

THE IOPSA NEWSLETTER

From the UGA Industrial Organizational Psychology Student Association

Fall 2021

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A Word from Our President

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

Hello and Happy New Year! I hope everyone is doing well and having a good start to 2022. After over a year of our program being almost entirely "remote," it was so wonderful to be able to (safely) get together in person again this semester for classes, speakers, and social events. As you will see in this newsletter, we've been having a lot of fun!

This semester, we welcomed seven new amazing graduate students, including a former UGA graduate. They have been such a joy to get to know, and we are so excited to see all that they accomplish in the years ahead.

In this newsletter, we are happy to share the latest updates from our students, faculty, and alumni, including defended theses and dissertations, publications, presentations, and more. Thank you for staying in touch, and I hope to see many of you at SIOP in Seattle this April!

Sincerely,
Josie Anker, IOPSA President

P.S., If you are on Instagram, be sure to shoot our new IOPSA account a follow @uga_iopsych to see what we're up to!



The University of Georgia®

I-O Psychology

Speakers and Professional Development

At our first in-person Brown Bag in almost two years, UGA alumna Dr. Sarah Carr Evans discussed her career in external consulting and her thoughts on having a meaningful I/O career.



Our UGA IO Family Has Grown!



- Kristen Shockley welcomed Adeline (“Addie”) Frances Winters into the world on May 22, 2021, weighing in at 7 lbs 14 ounces. She is the sweetest, happiest baby with the most squeezable chipmunk cheeks!

- Neal Outland welcomed his firstborn daughter Aliana on July 31, 2021!



Social Activities

Our graduate students and faculty members participated in a number of social events throughout the year!

Pictured on the right is this year's IO Halloween celebration, complete with some fun costumes!



Pictured on the left is our first annual IO kickball game with the Psy-Kicks facing the Her(I)Os!

Pictured on the right is our holiday party with faculty and graduate students! Congratulations to Becky Harmata for winning the ugly sweater competition!



Welcome New First Years!



Shayla Bianchi

My name is Shayla. I am from Bradenton, Florida, and received my B.A. in Psychology from the University of South Florida. I am currently working with Dr. Lillian Eby in the ECHO Lab. My research interests broadly fall within occupational health psychology and more specifically in work stress and recovery. I am especially interested in researching the organizational and personal circumstances that facilitate or inhibit employee detachment from work, with the goal of optimizing work-life balance and increasing employee well-being. Outside of research, I enjoy reading, hiking, and kayaking.

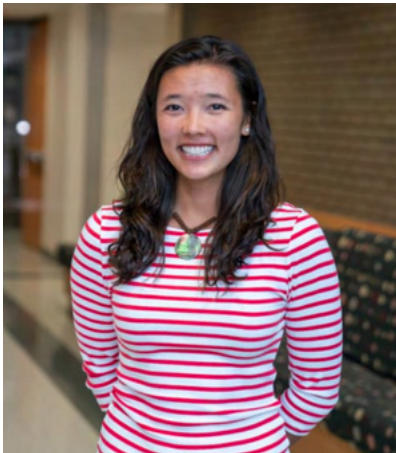
Beth Buchanan

Hey, everyone! My name is Beth Buchanan, and I'm originally from Fresno, California. I completed my B.A. in Psychology at Rice University in May 2021, where I worked with Dr. Eden King and Dr. Mikki Hebl. I'm advised by Dr. Kristen Shockley in the iWill lab. My research interests broadly include the work-family interface, work recovery, and gender issues. In my free time, I like to play with my cat Boba, cook new recipes, and explore new places in Georgia!



Nina Carmichael-Tanaka

Hi! My name is Nina, and I grew up in Saint Paul, MN. I graduated from Ohio Wesleyan University in 2019 with a double major in Psychology and Neuroscience. Here at UGA, I work with Dr. Neal Outland and my research interests lie at the intersection of Teams, Leadership, and Diversity and Inclusion. When I'm not working in the lab or reading for classes, I enjoy trying new restaurants in Athens, seeing movies at Ciné with friends, and trail running in various parks!



Talia Culotta

Hi everyone, my name is Talia and I am from the Chicago suburbs. For undergrad (and to escape the cold), I attended Stetson University in Deland, FL, before coming here to UGA. I work with Brian Hoffman and am generally interested in researching leadership, work teams, and counterproductive work behaviors. In my free time, you can usually find me reading novels, hanging out in nature, or playing with my cat Finley. I am super excited to have joined the dawg family and look forward to my future here at UGA!



