

The IOPSA Newsletter

FROM THE UGA INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY STUDENT ASSOCIATION

Fall 2015

A Word from Our President

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

We have lots of exciting news! In order to keep everyone better informed, the IOPSA newsletter will now be distributed each semester instead of once a year. Be on the lookout for our "Fall Features" and "Spring Specials" so you can keep up-to-date with future developments in our program. We also encourage alumni to submit updates they might like to share! (See p. 10 for the newsletter editor contact information.)



Additionally, under the leadership of newly hired Director Brian Frost, the I-O Masters Program is off to a great start. The IOMP has featured multiple alumni from the program as teachers and guest lecturers and will be graduating its first class in December. Look for a full update in the spring newsletter.

UGA I-O is also pleased to announce that we are in the process of applying to join the United Nations Global Compact. This opportunity aligns with SIOP's dedication to improving global issues that are at the intersection of business and society, and we're excited by this initiative.

This semester we accepted four amazing new students to our ranks. Check out their bios (p. 3) to learn more about them!

Of course we work hard, but we like to socialize too! Check out our social events (p. 2) for activities where we had a great time bonding and learning from one another, as well as a special alumni reunion!

Can't wait for another great year at UGA!

-Cindy Maupin, IOPSA President

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The University of Georgia®

I-O Psychology

FALL FEATURES

Speakers & Professional Development

This semester we had the opportunity to attend a number of job talks hosted by the Department of Management, as well as a diversity event on the hurdles to hiring international students in the United States. In addition, we were pleased to host presentations by:

Dr. Filip Lievens of Ghent University on contextualizing personality measures (Sept. 11th) and **Dr. Kristen Shockley** of Baruch College CUNY on clarifying work-family conflict (Oct. 2nd).



Social Events

We've had a blast this semester at a variety of IOPSA events, including our annual kickoff party, a game night, and our annual Thanksgiving potluck! We especially enjoyed meeting some of our alumni when they visited for the UGA vs. Kentucky game! **Dr. Cindy McCauley '84** wrote to share with us a summary of the weekend's events:

"I was excited to join a group of my fellow UGA I-O program graduates (from the 1980s) for a reunion in Athens November 6-8. In addition to recalling stories from our shared experiences 30 years ago and catching up on the latest developments in our lives and careers, we cheered the team on at the Georgia-Kentucky football game and enjoyed the opportunity to talk with current students and faculty on Friday evening and at a tailgate before the game. Many thanks to Kevin Hummel who spearheaded the event, to Brian Hoffman who helped us get great seats at the football game, and to the students who shared their interests and goals with us (and left us enthusiastic about the ongoing vibrancy of the program)."

Alumni pictured below (left to right). **Front:** Vicki Flaherty, Suzanne Tsacoumis, Jimmy Austin, Dori Stiles. **Middle:** Wanda Hayes, Susan Reece, Cindy McCauley, Jim Hogan. **Back:** Anthony Bayless, Ken Hendry, Carol Ogletree, Gary Lambert, Kevin Hummel. **Not pictured:** Faye Hargrove.



FALL FEATURES

SIOP Recap

Similar to years past, we celebrated the end of another great spring semester at our annual UGA SIOP reception! In the spirit of Philadelphia being the “City of Brotherly Love”, current students, faculty members, alumni, and new and old friends of the program came together to celebrate our program’s accomplishments over the past year at Maggiano’s Little Italy. Many thanks go to UGA’s I-O Master’s Program for sponsoring this wonderful night of celebration! **-Lauren Zimmerman, 2015 SIOP Chair**



First Years

Muriel Clauson

Hi, everyone! My name is Muriel and I’m working with Dr. Kuhnert. I was born in South Africa and have moved around quite a bit. I’m excited that the latest move has brought me down to the I-O program at UGA! I learned about I-O soon after graduating from the business program at American University in Washington, DC. I started working with an I-O consulting firm and took psychology courses at Northwestern University in Chicago. While working with the firm, I was involved with several leadership development programs and developed an interest in this research area. Besides research, I like to spend my time with my 16-year-old cat, exploring trails in the beautiful woods around Athens, and (starting soon) training for a marathon with some fellow I-O students.



