

THE IOPSA NEWSLETTER

From the UGA Industrial and Organizational Psychology Student Association

Fall 2019

INSIDE THIS ISSUE

Word from the President	... 1
Word from the Program Chair	... 2
New Faculty: Neal Outland	... 2
Speakers & Professional Dev.	... 3
New Students	... 4
Student & Alumni Updates	... 5
Publications	... 6
Presentations	... 8
SIOP Reception Info	... 11
Contact Information	... 12

A Word from Our President

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

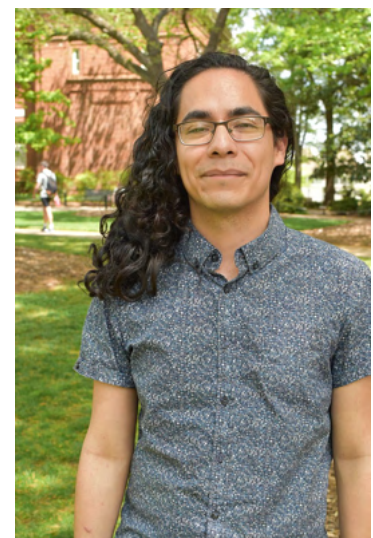
2019 was another great year for the UGA I-O Psychology program, and we are so excited to share the latest updates and achievements of our students, faculty, and alumni. These include defended theses and dissertations, graduations, achievements, and awards!

This semester, we gained four new doctoral students, including a former UGA graduate. As always, we expect great things and have plenty of reason to foresee achievement and excellence from them. In addition, we also had the pleasure of settling Dr. Neal Outland into his first semester at UGA! As our I-O program continues to grow, we also welcomed speakers such as Dr. Paola Spagnoli of the University of Campania, Dr. Kim French of Georgia Tech and Dr. Michael Mumford of the University of Oklahoma.

Our faculty and students, as always, have a plethora of publications and presentations to share with y'all. Beyond the doctoral program, we have plenty of updates and news from our esteemed alumni, who continue to shine in both academia and the applied realm.

As we look forward to 2020 and what it'll bring for our program, I'd like to congratulate everyone for continuing to make this program truly fantastic!

-Jorge Lumbreras, IOPSA
President



The University of Georgia

I-O Psychology

A Word from Our Program Chair

Greetings from Athens! The Fall of 2019 was a time of growth and change for our doctoral program. We added a great new crop of PhD students, added a new member of our faculty – Dr. Neal Outland (PhD, DePaul University, 2019) – who is just about one of the greatest guys you could meet, Lillian Eby transitioned to her role as the Editor of the Journal of Applied Psychology (Read an interview with her here: <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/3288>), Kristen Shockley became AE at the same journal, Malissa Clark became the Program Chair of the 14th Division of the APA, and Dorothy Carter will be celebrated by her undergraduate university during a Women in Science event at Wright State University in the Spring. Five new PhDs were hooded, grants were received, publications were accepted, and I think we all had a good time in the process! Additionally, I am honored to have taken the reigns of the program from Brian Hoffman, who was our Program Chair from 2013 to 2019. He was instrumental in building this program to where it is today, and was really the leader in the charge to make us one of best I-O programs in the country.



As you know, we greatly value our alumni, and we sincerely hope you will be able to join us at the Central District Brewing Company (see below for details) for the UGA reception at SIOP 2020 in Austin, which was organized by graduate student Justin Jones (be sure to thank him)! Of course, no one knows better than our alumni the value of a PhD in I-O from UGA, and it is worth pointing out that as our program continues to grow and expand that the UGA PhD is worth more and more. So, for the first time we are giving the opportunity for alumni to help us continue our upward trajectory by donating to our PhD Students, who are the life-blood of the program. They work tirelessly to recruit new students, organize speakers, acquire reception spaces, and so much more! The account to which you can donate is specifically earmarked for student development, and you can indicate if you would like your donation to go to anything specific. All you have to do to donate is click this link (<https://tinyurl.com/ssf7ap>) and follow the prompts! If you would like to dedicate your gift or set up something regular, please indicate that when donating, and also let me know at carternt1981@gmail.com. All donations are 100% tax deductible. Thank you and look forward to seeing you all in Austin!