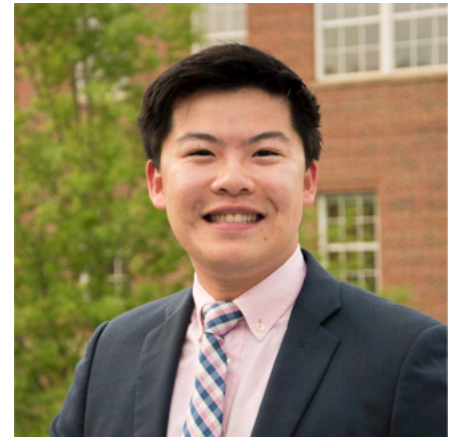


Katherine Facteau

My name is Katherine Facteau and I am a first-year in the program. I'm from Johns Creek, GA, and I received my B.S. from Auburn University in May of 2021. I am working with both Dr. Lillian Eby and Dr. Kristen Shockley. Broadly, my research interests include work-life balance, employee health and well-being, and leadership. Outside of school, I love traveling to Auburn football games and spending time outside!

Brandon Kang

Hi everyone! My name is Brandon Kang, and I'm from Lilburn, Georgia. I graduated this past May with my bachelor's degree from UGA. I am currently working with Dr. Neal Outland and Dr. Brian Hoffman. My research interests include artificial intelligence systems at work, selection and assessment, and DEI. Currently, I am examining the determinants of trust in AI and the nature of cognitive testing in undergraduate courses. Outside of school, I enjoy hiking, playing tennis/badminton, and traveling.



Skylar Oney

Hello! My name is Skylar. I was born in Champaign, Illinois, and grew up in Clermont, Florida for most of my life. I received my Bachelor of Science in Psychology in May 2021 from the University of Central Florida in Orlando, Florida. I am very excited to be here at UGA, where I am working under the direction of Dr. Malissa Clark in the WAFER Lab. Some of my primary research interests include organizational citizenship behaviors, citizenship pressure, and well-being. In my spare time, I enjoy reading, spending time with friends, and exploring Athens!



Faculty, Student, and Alumni Updates

Professional Accomplishments and Awards

Honorable Mention, William A. Owens Award for Academic Achievement, *Society for Industrial and Organizational Psychology* (**Carter, Lowery, Williamson, Harris, Listyg, Conley, Maupin, King, & Carter**, 2020)

Designated Fellow Status, *Association for Psychological Science* (**Lillian Eby**)

Designated Fellow Status, *Academy of Management* (**Lillian Eby**)

2021 Alvah H. Chapman Outstanding Dissertation Award, *Academy of Management's Network of Leadership Scholars, FIU Center for Leadership* (**Cindy Maupin**)

2021 Ziskin Future of Work Research Award (**Cindy Maupin**)

Designated Fellow Status, *Society for Industrial and Organizational Psychology* (**Kristen Shockley**).

2021 Schmidt-Hunter Meta-Analysis Award, *Society for Industrial and Organizational Psychology* (French, Dumani, Allen, & **Shockley**, 2018)

The I-O Psychology Excellence in Teaching Award for 2020-2021 (**Kristen Shockley**)

Jobs & Internships

Malissa Clark was appointed as Associate Editor for the *Journal of Business and Psychology* and as the Graduate Coordinator of UGA's Psychology Department.

Jorge Lumbreras accepted a position as Assistant Professor of Psychology at Seattle Pacific University.

Cindy Maupin was appointed as a columnist for *The Industrial-Organizational Psychologist* to manage "The Academics' Forum."

Former visiting scholar **Gouri Mohan** accepted a position as Assistant Professor of Management at IÉSEG Ecole de Commerce à Paris et Lille, Paris, France.

Neal Outland was appointed as Graduate Coordinator of the UGA Artificial Intelligence Institute.

Hayley Trainer accepted a position as Senior Research Scientist at Boeing.

Program Milestones

Defended Thesis: Arturia Melson-Silimon, Jake Pendergraft, and Katelyn Sanders

Defended Dissertation: Young-Jae Kim

Grants

#RiseAndGrind: Impact of Overwork Climate and Stressor Appraisal Configurations on Changes in Workaholism and Health (2021–2022). Sunshine ERC Pilot Project Grant. **Nick Haynes (PI)** and **Malissa Clark (Faculty Advisor)**

Center for Research and Engagement in Diversity (RED) Seed Grant (**Arturia Melson-Silimon**).