Alexandra Harris

Hi, all! My name is Alex Harris. I’m originally from Wisconsin and completed my B.A. in psychology in 2014 at St. Olaf College in Minnesota. After my undergrad, I spent a year as an intern in organizational development and human resources. I never imagined I might end up in the south, but I couldn’t be happier to be studying at UGA under the advisement of Dr. Nathan Carter. My primary research interests focus on psychometrics and selection assessments, although I’m looking forward to working on a variety of different topics while here. I’ve felt so welcomed by the other students and faculty and look forward to collaborating! When I’m not working, I’ve loved exploring Athens, especially the wonderful restaurants and the downtown!



First Years Continued

Young-Jae Kim

Hi. My name is Young-Jae Kim. My primary research interests focus on the assessment center, leadership, selection/development, and emotional labor. My major advisor is Dr. Brian Hoffman. I completed my undergrad in 2011 with a psychology major at University of Illinois at Urbana-Champaign. After I graduated, I worked as an HR analyst for a year and as a research assistant for two years. Among the many other great I/O programs, strong faculty members and the collaborative research environment make UGA a unique place to study!



Olivia Vande Griek

Hi, everyone! I'm Olivia Vande Griek and I am originally from Burlington, Vermont. I am working with Dr. Malissa Clark and Dr. Lillian Eby. I graduated this past May from Clark University in Worcester, Massachusetts, with a B.A. in psychology and a minor in business. I have also spent time conducting research at Leiden University in the Netherlands and at Harvard University. My research interests broadly include work-family conflict and employee wellbeing, particularly as they relate to women in positions of power. I am also interested in mentoring and workplace initiatives that can assist with employees' career development. So far I have been really enjoying Athens and everything the area has to offer (especially the great restaurants)!



Updates

Notes from the Program

THESIS DEFENSES:

Lindsay Brown, **Yi Fan**, and **Rachel Williamson** successfully defended their theses.

COMPREHENSIVE EXAMS:

Lindsay Brown, **Melissa Mitchell**, and **Lauren Zimmerman** passed written prelims, and **Angela Beiler-May** passed her oral prelims.

DISSERTATION DEFENSES:

Dr. Stephanie Downey, **Dr. Alex LoPilato**, and **Dr. Jacob Martin** successfully defended their dissertations.

JOBS & INTERNSHIPS:

Kate Conley began interning as a Research Fellow for Sodexo North America.

Dr. Stephanie Downey accepted a full-time

opportunity as a Sr. Org. Development and Talent Management Specialist at NCR, Corp.

Anna Hulett completed an internship with Johnson & Johnson working on their Talent Assessment and Leadership Development Team.

Colby Kennedy accepted a role as Research Scientist at HumRRO in the Personnel Selection & Development group beginning in January 2016.

Melissa Mitchell started a data analyst assistantship with the Workplace Health Group in the College of Public Health. She also started an internship at TKC Global.

Allison Siminovsky started a full-time job in May as a Specialist, People Research & Analytics, at Novo Nordisk in Princeton, NJ.

Lauren Zimmerman began working as an Employee Survey Intern, Organizational Analytics at Johnson & Johnson in June 2015.

Updates Continued

Notes from the Office

'90 **Dr. Jim Austin** is currently employed as an Assessment Development Specialist with the Personnel Board of Jefferson County in Birmingham, Alabama. He's been with the Personnel Board for five years. Previously, he was an independent consultant and an in-house I/O Psychologist for two different large Georgia counties in the metro-Atlanta area.

'01 **Dr. Shane Douthitt** is a co-founder of Strategic Management Decisions (SMD), which was named a Top 10 HR Analytics Solution Provider by HR Tech Outlook Magazine in November. **Dr. Douglas Johnson** completed the University System of Georgia Executive Leadership Institute in 2014-15 and is serving as Acting Associate Dean of the School of Business at Georgia Gwinnett College. He is also an Advisory Board Member for the Gwinnett County Public Schools Community Based Mentoring Program, 2014 and an Associate Editor, Management Teaching Review, 2015. Additionally, he recently edited a book that came out this summer titled, "Social capital: Global perspectives, management strategies and effectiveness."

