA IO Psychology Program,

We have had an exciting and busy start to the new school year! We had six new students and three faculty join our program, and we have been enjoying working with and getting to know them. IOPSA began the fall semester by finalizing our positions and setting goals for the year. We also enjoyed our annual “Back to School Bash” with faculty and students at Lillian’s house, and we have been staying quite social with happy hours, game nights, and tailgating. Our students have also been very productive this semester—with several students presenting their research overseas, completing SIOP submissions, and working on numerous research projects. Needless to say, we have been keeping busy, both socially and academically!

We are still adjusting to life without Beth Buchanan, our dear friend and student who we lost last semester to a drunk driver. Her presence is deeply missed, and she inspires us in all that we do.

Sincerely,
Katherine Facteau, IOPSA President

Katherine Facteau

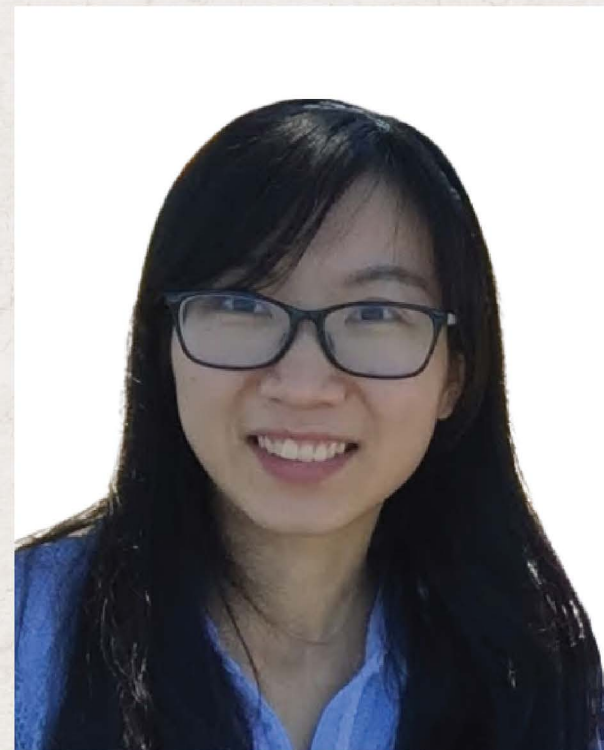




WELCOME NEW FACULTY

Yimin He

Yimin He completed her Ph.D. in Industrial/Organizational Psychology at Texas A&M University in May 2020. After her Ph.D., she worked as a senior research assistant at Oregon Health & Science University. She earned her M.S. degree in Industrial/Organizational Psychology at Texas A&M University and her bachelor's degree in Psychology and Economics from Peking University in China in 2015. Her research interests include occupational health psychology, organizational climate, social network, and quantitative methodologies (e.g., social network analysis, machine learning, computational modeling, meta-analysis).



Melissa Robertson

Melissa Robertson is an Assistant Professor in Psychology at the University of Georgia and the Director of the Relationships and Work Lab. She received her Ph.D. in Industrial-Organizational Psychology from the University of Georgia in 2018, and previously worked as an Assistant Professor at Purdue University. Melissa's research centers on the intersection of work and relationships. She is specifically interested in 1) the development and maintenance of social relationships, and 2) how social relationships contribute to workers' personal and professional development, inclusion, and well-being.



Jeff Olenick

Dr. Jeffrey (Jeff) Olenick comes to UGA from Old Dominion University where he was an Assistant Professor and IO Program Chair. He graduated from Michigan State University with a Ph.D. in Organizational Psychology in 2020, having previously received masters degrees from MSU and the University of Chicago, and bachelor's degrees in psychology and history also from MSU. Jeff studies the dynamics of individual and group development, with particular interests in training transfer, extreme teamwork, and the role of organizations in the recreation of social inequalities. In his spare time, Jeff enjoys golfing, going to races, and watching football. He also enjoys spending time with his wife (Cat) and son (Ron) and exploring their new home.





WELCOME NEW STUDENTS



Marta Mohedano Jurado

Hi everyone, my name is Marta and I am a first-year student from Córdoba, Spain. I graduated from Southern Utah University in Spring of 2023 with a B.S. in Psychology. Here at UGA, I am co-advised by Dr. Lillian Eby and Dr. Melissa Robertson, and my research interests broadly include the intersection between work and non-work life, and occupational health psychology. In my free time, I love to read, try out new coffee shops around Athens, and travel!