Publications

- Rollins, L., Llewellyn, N., Ngaiza, M., Nehl, E., **Carter, D.R.**, & Sands, J.M. (2021). Using the payback framework to evaluate the outcomes of pilot projects supported by the Georgia Clinical and Translational Science Alliance. *Journal of Clinical and Translational Science*. 5(1), E48.
- Hyatt, C.S., Crowe, M.L., West, S.J., Vize, C.E., **Carter, N.T.**, Chester, D.S., & Miller, J.D. (in press). An empirically based power primer for laboratory based aggression research. *Aggressive Behavior*.
- Sharpe, B.M., Lavner, J.A., **Carter, N.T.**, Lynam, D.R., & Miller, J.D. (2021). Technical comment on Jonason & Luoto (2021). *Personality and Individual Differences*, 181, 111040.
- Sleep, C.E., Crowe, M. L., **Carter, N. T.**, Lynam, D. R., & Miller, J. D. (2021). Uncovering the structure of antagonism. *Personality Disorder: Theory, Research, and Treatment*, 12, 300-311.
- Weiss, B., Jahn, A, Hyatt, C.S., Owens, M.M., **Carter, N.T.**, Sweet, L.H., Miller, J.D, & Haas, B.W. (2021). Investigating the neural substrates of externalizing symptoms and social cognitive theory of mind: An fMRI examination of functional activity and synchrony. *Personality Neuroscience*, 4, 1-10.
- Weiss, B., Miller, J.D., **Carter, N.T.**, & Campbell, W.K. (2021). Examining changes in personality following shamanic ceremonial use of ayahuasca. *Scientific Reports*, 11, 6653.
- Balducci, C., Spagnoli, P., Toderi, S., & **Clark, M. A.** (in press). A within-individual investigation on the relationship between day level workaholism and systolic blood pressure. *Work and Stress*.<https://10.1080/02678373.2021.1976883>
- Clark, M. A.**, Hunter, E. M., & Carlson, D. S. (in press). Hidden costs of anticipated workload for individuals and partners: Exploring the role of daily fluctuations in workaholism. *Journal of Occupational Health Psychology*.
- Chester, D. S., **Clark, M. A.**, & DeWall, C. N. (2021). The flux, pulse, and spin of aggression-related affect. *Emotion*, 21(3), 513-525.
<https://doi.org/10.1037/em00000730>.

Publications Continued

- Rudolph, C.W., Allan, B., **Clark, M.**, Hertel, G., Hirschi, A., Kunze, F., **Shockley, K.**, Shoss, M., Sonnentag, S., & Zacher, H. (2021). Pandemics: Implications for research and practice in Industrial and Organizational Psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(1-2), 1-35.
- Dodd, H., Lefevre-Levy, R., & Shockley, K. M.** (in press). Gender, stress, and well-being. In L. M. Lapiere & C. Cooper (Eds.), *Organisational stress and well-being*. Cambridge University Press.
- Harris, A.M., McMillan, J., & Carter, N.T.** (2021). Test-taker reactions to ideal point measures of personality. *Journal of Business and Psychology*, 36, 513-532.
- Harris-Watson, A.M., Kung, M.-C., Tocci, M.C., Boyce, A.S., Weekley, J.A., Guenole, N., & Carter, N.T.** (in press). The interaction between conscientiousness and general mental ability: Support for a compensatory mechanism in explaining task performance. *Journal of Business and Psychology*.
- Crowe, M. L., Weiss, B. M., Sleep, C. E., **Harris, A. M., Carter, N. T., Lynam, D. R., & Miller, J. D.** (2021). Fearless Dominance/Boldness is not strongly related to externalizing behaviors: An item response-based analysis. *Assessment*, 28, 413-428.
- Haynes, N. J., Vandenberg, R. J., Wilson, M. G., DeJoy, D. M., Padilla, H. M., & Smith, M. L.** (in press). Evaluating the impact of The Live Healthy, Work Healthy Program on organizational outcomes: A randomized field experiment. *Journal of Applied Psychology*.
- Jones, J. M., Carter, D. R., & Contractor, N.** (forthcoming). A network approach to studying group communication. In S. J. Beck, J. Keyton, & M. S. Poole (Eds.). *The handbook of group and team communication research*.
- LeFevre-Levy, R., Harmata, R., Melson-Silimon, A., Hullett, A., & Carter, N.T.** (in press). Neurodiversity in the workplace: Considering neuroatypicality as a form of diversity [Focal article]. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Hyatt, C.S., Sharpe, B.M., Owens, M.M., **Listyg, B., Carter, N.T., Lynam, D.R., & Miller, J.D.** (in press). Searching high and low for meaningful and replicable morphometric correlates of personality. *Journal of Personality and Social Psychology*.
- Lowery, M.R., Clark, M.A., & Carter, N.T.** (2021). The balancing act of performance: Person-centric networks and the causal interplay of organizational citizenship and counterproductive work behaviors. *Journal of Vocational Behavior*, 125, 103527.