Spotlight on New Faculty Member Neal Outland

Hey there! I'm Neal Outland and I'm extremely happy to join the UGA family. It's been a while since I've lived in the south but it is good to be back. I grew up in Houston, Texas and finished my BS in psychology at Loyola University New Orleans in 2013. Following a brief 1-year stint in Argentina, I started graduate school at DePaul University where I received my PhD just this past year (June 2019). During my time at DePaul, I worked as a visiting Assistant Professor of Business for 2 years. My research answers 3 questions: (1) How can the characteristics of individual team members help us predict affective, behavioral, and cognitive team dynamics? (2) How do team interaction patterns influence their probability of success and viability? (3) How can advanced modeling techniques such as agent-based modeling help us predict team behavior and develop effective interventions for suboptimal teams?



Speakers & Professional Development

- **Dr. Paola Spagnoli**, from the University of Campania, Italy, came to campus in August 1st to give a talk entitled “Heavy work investment: The relationship between work engagement and workaholism.”



- **Dr. Kim French**, from Georgia Tech, gave her talk on August 29th entitled “Connecting work and family experiences to physiological health.”
- **Dr. Mike Mumford**, from the University of Oklahoma, UGA Alum ('83), returned to campus in October for his talk.



- Our very own **Alexandra Harris** visited in October to speak about her recent work as a research specialist at Northwestern University. Her talk was entitled “Trait configurations: The interactive influence of personality and intelligence on work outcomes.”

Our UGA I-O Family Has Grown!

Join us in congratulating Dr. Melissa Robertson ('18) and her husband Dantae who welcomed their first child, Ryan Dantae Robertson, on July 18, 2019!



Welcome New First Years!

Josie Anker

Hi everyone! My name is Josie Anker, and I am from Sparta, New Jersey. I received my B.S. in Psychology from Washington and Lee University in May of 2019. I am so excited to be here at UGA, where I'm working with Dr. Lillian Eby in the ECHO Research Lab. My primary research interests include topics related to employee health and well-being. I am especially interested in applications of positive psychology in the workplace. I have loved exploring all that Athens has to offer throughout these past few months of living here!



Rebecca Cole

Hi everyone! My name is Rebecca and I am originally from Mobile, AL. I attended Rhodes College in Memphis, TN where I studied Psychology with a minor in Religious Studies. After graduating, I did a year of service through the Episcopal Service Corps in St. Louis, MO. I spent the subsequent year working in the Youth Development Lab at the University of Alabama at Birmingham. Currently, I am working with Dr. Malissa Clark, and my research interests include workaholism and burnout, especially in underrepresented groups and nonprofit settings. Outside of school, I enjoy running (slowly!) and exploring the local parks with my dog. I have really enjoyed returning to an academic environment as a student and I don't think I could ask for a better place than Athens!



Ben Listyg

Hi! My name is Ben Listyg and I'm a first-year student originally from Marietta, GA. I completed my undergraduate education at UGA and am currently advised by Dr. Nathan Carter. My substantive research interests primarily revolve around vocational interests and occupational choice. Methodologically, I am interested in item response theory, applied graph theory, and mixed effect models. Prior to my return to academia, I was a data scientist at Wyzant, an online tutoring website based in Chicago, IL, where I used data to improve the experiences of students and tutors on the Wyzant platform. Outside of doing research, I enjoy hiking, cooking, and going to the gym.



Emily Gerkin

Hi, everyone! I'm Emily, and I'm from Prior Lake, Minnesota. I received my B.A. in Psychology through the University of St. Thomas, St. Paul MN, where I discovered the field of I-O. I'm working with Dr. Dorothy Carter. Broadly speaking, my interests span teams, diversity, personality, and cross-cultural I-O. I look forward to my time here at UGA, exploring these and other topics more in-depth!



Student & Alumni Updates

Professional Accomplishments and Updates

Dr. Lillian Eby was appointed Editor-in-Chief of the Journal of Applied Psychology (2020-2026).

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

Dr. Kristen Shockley was appointed Associate Editor of the Journal of Applied Psychology.

Dr. Malissa Clark was invited to become an Editorial Board Member at (a) the Journal of Applied Psychology, and (b) Occupational Health Science.

Dr. Malissa Clark was appointed APA 2020 Convention Division 14 Program Chair.