Laurel Guffey

Hi everyone! My name is Laurel Guffey, and I am from Tallahassee, Florida. I got my B.S in Psychology with an emphasis on Behavior Analysis and minor in Business Administration from the University of Florida. At UGA, I work with Dr. Malissa Clark in the Healthy Work Lab. My general research interests include work-life balance and employee well-being. Outside of school, I enjoy hiking, reading, and traveling to new places!



Javon Davis

Javon Davis has M.S.Ed in Sports Psychology and is currently a PhD student at The University of Georgia. For the past 3 years Javon has been involved in research centered around DEI, humor, identity in the workplace. Through his research interests Javon has been implementing focus groups, surveys and various coding techniques to assist in identifying discrimination in relation to organizational development culture. His hands-on experiences include leading focus groups and designing pulse surveys. Currently, Javon is working on research related to self regulatory dynamics, code switching, and effective intervention strategies.





Kristen Egger

Hi everyone! My name is Kristen Egger and I'm originally from Hayfield, Minnesota. I completed my bachelor's degree at Gustavus Adolphus College and my master's degree at Old Dominion University. I transferred to UGA as a fourth year student, working with one of the new faculty members, Dr. Jeff Olenick. My research examines allyship at work in addition to organizational practices and structures that support or undermine diversity, equity, and inclusion.



Yaxuan Zhou

Hi everyone! My name is Yaxuan Zhou, and I'm from Hubei, China. I received my bachelor's degree in applied psychology from Beijing Forestry University. I'm working with Dr. Yimin He. My research interests are social networks, occupational health, and well-being, as well as issues related to AI. My hobbies include calligraphy, violin, singing, and dancing. In my free time, I watch TV series, read novels, etc.





STUDENT UPDATES

Invited brief accepted to Chapter for SIOP's Organizational Science, Translation, and Application Series: **Kristen M. Shockley, Tammy D. Allen, Katherine O. Facticeau, & Beth E. Buchanan** "Work-life Balance & SES and Gender Equity"

Ryan Grant defended his thesis titled, "What's your 5 to 9? Antecedents and Outcomes of Profiles of Trajectories of Daily Recovery Experiences Across The Evening"

Josie Anker passed comprehensive exams!

Arturia Melson-Silimon accepted an assistant position at Virginia Tech, starting August 2024.

Arturia Melson-Silimon accepted and participated in the Future Faculty Program at the University at Buffalo

Arturia Melson-Silimon accepted and participated in the Future Faculty and Diversity Program at Virginia Tech.

The SIOP **Beth E. Buchanan Graduate Student Scholarship Fund** has raised over \$50,000 since March 2023, making it fully funded!

Healthy Work Lab won second place for best poster at the River Cities I-O Psychology Conference! (citation below)

*Romick, C., *Watson, L., Oney, S.D., & Clark, M.A. (2023, October 20-21). Perceived organizational support through a lens of racial tension and challenging times [Poster]. River Cities Industrial and Organizational Psychology Conference, Chattanooga, TN, United States. *Denotes undergraduate research assistant mentees.

Papers and Conference Presentations

IOP Commentary accepted titled "How Well Are We Doing at Addressing the United Nations Sustainable Development Goals in the Science and Practice of I-O Psychology? Reflections on the SIOP 2023 Conference" by **Lillian T. Eby, Jocelyn G. Anker, David B. Facticeau, Katherine Facticeau, and Wendy J. Casper**

IOP commentary accepted:

Anker, J. G., Carmichael-Tanaka, N., & Eby, L. T. (in press). Importance of considering intersectionality when studying weight at work. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Article published in Social and Personality Psychology Compass:

Melson-Silimon, A., Spivey, B. N., & Skinner-Dorkenoo, A. L. (2023). The construction of racial stereotypes and how they serve as racial propaganda. *Social and Personality Psychology Compass*, e12862.