Publications Continued

Newton, D., Chamberlin, M., **Maupin, C.K.**, Nahrgang, J., & **Carter, D.R.** (2021). Voice as a signal of human and social capital in team assembly decisions. *Journal of Management*. <https://doi.org/10.1177/01492063211031303>

Melson-Silimon, A., Harmata, R., Lefevre-Levy, R., Behrend, T., & **Carter, N.T.** (forthcoming). Diversity in the digital age: Cybervetting, doxxing, and employment discrimination. In E.B. King, Q. Roberson, & M.R. Hebl (Eds), *Research on Social Issues in Management: The Future of Diversity & Inclusion* (vol. 3). Information Age Publishing.

Melson-Silimon, A.T., Salter, N.P., & **Carter, N.T.** (forthcoming). LGBTQ rights in the workplace and industrial-organizational psychology. In L. Koppes-Bryan (Ed.), *Historical perspectives in industrial and organizational psychology*, (2nd Edition). Mahwah, NJ: Lawrence Earlbaum.

Robertson, M. M. & Eby, L. T. (2021). To grandmother's house you go: A cross-lagged test of the association between grandchild care and work-family conflict. *Journal of Vocational Behavior*. Advance online <https://doi.org/10.1016/j.jvb.2021.103603>.

Shockley, K. M., Clark, M. A., Dodd, H., & King, E. B. (2021). Work-family strategies during COVID-19: Examining gender dynamics among dual-earner couples with young children. *Journal of Applied Psychology*, 106(1), 15-28. <http://dx.doi.org/10.1037/apl0000857>

Shockley, K.M., Gabriel, A.S., Robertson, D., Chawla, N., Rosen, C.C., Ganster, M.L., & Erezins, M.E. (2021). The fatiguing effects of camera use in virtual meetings: A within-person field experiment. *Journal of Applied Psychology*, 106 (8), 1137-1155. doi.org/10.1037/apl0000948.

Shockley, K.M., Allen, T.D., **Dodd, H.**, Waiwood, A. (in press). Remote worker communication during COVID-19: The role of quantity, quality, and supervisor expectation-setting. *Journal of Applied Psychology*.

Hirschi, A., Zacher, H., **Shockley, K.M.** (in press; published online first). Whole-life career self-management: A conceptual framework. *Career Development International*. <https://doi.org/10.1177/0894845320957729>

Shen, W., & **Shockley, K.M.** (in press). Culture and Work-Family Dynamics. In M. Gelfand and M. Erez (Eds.) *Oxford Handbook on Culture and Organizations*. Oxford University Press.

Publications Continued

Shen, W., & **Shockley, K.M.** (in press). Work-family research: Questioning assumptions and looking forward for true impact. In E. K. Kelloway and C. Cooper (Eds.) *Research Agenda for Workplace Stress and Wellbeing*. Elgar.

Way, J., Conway, J., **Shockley, K.M.**, Lineberry, M. (in press; published online first). Predicting teamwork attitudes using Optimal Distinctiveness Theory. *Small Groups*. <https://doi.org/10.1177/10464964211044812>.

Cullen-Lester, K.L., Porter, C.M., **Trainer, H.M.**, Solanelles, P., & **Carter, D.R.** (2021). Network structures of influence within organizations and implications for HRM. *Research in Personnel and Human Resources Management*, 39, 129-174. [Invited Monograph]