Dr. Dorothy Carter gave an invited talk on organizational leadership networks at a small group meeting on the topic of "Female Leadership in Human and Mammalian Societies" at the Wissenschaftskolleg (WIKO) Institute in Berlin, Germany, February 2019.

Dr. Malissa Clark was a featured guest on Better Life Lab's Podcast: Addicted to the Job (Episode 5).

Jobs & Internships

Dr. Melissa Robertson ('18) will be joining the I/O faculty at Purdue University as an Assistant Professor in Fall 2020.

Dr. Megan Lowery ('19) started a job as a People Analytics Consultant at Strategic Management Decisions in June 2019.

Dr. Cindy Maupin ('19) is now an Assistant Professor of Organizational Behavior and Leadership at Binghamton University.

Kate Conley accepted a position with Maximus International in August 2019 and is working as a Senior Consultant in Sydney, Australia.

Alexandra Harris began a Research Specialist position with the Advancing Teams, Leaders, and Systems (ATLAS) lab at Northwestern University in September 2019.

Katelyn Sanders accepted an internship at State Farm starting in May 2020.

Dr. Gouri Mohan (Visiting Scholar from the IESE Business School in Barcelona, Spain working with Dr. Dorothy Carter and the LINC Lab from February 2018-May 2019) defended her dissertation in September 2019 and is now a Post-Doctoral Researcher at the Ivey Business School in London, Ontario.

Program Milestones

Jorge Lumbreras defended his thesis

Aspen Robinson defended her dissertation

Jeremiah McMillan defended his dissertation

Megan Lowery defended her dissertation

Olivia Vande Griek defended her dissertation

Cindy Maupin defended her dissertation

Student & Alumni Updates continued...

Awards & Grants

Dr. Lillian Eby was awarded a Research Fellowship from the University of Western Australia and will be visiting the University in September 2020.

Dr. Dorothy Carter was awarded the inaugural 2019 "Rising Star in Leadership Research" Award, sponsored by the Exeter Centre for Leadership (University of Exeter Business School, UK) in partnership with the Academy of Management's Network of Leadership Scholars (Award: €1500). This award is intended to honor a junior scholar who is "already making a significant contribution to the field of leadership."

Dr. Dorothy Carter is a Co-Investigator on a newly awarded three-year multi-university Cooperative Agreement with the Army Research Institute in collaboration with researchers at Rice University, Florida Institute of Technology, Clemson University, and Arizona State University, to advance research on team composition in Army contexts.

Nick Haynes was selected as a 2019 ARCS Foundation Scholar, which includes an annual award for 3 consecutive years.

Personal Updates

Dr. Megan Lowery ('19) became engaged to Robert Harvey.

Dr. Cindy Maupin ('19) became engaged to Adam Thebeau.

Alexandra Harris became engaged to David Watson.

Publications

Allen, T. D., & **Eby, L. T.** (in press). The art and science of mentoring. In E. Reams & L. Searby (Eds). *Festschrift to honor Frances Kochan*. Information Age Publishing: Charlotte, NC.

Baranik, L. E., Hurst, C. S., & **Eby, L. T.** (2018). The stigma of being a refugee: A mixed-method study of refugees' experiences of vocational stress. *Journal of Vocational Behavior, 105*, 116-130.

Carter, D. R., Cullen-Lester, C., **Jones, J.**, Gerbasi, A., Chrobot-Mason, D., & Nae, E. (in press). Functional Leadership in Inter-team Contexts: Understanding 'What' in the Context of Why? Where? Who? and When?. In press at *The Leadership Quarterly*.

Carter, N. T., **Lowery, M. R.**, **Williamson Smith, R.**, **Conley, K. M.**, **Harris, A. M.**, **Listyg, B.**, **Maupin, C. K.**, & King, R. T., & **Carter, D. R.** (2019). Understanding job satisfaction in the causal attitude network (CAN) model. *Journal of Applied Psychology*.

Clark, M. A., & **Robertson, M. M.**, & Young, S. (2019). "I feel your pain": A critical review of organizational research on empathy. *Journal of Organizational Behavior, 40*, 166-192.

Clark, M. A., Early, R. J., Baltes, B. B., & Krenn, D. (2019). Work-family behavioral role conflict: Scale development and validation. *Journal of Business and Psychology, 34*, 39-53.

Publications continued...