'05 **Dr. Bill Gentry** just celebrated his 10 year anniversary at the Center for Creative Leadership. **Dr. Cheryl Toth** just completed a 3 year assignment with IBM in Malaysia setting up and managing the global Workforce Analytics delivery center. She has now taken a new role with IBM as Asia Pacific Region Leader for Kenexa Smarter Workforce Consulting where she leads teams based across Australia, New Zealand, Singapore, Hong Kong, and India. The team provides consulting services to external clients within their analytics portfolio of Employee Engagement Surveys, Talent Frameworks Competency Models, Assessments and Talent Analytics utilizing Watson Analytics. Cheryl now lives in

Malaysia with her husband, Dr. Bill Newbolt '99, and their two teenage daughters. **Dr. Corey Munoz** was appointed to Chief Learning Officer for TD Bank in Toronto, ON.

'12 **Dr. Taylor Sparks** was promoted to Senior Research Scientist at Human Resources Research Organization (HumRRO) in October 2015.

'13 **Dr. Neil Morrelli** accepted a new position in May as Head of Research for a boutique executive search firm, The Cole Group, based in San Francisco.

'15 **Dr. Jacob Martin** has been working at Russell Reynold Associates for their Leadership & Succession practice as a research consultant since graduating last spring.

Notes from Home

WEDDINGS & ENGAGEMENTS:

Dr. Bill Gentry '05 got married on September 20, 2015 to his wife Courtney.

Dr. Taylor Sparks '12 became engaged to Chris Sullivan (a UGA undergrad alum) in November 2015.

BABIES:

Dr. Beth Bynum '10 would like to announce the birth of her son Miles Hoffman Bynum on March 12, 2015. (Beth also notes that Hoffman is her maiden name and that she didn't actually name Miles after Dr. Brian Hoffman, although she thinks Brian is great!).

Dr. Neil Morelli '13 and his wife are expecting their first child, a son, at the end of December.

Note: See "Social Events" (p. 2) for a summary of an alumni reunion that took place in November.