Nina Carmichael-Tanaka presented at the 2024 European Simulation and Modeling Conference in Toulouse, France:

Carmichael-Tanaka, N. & Outland, N. (2023). Modeling Multi-Agent Interaction, Perception, and Turnover in Diverse Organizations. European Simulation and Modeling Conference, Toulouse, France.



FACULTY UPDATES

Lillian Eby:

Anker, J. G., Carmichael-Tanaka, N., & **Eby, L. T.** (in press). Importance of considering intersectionality when studying weight at work. *Industrial-Organizational Psychology: Perspectives on Science and Practice*.

Eby, L. T., Anker, J. G., Fecteau, D. B., Fecteau, K. O., & Casper, W. J. (in press). How well are we doing addressing the United Nations Sustainable Goals in the science and practice of I-O Psychology? Reflections on the SIOP 2023 conference. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Eby, L. T., Robertson, M. M., Fecteau, D. B., & Anker, J. G. (2023). Risky business: Understanding the association between objective COVID-19 occupational risk features and worker subjective risk perceptions. *Journal of Occupational and Organizational Psychology (Special Issue on COVID-19 risk)* (advance online <https://doi.org/10.1111/joop.12431>)

Gooty, J., Ruggs, E. N., Aguinis, H., Bergeron, D. M., **Eby, L. T.**, van Knippenberg, D., Post, C., Rupp, D. E., Thatcher, S. M. B., Tonidandel, S., & Yammarino, F. J. (2023). Stronger together: A call for gender-inclusive leadership in business schools. *Journal of Management*, 49, 2531-2540.

Eby, L. T. (June, 2023). Equity and inclusion paper development workshop (invited group leader). University of Washington, Seattle, WA.

Eby, L. T. (June, 2023). Editor's panel (invited panelist). Equity and inclusion paper development workshop. University of Washington, Seattle, WA.

Eby, L. T. (May, 2023). Publishing in high impact journals. Athens University of Economics and Business. Athens, Greece.

Brian Hoffman:

Carter, K. M., Hetrick, A. L., Chen, M., Humphrey, S. E., Morgeson, F. P., & **Hoffman, B. J.** (2023). How Culture Shapes the Influence of Work Design Characteristics: A Narrative and Meta-Analytic Review. *Journal of Management*, 0(0). <https://doi.org/10.1177/01492063231179405>

Neal Outland:

Weiss, J. A., **Outland, N.**, Plummer, G., Zervos, L., **Carmichael-Tanaka, N.**, & **Kang, B.** (2023). The Stable Individual Differences Driving Employee Coachability Behaviours. *International Journal of Evidence Based Coaching & Mentoring*, 21(2), 102-117. <https://doi.org/10.24384/d24j-fh23>

Carmichael-Tanaka, N. & **Outland, N.** (2023). Modeling Multi-Agent Interaction, Perception, and Turnover in Diverse Organizations. European Simulation and Modeling Conference, Toulouse, France.



FACULTY UPDATES

Malissa Clark:

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.

Clark, M. A., Wittmer, J. L. S., & Jones, A. (in press). When business is personal: A mixed methods examination of workaholism in family business leaders. *Community, Work, & Family*.

Spagnoli, P., **Clark, M. A.**, *Buono, C., *Haynes, N. J., *Molinaro, D., & Balducci, C. (in press). A further examination of the Multidimensional Workaholism Scale (MWS) in Italy and U.S: Measurement equivalence, convergent, discriminant, and predictive validity. *Journal of Personality Assessment*.

Hetrick, A., *Haynes, N. J., **Clark, M. A.**, & *Sanders, K. (2023). The Theoretical and Empirical Utility of Dimension-Based Work-Family Conflict: A Meta-Analysis. *Journal of Applied Psychology*. Advance Online Publication.
<https://dx.doi.org/10.1037/apl0000552>

Smith, R. W., Min, H., *Ng, M. A., Haynes, N. J., & **Clark, M. A.** (2023). Was the passion ever there? A content validation of work passion. *Journal of Business & Psychology*, 38(1), 191-213.

Romick, C., *Watson, L., *Oney, S.D., Clark, M.A. (2023, October 20-21). Perceived organizational support through a lens of racial tension and challenging times [Poster]. River Cities Industrial and Organizational Psychology Conference, Chattanooga, TN, United States.