- Clark, M. A.,** O'Neal, C. W., **Conley, K. M.,** & Mancini, J. A. (2018). Resilient family processes, personal reintegration, and subjective well-being outcomes for military personnel and their family members. *American Journal of Orthopsychiatry*, *88*, 99-111.
- Clark, M. A., Robertson, M. M.,** & **Carter, N. T.** (2018). You spin me right round: A within-person examination of affect spin and voluntary work behavior. *Journal of Management*, *44*, 3176-3199.
- Clark, M. A., Williamson, R. L.,** & **Haynes, N. J.** (in press). The multidimensional workaholism scale: Linking the conceptualization and measurement of workaholism. *Journal of Applied Psychology*.
- Eby, L. T. & Robertson, M. M.** (2019). The psychology of workplace mentoring relationships. *Annual Review of Organizational Psychology and Organizational Behavior* (invited contribution), *7*, 3-26.
- Eby, L. T.,** Allen, T. D., **Conley, K., Williamson, R.,** Henderson, T., & Mancini, V. (2019). Mindfulness-based training interventions for employees: A qualitative review of the literature. *Human Resource Management Review* (Special Issue on Training), *29*, 156-178.
- Haynes, N. J., Vandenberg, R. J., DeJoy, D. M., Wilson, M. G., Padilla, H. M., Zuercher, H. S.,** & **Robertson, M. M.** (2019). The Workplace Health Group: A case study of 20 years of multidisciplinary research. *American Psychologist*, *74*, 380-393. <https://doi.org/10.1037/amp0000445>
- Hunter, E. M., **Clark, M. A.,** & Carlson, D. S. (2019). Violating work-family boundaries: Reactions to interruptions at work and home. *Journal of Management*, *45*, 1284-1308.
- Jones, J., Mohan, G., Trainer, H. M.,** & **Carter, D. R.,** (in press). The changing nature of teams: Recommendations for managing 21st century. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work*.
- Llewellyn, N., **Carter, D. R.,** DiazGranados, D., Pelfrey, C., Rollins, L., & Nehl, E. J. (2019). Scope influence, and interdisciplinary collaboration: The publication portfolio of the NIH Clinical and Translational Science Awards (CTSA) Program from 2006 Through 2017. *Evaluation and the Health Professions*. Published online ahead of print: doi.org/10.1177/0163278719839435.
- Pendergraft, J. G., Carter, D. R., Trainer, H. M., Jones, J.,** Shuffler, M., DeChurch, L., Schecter, A., & Contractor, N. (forthcoming). Supporting spaceflight multiteam systems throughout long-duration exploration missions: A countermeasure toolkit. In L. Landon, K. Slack, & E. Salas (Eds.), *Psychology and Human Performance in Space Programs*.
- Pendergraft, J. G., Carter, D. R.,** Tseng, S., Landon, L. B., Slack, K. J., & Shuffler, M. L. (2019). Learning from the past to advance the future: The adaptation and resilience of NASA's spaceflight multiteam systems across four eras of spaceflight. *Frontiers in Psychology*.