Publications

- Allen, T. D. & Eby, L. T. (in press). Advancing work-family research and practice. In T. D. Allen and L. T. Eby (Eds.). *Oxford handbook of work and family*. New York: Oxford University Press.
- Allen, T. D. & Eby, L. T. (in press). Introduction to the Oxford work-family handbook. In T. D. Allen and L. T. Eby (Eds.). *Oxford handbook of work and family*. New York: Oxford University Press.
- Allen, T. D., Eby, L. T., Conley, K., Williamson, R., Mancini, V., & Mitchell, M. (in press). What do we really know about the effects of mindfulness-based training in the workplace? *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Baranik, L. E., & Eby, L. T. (in press). Organizational citizenship behaviors and employee depressed mood, burnout, and satisfaction with health and life: The mediating role of positive affect. *Personnel Review*.
- Blair, C.A., Hoffman, B.J., & Ladd, T. (2015). Assessment Centers vs. Situational Judgment Tests: Longitudinal Predictors of Success. *Leadership and Organizational Development Journal*.
- Campbell, W. K., Campbell, S., Siedor, L. E., & Twenge, J. M. (2015). Generational differences are real and useful. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 1-8.
- Carter, D.R., Asencio, R., Wax, A., DeChurch L.A., & Contractor, N.S. (in press). Little teams big data: Big data provides new opportunities for teams research. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Carter, D.R., DeChurch, L.A., Braun, M., & Contractor, N. (2015). Social network approaches to leadership: An integrative conceptual review. *Journal of Applied Psychology*, 100, 597-622.
- Carter, N.T., Carter, D.R., & DeChurch, L.A. (2015). Implications of observability for the theory and measurement of shared emergent team properties. *Journal of Management*. Advance online publication
- Carter, N.T., Guan, L., Maples, J.L., Williamson, R.L., & Miller, J.D. (in press). The downsides of extreme conscientiousness for psychological well-being: The role of obsessive-compulsive tendencies. *Journal of Personality*.
- Clark, M. A. (forthcoming). Dual-career family issues. In S. Rogelberg & K. M. Shockley (Eds.), *The SAGE Encyclopedia of Industrial and Organizational Psychology*, 2nd Ed. Thousand Oaks, CA: SAGE Publications, Inc.
- Clark, M. A., Stevens, G., Michel, J., & Zimmerman, L. (forthcoming). Workaholism among leaders: Implications for their own and their followers' wellbeing. In P. Perrewé, J. Halbesleben, & C. Rosen (Eds.), *Research in Occupation al Stress and Well Being*, vol. 14. Bingley, United Kingdom: Emerald Group Publishing.
- Dalal, D.K., & Carter, N.T. (2015). Consequences of ignoring ideal point items for criterion-related validity estimates. *Journal of Business and Psychology*, 30, 483-498.
- DeChurch, L. A., Carter, D. R., Asencio, R., Wax, A. Seely, P. W., Dalrymple, K. Vaughn, S., Jones, B., & Plummer, G., Mesmer Magnus, J. R. (forthcoming). From teams in organizations to organizing in teams. *Handbook of Industrial/Organizational Psychology*.
- Donnelly, K., Twenge, J. M., Clark, M. A., Shaikh, S. K., Beiler, A. A., & Carter, N. T. (in press). Attitudes towards women's work and family roles in the U.S., 1976-2012. *Psychology of Women Quarterly*.
- Eby, L. T., Butts, M. M., Hoffman, B. J., & Sauer, J. B. (2015). Cross-lagged relations between mentoring received from supervisors and employee OCBs: Disentangling causal direction and identifying boundary conditions. *Journal of Applied Psychology*, 100, 1275-1285.
- Eby, L. T., Laschober, T. C., & Muilenburg, J. L. (2015). Sustained, New, Never, and Discontinued Tobacco Cessation Services Adopters. *Journal of Substance Abuse Treatment*, 49, 8-14.
- Eby, L. T., Mitchell, M.E., Gray, C., Provolt, L., Lorys, A., Fortune, E., & Goodie, A. S. (in press). Gambling-related problems across life domains: An exploratory study of non-treatment seeking weekly gamblers. *Community, Work & Family*.
- Eby, L. T., Mitchell, M. E., & Zimmerman, L. (2015). Work and family in times of crisis. In T. D. Allen & L. T. Eby (Eds.) *Oxford handbook of work and family*. Oxford University Press.
- Fiore, S. M., Carter, D. R., & Asencio, R. (forthcoming). Conflict, trust, and cohesion: Examining affective and attitudinal factors in science teams. In *Team cohesion: Advances in psychological theory, methods, and practice: Research on Managing Groups and Teams*, 17 (pp. 271-301). Emerald Group Publishing Limited.
- Gentry, W., Clark, M. A., Young, S. F., Cullen, K. L., & Zimmerman, L. (in press). How displaying empathic emotion may differentially predict likelihood of derailment for female and male leaders. *Leadership Quarterly*.
- Gray, C. J., Carter, N. T., Sears, K. (in press). The UWbQ-I: The adaptation and validation of a measure of instigated incivility. *Journal of Business and Psychology*.