Watson, L., *Romick, C., *Oney, S.D., Clark, M.A. (2023, October 20-21). The Burnout Assessment Tool: An initial U.S. validation study [Poster]. River Cities Industrial and Organizational Psychology Conference, Chattanooga, TN, United States.

Sanders, K. N., *Cole, R.B., Clark, M.A., (November, 2023). *Experiences of Job Insecurity: A Latent Profile Analysis*. Poster session presented at the 15th International Work, Stress, and Health Conference: Work and Mental Health – Challenges and Solutions in a Changing World

Yimin He:

Huang, Y. H., **He, Y.**, Lee, J., & Courtney, T. (in press). Advancing Safety in Turbulent Times: Development and Validation of a Pandemic Safety Climate Scale. *Journal of Occupational and Organizational Psychology*.

Sheng, Z., Serban, A., **He, Y.**, Cortina, J. M., & Yao, X. (in press). From Helping to Helpful: A Social Network Examination of Workplace Helpfulness at Multiple Levels. *Journal of Business and Psychology*.

He, Y., Sheng, Z., Griffin, M., & Yao, X. (in press). A Multilevel Model Linking Altruistic Motivation to Workplace Safety: The Role of Servant Leadership. *Journal of Organizational Behavior*.

He, Y., Payne, S. C., Beus, J. M., Muñoz, G. J., Yao, X., & Battista, V. (2023). Organizational climate profiles: Identifying meaningful combinations of climate level and strength. *Journal of Applied Psychology*, 108(4), 595.
<https://doi.org/10.1037/apl0001036>

Maznevski, M. L., Steel, P., **He, Y.**, Stahl, G., Chang, B., Fiscus, J., & Goestl, S. (2023). Diversity in Teams: Large-Scale Meta-Analytic Assessment of Diversity Categories and Taxonomies. *Proceeding of the Academy of Management Proceedings*, 2023(1), 15515. <https://doi.org/10.5465/AMPROC.2023.15515abstract>

Huang, YH., Anger, K., Giordano, F., Chlevin, C., **He, Y.**, Courtney, T.K., Lee, J., Kelly, A., Rega, E., Olson, R., Wang, M. (2023, November). Developing and Validating a Total Worker Health® Climate Scale. Poster accepted for presentation at the American Psychological Association Work Stress, and Health 2023, Miami, FL.

He, Y., Sheng, Z., Barnes, C. M., Shang, S., Wang, M. (2023 August). How is gossip viewed in the eye of the recipient? A social network examination of recipients' attribution of prosocial motivation, helping behaviors, and gossip centrality. Poster accepted for presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA.



FACULTY UPDATES

Melissa Robertson:

Robertson, M. M., & Zhang, F.g (*In press*). Attachment in mentoring relationships. *Journal of Business and Psychology*.

Eby, L. T., **Robertson, M. M.**, Facticeau, D. B.g , & Anker, J. G.g (*in press*). Risky business: Understanding the association between objective COVID-19 occupational risk features and worker subjective risk perceptions. *Journal of Occupational and Organizational Psychology*.

Robertson, M. M., Eby, L. T., Facticeau, D. B.g, & Anker, J. G.g (*in press*). Contact and impact on the frontline: Effects of relational job architecture and perceived safety climate on strain and motivational outcomes. *Journal of Occupational Health Psychology*, 28(1), 20-39.

Melson-Silimon, A.g, Lumbreras, J., **Robertson, M.**, & Outland, N. (2023, April). Multiverse of racial/ethnic identity: Exploring code-switching in the workplace. In Salter, N.P. & Melson-Silimon, A. (Co-Chairs), Identity management: Different people, but similar experiences. Symposium submitted to the 2023 Society for Industrial and Organizational Psychology Conference, Boston, MA.

Harris-Watson, A. M. (Chair), Acton, B., **Robertson, M.**, Traylor, A., & McCukser, M. (2023, April). The in between: Postdocs for industrial/organizational psychologists. Panel session accepted to the 2023 Society for Industrial and Organizational Psychology Conference, Boston, MA.