Presentations

- Baumann, H. M., Perrigino, M. B., Wilson, K. S., **Clark, M. A.**, & **Robertson, M. M.** (June, 2018). *Absent while present: Examining antecedents and outcomes of employees' preoccupation with nonwork thoughts while at work*. Paper presented at the biannual Work and Families Research Network conference, Washington, D.C.
- Burke, S., **Carter, D. R.**, Contractor, N., & Kennedy, D., (Panelists) (July, 2019). In T. Maynard (Chair). *Teamwork research in space: Sharing of experiences of those who are engaged in work that is shaping the future of space missions*. Panel discussion at the Interdisciplinary Network of Group Research (INGRoup) Annual Conference, Lisbon, Portugal.
- Carter, D. R.** (February, 2019). *Harness the potential of your strategic leaders*. Invited webinar presentation for the Center for Creative Leadership, Greensboro, NC.
- Carter, D. R.** (February, 2019). *Leadership in and as networks: The implications of gender for leadership networks in modern organizations*. Invited presentation at the Female leadership in mammalian and human societies small group workshop, Wissenschaftskolleg zu Berlin (Institute for Advanced Study), Berlin, Germany.
- Carter, D. R., Pendergraft, J. G., Tseng, S.,** Landon, L. B., Slack, K. J., & Shuffler, M. (May, 2019). *Learning from the past to advance the future: The evolution of NASA's mission control center multiteam system*. Paper presentation in Carter, D.R. (Chair), Facilitating multiteam system collaboration in high-stakes environments. The European Association for Work and Organizational Psychology (EAWOP) Annual Congress. Turin, Italy.
- Carter, D. R.,** Shuffler, M., DeChurch, L., Contractor, N. S., Schecter, A., Zaccaro, S. J., Burke, S., Landon, L., Lungeneau, A., **Pendergraft, J. G., Trainer, H. M., Jones, J. M.,** Larson, L., & Niler, A. (January, 2019). *Developing a toolkit for facilitating spaceflight multiteam system coordination*. Poster presentation at the NASA Human Research Program Investigator's Workshop (HRP IWS), Houston, TX.
- Clark, M. A.,** Hunter, E. M., & Carlson, D. S. (May, 2019). *Job demands, workaholism, individuals' well-being, and stress crossover: A within-person perspective*. Paper presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.
- Clark, M. A., Sanders, K., & Robertson, M. M.** (September, 2018). *The role of workaholism in the relationship between daily workload and strain experiences*. Poster presented at the 13th European Academy of Occupational Health Psychology Conference, Lisbon, Portugal.
- Cullen-Lester, K., **Carter, D. R.,** Frear, K., Busenbark, J., **Jones, J. M., Mohan, G.,** Tawse, A., & **Listyg, B.** (March, 2019). *Leveraging social network approaches to examine strategic conversations in the upper echelons of organizations*. Paper presentation at the Strategic Management Society Special Conference, Las Vegas, NV.
- Eby, L. T.** (April, 2018). *Understanding mentoring: Analytic perspectives*. Keynote speaker, Committee on the Science of Effective Mentoring in STEMM. The National Academies of Science, Engineering and Medicine. Washington, DC.

Presentations continued...

- Eby, L. T.** (August, 2019). *Meet the editors roundtable*. Human Resources Division Doctoral Consortia. Annual meeting of the Academy of Management, Boston, MA.
- Eby, L. T.** (February, 2019). *Responding to reviewers*. Facilitated Special Speed Networking Event for Trainees & Students, Georgia CTSA Statewide Conference, Callaway Gardens, GA.
- Eby, L. T.** (January, 2019). *The science of mentoring*. Keynote address, Leading with a Ph.D. Conference, The Graduate School, Princeton University. Princeton, NJ.
- Eby, L. T.** (November, 2019). *Mindful mentoring: A new direction in workplace mentoring research*. Invited talk for the Work Science Center and Georgia Institute of Technology Psychology Colloquium Series. Atlanta, GA.
- Eby, L. T.** (October, 2018). *In the room where it happens: A look inside the NIH grant review process*. Panelist in Pre-Conference Workshop at the Addiction Health Services Research Conference. Savannah, GA.
- Eby, L. T.** (October, 2019). *Creating a research mentoring project*. Workshop for the University of New Mexico Mentoring Institute annual conference. Albuquerque, NM.
- Eby, L. T.** (panelist) (December, 2018). *Career and talent management challenges: Linking theory and practice*. Plenary Session at the International Conference on the Changing Nature of Careers: Implications for a Sustainable World. Jamshedpur, India.
- Eby, L. T.** (panelist) (December, 2018). *Publishing careers research in high impact journals*. Panel discussion at the International Conference on the Changing Nature of Careers: Implications for a Sustainable World. Jamshedpur, India.
- Haynes, N. J., Keever, J., McCartney, I., Sanders, K., & Clark, M. A.** (August, 2019). *Changes in workaholism over time: The spouse's perspective*. In J. Wang, Y. He, & J. Gu (Co-Chairs), *Understanding consequences of workaholism: Mechanisms, boundary conditions, and cross-level effects*. Symposium conducted at the 79th Annual Meeting of the Academy of Management, Boston, MA.
- Haynes, N. J., Padilla, H. M., DeJoy, D. M., Smith, M. L., Vandenberg, R. J., & Wilson, M. G.** (November, 2019). *Allostatic load as a mechanism explaining the link between job stress and employee attitudes and behaviors*. Paper presented at the 13th International Conference on Occupational Stress and Health: Work, Stress, and Health Conference, Philadelphia, PA.
- Haynes, N. J., Wynne, K. T., Baltes, B. B., & Clark, M. A.** (June, 2019). *Workaholism and work-family conflict: Exploring dyadic patterns in spillover-crossover effects for couples*. Poster presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.
- Jones, J. M., Mohan, G., Carter, D. R., Cullen-Lester, K. L., & Frear, K.** (July, 2019). *The drivers of strategic conversations in upper-echelon teams*. Paper presentation in J. Grand (Chair), Organizational Relational Networks. 14th Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Lisbon, Portugal.
- Keever, J., **Sanders, K., & Clark, M. A.** (September, 2018). *The effect of division of labour in same-sex marriages on workplace outcomes*. Poster presented at the 13th European Academy of Occupational Health Psychology Conference, Lisbon, Portugal.