Publications Continued

- Griggs, T. L., Eby, L. T., Maupin, C.K., Conley, K., Williamson, R., Vande Griek, O., & Clauson, M. (in press). Who are workers anyway? A re-examination of understudied populations in I-O psychology. *Industrial and Organizational Psychology Perspectives*.
- Harris, A.M., Siedor, L., Fan, Y., Listyig, B., & Carter, N.T. (in press). In defense of the situation: An interactionist explanation for performance on situational judgment tests. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Hoffman, B.J., Kennedy, C., LoPilato, A., Monahan, E., & Lance, C.E. (2015). A meta-analysis of the content, construct, and criterion-related validity of assessment center exercises. *Journal of Applied Psychology*.
- International Taskforce on Assessment Center Guidelines (2015). Guidelines and Ethical Considerations for Assessment Center Operations. D.E. Rupp, B. J. Hoffman, & D. B. Bischof (Co-Chairs). *Journal of Management*, 41, 1244-1273.
- Lance, C. E., Fan, Y. (in press). Convergence, Admissibility and Fit of Alternative Models for MTMM Data. *Educational and Psychological Method*.
- Lance, C.E., Beck, S.S., Fan, Y., & Carter, N.T. (in press). A taxonomy of path-related goodness-of-fit indices and proposed cut-off values. *Psychological Methods*.
- Laschober, T. C., Muilenburg, J. L., & Eby, L. T. (in press). Factors linked to substance use disorder counselors' (non) implementation likelihood of tobacco cessation 5 A's, counseling, and pharmacotherapy. *Journal of Addictive Behaviors Therapy & Rehabilitation*.
- LoPilato, A.C., Carter, N.T., & Wang, M. (2015). Updating generalizability theory in management research: Bayesian estimation of variance components. *Journal of Management*, 41, 692-717.
- Lyons, B. D., Hoffman, B. J., Bommer, W. H., Kennedy, C. L., Hetrick, A. L. (in press). Off-duty deviance: Organizational policies and evidence for two prevention strategies. *Journal of Applied Psychology*.
- Maples, J.L., Carter, N.T., Few, L.R., Williamson, R.L., Griffin, S., Samuel, D., Lynam, D.R., & Miller, J.D. (in press). Testing whether the DSM-V personality disorder trait model can be measured with a reduced set of items: An item response theory investigation of the personality inventory for DSM-5. *Psychological Assessment*.
- McDonald, J.D., DeChurch, L.A., Asencio, R., Carter, D.R., Mesmer-Magnus, J.R., & Contractor, N.S. (2015). Team task switching: A conceptual framework for understanding functional work shifts. *Paper Proceedings of the 59th Annual Meeting of the Human Factors and Ergonomics Society (HFES)*.
- Miller, J. D., Maples, J. L., Buffardi, L., Cai, H., Gentile, B., Kisbu-Sakarya, Y., Kwan, V.S.Y., LoPilato, A., Pendry, L. F., Sedikides, C., Siedor, L., & Campbell, W. K. (2015). Narcissism and United States' Culture: The view from home and around the world. *Journal of Personality and Social Psychology*. Advance online publication.
- Mitchell, M. E., Eby, L. T., & Ragins, B. R. (2015). My mentor, my self: Antecedents and outcomes of perceived similarity in mentoring relationships. *Journal of Vocational Behavior*, 89, 1-9.
- Moffit, M., Siminovsky, A.B., & Horan, K. (in press). Tips for applying to I/O Psychology graduate school. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology* (2nd ed.).
- Montoya, A., Carter, D.R., DeChurch, L.A., & Martin, J. (2015). The five perils of team planning: regularities and remedies. In M. Frese & M. Mumford (Eds.), *Organization Planning: The Psychology of Performance*. Organization and Management Series: Taylor & Francis.
- Muilenburg, J. L., Laschober, T. & Eby, L. T. (2015). Substance use disorder counselors' reports of tobacco cessation services availability, implementation, and tobacco-related knowledge. *Journal of Adolescent Health*, 57, 327-333.
- Muilenburg, J. L., Laschober, T., Eby, L. T., & Moore, N. D. (2015). Prevalence of and factors related to tobacco bans implementation in substance use disorder treatment programs. *Administration and Policy in Mental Health and Mental Health Services Research*, 1-9.
- Rudolph, C. W., Clark, M. A., Jundt, D., & Baltes, B. B. (in press). Considering the role of within-person temporal dynamics in the job stressor—satisfaction relationship: An experience sampling study. *Stress and Health*.
- Twenge, J., Carter, N.T., & Campbell, W.K. (2015). Time period, generational, and age differences in tolerance for controversial beliefs and lifestyles in the United States, 1972-2012. *Social Forces*, 94, 379-399.
- Wax, A., Asencio, R., & Carter, D. (in press). Thinking big about big data. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Presentations