Presentations

- Carter, D.R.** (January 2021). Supporting the multiteam systems taking us to the moon and beyond. American Association for the Advancement of Science (AAAS) Annual Meeting.
- Carter, D. R.,** Shuffler, M., DeChurch, L., Schechter, A., Contractor, N., Lungeneau, A., Landon, L., Burke, S., Zaccaro, S., **Pendergraft, J., Trainer, H., Jones, J., Gerkin, E., Pearman, J.,** Alvarado, L., Wolf, A., Nelson, A., Bergerowski, S., & Hedrick, K. (January 2021). Project FUSION: Supporting spaceflight multiteam system coordination and performance. NASA HRP Investigators' Workshop, Galveston, TX.
- Thayer, A., **Carter, D.R.,** Shuffler, M. Luciano, M., Brown, T., Tannenbaum, S., Salas, E., & Ruark, G. (April 2021). Toward an innovative experimental paradigm for studying team staffing and composition. In Alternative Session Research Incubator: Methodological challenges in team composition research. The Society for Industrial/Organizational Psychology (SIOP) Annual Conference.
- Wolf, A., Shuffler, M., **Carter, D.,** Nelson, A., **Gerkin, E., Melson-Silmon, A.,** Bergerowski, S., Hedrick, K., Bryant, K., Xoxakos, P., & Wiper, D. (January 2021). Project FUSION: Field studies advancing debriefing recommendations for spaceflight multiteam systems. NASA HRP Investigators' Workshop, Galveston, TX.
- Clark, M. A.** (2021). "It's your turn": An examination of work-family childcare strategies of dual-earner couples during COVID-19. Paper presented at the European Association of Work and Organizational Psychology (virtual).
- Eby, L. T.** (November, 2021). *Funding our science at the National Institutes of Health: Topics, processes and research methods.* Center for the Advancement of Research Methods (CARMA) Lecture Series (virtual).
- Eby, L. T.** (November, 2021). *Allyship in science: Reflections from the editors on pathways to inclusion.* Annual meeting of the Southern Management Association. New Orleans, LA.
- Eby, L. T.** (November, 2021). *Journal of Applied Psychology: Goals, new initiatives & other fun stuff.* Invited presentation, Temple University.
- Eby, L. T.** (September, 2021). *Meet international journal editors, read by the world.* China National Knowledge Infrastructure Global Lecture Series.
- Eby, L. T.** (September, 2021). *Open science at the Journal of Applied Psychology.* Metascience 2021 Conference (virtual).

Presentations Continued

- Eby, L. T.** (Panelist) (September 2021). *Promoting open science and transparency across sub-disciplines in Psychology*, Metascience 2021 Conference (virtual).
- Eby, L. T.** (August, 2021). *Meet the editors roundtable*. Human Resources Division Doctoral Consortia. Annual meeting of the Academy of Management (virtual).
- Eby, L. T.** (Panelist) (August, 2021). *Best practices and recommendations for conducting high quality field research*. Professional Development Workshop, Academy of Management (virtual).
- Eby, L. T.** (Panelist) (June, 2021). *Open science summer workshop 3*. Center for the Advancement of Research Methods and SIOP (virtual).
- Eby, L. T.** (Panelist) (June, 2021). *Exploring the future of research and publishing*. Professional development workshop at the Administrative Sciences Association of Canada (virtual).
- Eby, L. T.** (Panelist) (April, 2021). *Visibly and meaningfully moving I-O forward: Addressing societal issues*. Panel discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (virtual).
- Eby, L. T.** (April, 2021). *Editor's panel: SIOP doctoral and early career faculty consortia*. Annual meeting of the Society for Industrial and Organizational Psychology (virtual).
- Eby, L. T.** (February, 2021). *Journal of Applied Psychology: Where we've been and where we're heading*. Invited talk for the Department of Management, University of Science and Technology of China, Hefei, China.
- Eby, L. T.** (Chair) (August, 2021). *The female leadership advantage in crisis*. Panel discussion presented at Academy of Management (virtual).
- Eby, L. T. & Fecteau, D. B.** (Co-Chairs) (April, 2021). *Advancing our understanding of mental illness at work*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (virtual).
- Eby, L. T. & Trainer, H.** (Co-Chairs) (April, 2021). *Toolkits for physiological measurement, behavioral coding and computational modeling*. Alternative session presented at the annual meeting of the Society for Industrial and Organizational Psychology (virtual).

Presentations Continued

Facteau, D. B., Anker, J. G., Eby, L. T., Robertson, M. M., & Patel, K. (April, 2021).

Positive activity interventions and the reduction of depressive symptoms. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology (virtual).

LeFevre, R., Shockley, K. M., Eby, L. T., & Lautenschlager, G. L. (April, 2021).

Boundary management behaviors and career success. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology (virtual).

Pendergraft, J., Carter, D., Shuffler, M., Gerkin, E., Trainer, H., Jones, J., Pearman, J., Alvarado, L., Wolf, A., Nelson, A., Bergerowski, S., & Hedrick, K. (January 2021).

Project FUSION: Historiometric study investigating adaptation in spaceflight multiteam systems. NASA HRP Investigators' Workshop, Galveston, TX.

Trainer, H., Eby, L. T., Robertson, M. M., & Facteau, D. B. (April, 2021).

Understanding relational behavior using micro-behavioral coding. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology (virtual).

Published By



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I-O Psychology

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