Robertson, M. M., Kendrick, M. g, & Zhang, F .g (2023, April). Mentoring for inclusion: A qualitative study of how mentors promote and undermine inclusion among racial/ethnic minority mentees. In Eby, L. T. & Facticeau, K. (Co-Chairs), Science and practice of mentoring: Trends, recommendations, and priorities for future research. Symposium submitted to the 2023 Society for Industrial and Organizational Psychology Conference, Boston, MA.

Woo, S. (Co-Chair), **Robertson, M. M.** (Co-Chair), Derricks, V., Jones, K., Perry, J., & Wessel, J. (2023). Authentic allyship in the workplace. Panel session submitted to the 2023 Society for Industrial and Organizational Psychology Conference, Boston, MA.

Zhang, F.g & **Robertson, M.** (2023, April). Attachment in mentoring relationships: Scale development and validation. Poster submitted to the 2023 Society for Industrial and Organizational Psychology Conference, Boston, MA.

Jeff Olenick:

Somaraju, A., Griffin, D. J., **Olenick, J.**, Chang, C-H., & Kozlowski, S. W. J. (*in press*). An investigation of team conflict dynamics. *Journal of Applied Psychology*. (IF: 9.9)

Olenick, J. & Somaraju, A. (*in press*). Questionable assumptions and the study of emergent diversity effects. *Academy of Management Perspectives*. <https://doi.org/10.31234/osf.io/b9hek> (IF: 8.9)

Gedik, E., **Olenick, J.**, Chang, C-H., Kozlowski, S. W. J., & Hung, H. (2023). Capturing interaction quality in long duration (simulated) space missions with wearables. *Transactions on Affective Computing*, 14(3), 2139-2152. <https://doi.org/10.1109/TAFFC.2022.3176967> (IF: 14.0)

Olenick, J., & Somaraju, A. (2023). On the undervaluing of diversity in the validity-diversity tradeoff consideration. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16(3), 353-357. <https://doi.org/10.1017/iop.2023.29> (IF: 9.4)

Kozlowski, S. W. J. & **Olenick, J.** (2023, April). Interpersonal relationships in extreme teams: A social network perspective [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Bisbey, T. & **Olenick, J.** (2023, April). Training as a multi-level, emergent phenomenon: A systems approach to better training [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.



ALUMNI UPDATES

Cheryl Toth & Bill Newbolt

Cheryl Toth (Ph.D 1998) and her husband, Bill Newbolt (Ph.D 1999), have relocated to the Raleigh-Durham area of North Carolina after 5 years up in the NY tri-state area working at IBM Corporate headquarters. Cheryl's taken on a new role at IBM as the Technical Development Program Leader focused on the career development and retention of technical talent. She's focused on the development and career paths for 10,000+ non-executive technical talent within the Hardware Infrastructure Division. Cheryl's been with IBM for 25+ years and Bill joined IBM for 5 years ago. Bill is continuing his HR Business Development role supporting IBM's Mergers/Acquisitions and Divestitures. As IBM onboards new companies or divests units, he manages all the organization changes and HR processes required to onboard or divest employees. Their oldest daughter is following in their footsteps and currently applying to Ph.D programs in Immunology. Their younger daughter is finishing up at the University of Miami.

Rachel Smith

Rachel Smith received the Bank of America Faculty Development Award from the Parker College of Business at Georgia Southern University.

Jang, S. R., Butler, A., & Smith, R. W. (in press). Latent profiles of organizational citizenship behavior motives: A latent profile analysis. *Occupational Health Science*. <https://doi.org/10.1007/s41542-023-00166-8>

DeNunzio, M. M., Smith, R. W., & Naidoo, L. J. (in press). The development and validation of an ideal point measure of work engagement. *Journal of Business & Psychology*. doi: 10.1007/s10869-023-09901-y

Zhang, D. C., Barratt, C., & Smith, R. W. (in press). Are risk seekers "good soldiers" or "bad apples"? Risk propensity as a common antecedent for OCBs and CWBs. *Journal of Business & Psychology*. doi: 10.1007/s10869-023-09872-0

Smith, R. W., Min, H., Ng, M. A., Haynes, N. J., & Clark, M. A. (2023). A content validation of work passion: Was the passion ever there? *Journal of Business & Psychology*, 38, 191-213. doi: 10.1007/s10869-022-09807-1



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Psychology Student
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