- Abraham, A. J., Eby, L. T., Johnson, J. A., Laschober, T. C., & Muilenburg, J. L. (October, 2015). *The influence of market factors on the adoption of tobacco cessation services in hospital-based treatment programs*. Paper presented at the Addiction Health Services Research (AHSR) Conference, Marina Del Ray, CA.
- Carter, D.R. (July, 2015). *A grand multiteam challenge: Data sharing in the geosciences*. Paper presentation in D.R. Carter and G. Plummer, (Co-Chairs) *Grand groups: Multiteam systems solving 'grand challenges.'* Symposium at the 10th annual Interdisciplinary network for group research (INGRoup) conference, Pittsburgh, PA.
- Carter, D.R., & Cullen, K. (August, 2015). *Network approaches to opening governance and leadership*. Caucus assembly led at the 75th Annual Meeting of the Academy of Management: Vancouver, CA.
- Carter, D.R., Gibson, Z.M., & DeChurch, L.A. (August, 2015). *Big motives and little words: Antecedents of leader emergence in multiteam systems*. Paper presented at 75th Annual Meeting of the Academy of Management: Vancouver, CA.
- Carter, D.R., McDonald, J., Asencio, R., Plummer, G., Mesmer-Magnus, J., & DeChurch, L. A. (July, 2015). *New frontiers for teams research: Space exploration reveals seven inconvenient truths about teams*. Paper presentation at the 10th annual Interdisciplinary network for group research (INGRoup) conference, Pittsburgh, PA.
- Carter, N. T., Williamson, R. L., Guan, L., & Siedor, E. L. (July, 2015). *Recent developments in the application of ideal point measurement models for personality assessment*. Symposium presented for the International Personnel Assessment Council (IPAC): Atlanta, GA.
- Clark, M. A., O'Neal, C. W., Conley, K. M., & Mancini, J. A. (November, 2015). *Antecedents and outcomes of personal reintegration post-deployment*. Paper to be presented at the annual meeting of the National Council on Family Relations, Vancouver, British Columbia, Canada.
- Conley, K.M, Zimmerman, L., Beiler-May, A., & Clark, M.A. (2015, May). *Examining nonwork-related antecedents of employee health and well-being outcomes*. Presented at the 2015 bi-annual Work, Stress, and Health Conference: Atlanta, GA.
- Eby, L. T. (2015, April). *Improving drug abuse treatment organizations: Enhancing worker well-being and the use of evidence-based practices to improve patient care*. Invited colloquium, Department of Psychology, Florida International University, Miami, FL.
- Eby, L. T. (2015, August). *Navigating UGA: Notable research*. Presented at new faculty orientation, University of Georgia.
- Eby, L. T. (2015, October). *Organizational mentoring: Is it all that it's cracked up to be?* Invited colloquium, Patricia Cain Smith and Robert M. Guion Distinguished Lecture Series. Bowling Green State University, Bowling Green, OH.
- Gibson, Z., Carter, D.R., Jones, B.R., & DeChurch, L.A. (July, 2015). *Big motives and little words predict leader emergence in multiteam systems*. Paper presentation in A. Schecter and B. Jones (Co-Chairs) *Teams and text.* Symposium at the 10th annual Interdisciplinary network for group research (INGRoup) conference, Pittsburgh, PA.
- Guan, L., Carter, N. T., Conway S. J., Boyce, S. A., & Mead, A. D. (2015, July). *Which psychological testing format should be trusted: Likert or forced-choice?* Paper presented for the International Personnel Assessment Council (IPAC): Atlanta, GA.
- Guan, L., Lu, Z., & Carter, N. T. (2015, July). *Using multilevel multigroup item response theory to better estimate nesting effects*. Paper presented for 80th International Meeting of the Psychometric Society (IMPS): Beijing, China.
- Laschober, T. C., Eby, L. T., & Muilenburg, J. L. (October, 2015). *Relationship between perceptions of workplace leadership and counselors' implementation of tobacco cessation services*. Paper presented at the Addiction Health Services Research (AHSR) Conference, Marina Del Ray, CA.
- Locklear, L., Conley, K.M., & Clark, M.A. (2015, October). *Emerging curvilinear relationships between organizational support and job satisfaction in same-sex couples*. Poster presented at the 2015 annual River Cities Industrial-Organizational (RCIO) Conference: Chattanooga, TN.
- Mitchell, M. E., Clark, M. A., & Carter, N. T. (2015, October). *You spin me right round: Workplace correlates of daily affect spin*. Paper presented at the 2015 meeting of the Southern Management Association, St. Pete Beach, FL.
- Mitchell, M. E., Eby, L. T., & Ragins, B. R. (2015, August). *My mentor, my self: Antecedents and outcomes of perceived similarity in mentoring relationships*. Paper presented at the 2015 meeting of the Academy of Management, Vancouver, BC.
- Muilenburg, J. L. & Eby, L. T. (November, 2015). *I'm not a smoker, but can I have a light? Self-identification of Smoking Status in adult smokers*. American Public Health Association, 143rd meeting, Chicago, IL.
- Thomas, K. (June, 2015). *Implicit bias*. Presented at the American Association for the Advancement of Science (AAAS), Washington, D.C.