Presentations continued...

Maupin, C. K., Fitzhugh, S., & **Carter, D. R.** (July, 2019) *Disruptive events and multiteam systems: Dynamic leadership and communication patterns.* Paper presentation at the 14th Annual Interdisciplinary Network for Group Research Conference: Lisbon, Portugal.

Mohan, G., & Carter, D. R. (August, 2019). *Longitudinal effects of non-calculative & affective identity motivation to lead.* Paper presentation at the 79th Annual Meeting of the Academy of Management (AOM), Boston, MA.

Padilla, H. M., Zuercher, H. S., Wilson, M. G., DeJoy, D. M., Vandenberg, R. J., Haynes, N. J., & Smith, M. L. (November, 2019). *Program satisfaction with a worksite translation of the Chronic Disease Self-Management Program.* Paper presented at the 2019 Annual Meeting of the American Public Health Association, Philadelphia, PA.

Pendergraft, J. G., Carter, D. R., Tseng, S., Landon, L. B., Slack, K. J., & Shuffler, M. (July, 2019). *Learning from the past to advance the future: The adaptation and resilience of NASA's mission control center multiteam system across four eras of spaceflight.* Paper presentation in **J. Pendergraft, G. Mohan, & D.R. Carter** (Co Chairs). Facilitating multiteam systems in high-stakes practical contexts. The 14th Annual Interdisciplinary Network for Group Research (INGroup) Conference, Lisbon, Portugal.

Pendergraft, J. G., Carter, D. R., Tseng, S., Landon, L. B., Slack, K. J., & Shuffler, M. (January, 2019). *Adaptation and resilience of a spaceflight multiteam system: Evolution of NASA's Mission Control Center.* Poster presentation at the National Aeronautics and Space Administration's Human Research Program Investigator's Workshop (HRP IWS), Houston, TX.

Trainer, H. M., Carter, D. R., Cullen-Lester, K., Frear, K., & **Jones, J. M.** (August, 2019). *The followership gender gap.* Paper presentation in Farro, A. (Chair). Gender as a substantive variable in leadership studies: Individual and team level perspectives. 79th Annual Meeting of the Academy of Management (AOM), Boston, MA.

Trainer, H. M., Liu, Y., **Carter, D. R.,** Zhou, L. & Che, X. (July, 2019). *Not always welcomed: Understanding team veteran reactions to newcomers from an affective events perspective.* Paper presentation at the 14th Annual INGRoup Conference, Lisbon, Portugal.

Wilson, M. G., DeJoy, D. M., Padilla, H. M., Vandenberg, R. J., Haynes, N. J., Zuercher, H. S., ... Smith, M. L. (November, 2019). *Translating CDSMP for use in the workplace: Results of the Live Healthy, Work Healthy trial.* Paper presented at the 2019 Annual Meeting of the American Public Health Association, Philadelphia, PA.

Wilson, M. G., Zuercher, H. S., Robertson, M. M., Padilla, H. G., DeJoy, D. M., Haynes, N. J., ... Smith, M. L. (November, 2019). *Do work-life factors influence engagement in a worksite chronic disease self-management program?* Paper presented at the 2019 Annual Meeting of the American Public Health Association, Philadelphia, PA.

SIOP Reception

Alumni & Friends of the Program are Invited to Join Us for the

UGA SIOP 2020 Reception at the Central District Brewing Company Friday April 24th from 7 to 10 PM!

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Just a 10 minute (.5 mile) walk from JW Marriott!



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