Awards & Other Accomplishments

Dr. Nathan Carter was one of twenty international experts in personality measurement invited to a meeting in Oostduinkerke, Belgium (Sept. 2016), entitled *New Approaches to Measurement of Personality: Translational Thoughts Toward Applied and Clinical Settings*.

Dr. Nathan Carter was appointed as a Contributing Editor to the *Journal of Applied Psychology* and the founding editorial board of the open access publication *Personnel Assessment and Decision*.

Dr. Nathan Carter won a number of outstanding teaching and mentorship awards through UGA last spring. He was the recipient of the UGA Psychology Richard L. Marsh Mentoring Award, the UGA Psychology Graduate Students Departmental Graduate Teaching Award, and the UGA I-O Psychology Student Association I-O Excellence in Teaching Award and Organizational Citizen Award.

Research by Dr. Jean Twenge, **Dr. Nathan Carter**, and **Dr. Keith Campbell** on the trend of increasing tolerance among Americans from 1975-2012 was covered in several news outlets, most notably the *Economist's* "Democracy in America" blog:

<http://www.economist.com/blogs/democracyinamerica/2015/03/tolerance-america?fsrc=rss>.

Research by Kristin Donnelly, Dr. Jean Twenge, **Dr. Malissa Clark**, **Samia Shaikh**, **Angie Bieler-May**, and **Dr. Nathan Carter** on increases in progressive attitudes toward working women was featured in *Forbes* magazine and *the Atlantic's* web magazine *City Lab*: <http://www.citylab.com/work/2015/07/americans-support-working-mothers-more-than-ever-but-policies-dont/398231/> and <http://www.forbes.com/sites/kateashford/2015/06/30/working-mother/>.

Andrea Hetrick and **Anna Hulett** participated in the 10th Annual I-O Doctoral Student Seminar at Procter and Gamble from Sept 21-Sept 25.

Dr. Brian Hoffman served as the Keynote Speaker for the International Personnel Assessment Council's annual conference and gave invited lectures at the University of Zurich, Zurich Switzerland and Ghent University, Ghent, Belgium.

Melissa Mitchell won the Social Sciences and Humanities Research Council, Doctoral Award.

Melissa Mitchell was a finalist for the Academy of Management's Career Division Best Student Paper award for her paper, "My mentor, my self: Antecedents and outcomes of perceived similarity in mentoring relationships" (Mitchell, Eby, & Ragins, 2015).

Dr. Kecia Thomas was selected for the SEC Academic Leadership Development Program 2015-2016.

Rachel Williamson, **Kate Conley**, **Ada Guan**, and **Lane Siedor** recently completed an applied psychometrics project for Procter & Gamble led by **Dr. Nathan Carter** that will fully fund their travel to the SIOF conference in 2016 and 2017.

Published By



The University of Georgia

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