

THE IOPSA NEWSLETTER

THE UGA INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY PROGRAM

FALL 2012-SPRING 2013

A WORD FROM OUR PRESIDENT:

Dear alumni and friends of the UGA I-O Psychology program,

As we near the end of the semester and subsequently the end a great year, I have the pleasure of recounting the many accomplishments our program achieved within this last year. Additionally, I would also like to share with you the ways in which our program is changing for the better.

Keeping alive the collaborative spirit that has helped shape our program, this year our students and faculty continued to involve each other in both research and applied projects. This year one of our students on internship was able to provide a great opportunity for other students to get involved in a large applied project. I'm pleased to say that the majority of our students accepted the challenge

and excelled at it. Further, our program will have a strong presence at SIOP with both professors and students presenting some new and exciting research.

Research and applied projects aside, our program has continued to encourage a culture of respect and friendship among students and faculty. This year many wonderful social events were put on in order to bring together students and faculty. During one of these events our program also set a new precedent by organizing a holiday picture that featured both students and faculty. We then sent copies of the picture to our alumni. Additionally, our students have organized and attended many exciting brown bag talks, which continue to be a great way for students to hear about others research and make connections with alumni. Our students are also

continuing to make connections with the Athens community through our philanthropic endeavors. IOPSA is currently in the process of organizing a new program to benefit the Athens community.

We've also seen a big change this year. Our student evaluation system has been updated by our faculty in hopes to provide more accurate, developmental feedback to students. Even though this change is still occurring, our students are excited and hopeful for the results and benefits that this new system will provide. Perhaps even more exciting is that we will have the opportunity to provide feedback about this new system and witness first-hand how performance appraisal systems are developed and implemented.

Finally, this year we celebrate the 28th annual SIOP convention in Houston, TX. Our reception plans are underway and, as usual, we expect it to be great. We hope to see all of you there and look forward to making some new connections with our alumni!

-Alex LoPilato, President



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UPCOMING EVENTS

SIOP 2013: Houston, TX

This year the SIOP reception will take place on Friday, April 12 from 7pm-9pm in the conference hotel, the Hilton Americas, room 346AB.

The celebration will include artisanal cheeses, a vegetable spread, several hors d'oeuvres that characterize the delicious food of the Gulf Coast, as well as a ticketed and cash bar. Invitations including the location details will be sent out soon.

If there are any questions about the event, please feel free to contact me at kennedy7@uga.edu. I look forward to seeing everyone in Houston!

-Colby Kennedy, SIOP Reception Chair



All Students All Faculty Meeting

The annual ASAF meeting will take place on Tuesday, April 30 in room 304.



See pg 18 for upcoming conferences.

PROFESSIONAL AWARDS & ACCOMPLISHMENTS

Julia Sauer received the Richard L. Marsh Mentoring Award from the Department of Psychology. This award was created to commemorate Dr. Rich Marsh's extraordinary commitment to mentoring students. The award is given annually to one graduate student in the Psychology Department who is deeply committed to research mentoring.

Kerrin George received the 2012 Dan Mack Memorial Award for outstanding diversity research. This is in memory of Dr. Dan Mack, a professor who was tragically killed in 2000, only one year after earning his Ph.D. from the I-O program at the University of Georgia. Through generous donations from friends and family, the Dan Mack Graduate Support award was established to provide financial support to promising Industrial-Organizational students.

Lauren Wood won a SIOP 2012 Top Poster Award and was a John C. Flanagan Award nominee as one in five student finalists. This award was created to recognize the best student poster at the SIOP conference in honor of John Flanagan who developed the Aviation Psychology Program for the US Army, founded the American Institutes for Research (AIR), and created the Critical Incident Technique of job analysis.

Ali Siminovsky won a UGA Outstanding Teaching Assistant Award, sponsored by the Office of the Senior Vice President for Academic Affairs and Provost. The award recognizes the significant contribution graduate students make to the instructional mission of the University



GRANTS

Anna Hulett and **Lindsay Brown** both received 2012 RED Center for Research and Engagement in Diversity Seed Grants. Lindsay's proposal was titled "Can you see me? Understanding the impact of mentoring, authenticity, and identity affirmation for ethnic and gender minorities in STEM majors" (\$400). Anna's proposal was titled "An Examination of the Relationship between Attention Deficit Hyperactivity Disorder and Counterproductive Workplace Behaviors" (\$385). The RED Seed Grant is an annual competition for UGA graduate students seeking to expand existing research or initiate new lines of diversity scholarship.

SPECIAL FEATURES

Officer List:

President - Alex LoPilato
Vice President of Finance - Laura Provolt
Vice President of Programs - Cavan Gray
Reception Chair - Colby Kennedy
Events Chair - Anna Hulett
Records Chair - Ali Siminovsky
Newsletter Chair - Cori Bazemore
Program Advancement Chair - Jacob Martin
Recruitment Chair - Melissa Mitchell/Stefanie Beck
Philanthropy Chair - Chelsea Rowe



Philanthropy

IOPSA Philanthropy is getting ready to serve in local soup kitchens and assist the facilitation of a 5K. In addition, we are extending last year's job training program to local veterans. This project is aimed at helping veterans translate the skills and abilities they've gained while serving their country into language more accessible to civilian employers. We are in the planning phases of this project now and hope to launch this workshop by the end of the spring semester.

-Chelsea Rowe, Philanthropy Chair

Social Events

IOPSA has had a wonderful series of social events throughout this school year to promote friendship, fun, and positive affect :-). In the fall, we kicked the year off by going bowling together. Things got spooky in October at our "Pumpkin & Pooches Party"! We enjoyed a beautiful fall afternoon with pumpkin carving and fall treats like "Mummy Pizzas" and pumpkin cake- there were tails wagging all around! Of course, one of the most anticipated events of the year was the annual IOPSA Thanksgiving Potluck. Professors and students alike gathered in the lounge for one of the most delicious potlucks yet! Everyone was encouraged to don holiday gear, thus we were all in the holiday spirit surrounded by tacky sweaters, reindeer antlers, and Santa hats (yes, even Chuck!). After the winter break we eased back in to the first day of class with a Hot Chocolate Social, which was soon followed by our Valentine's Day cookie decorating event. IOPSA members decorated cookies for their sweet tooth or for their sweetheart! In both the fall and spring we have created "Prelims Baskets" as a gesture of support and encouragement for our colleagues taking Prelims. At the end of the week, IOPSA has held a celebration lunch at the restaurant of the Prelims students' choosing. As the spring semester continues, students and faculty can look forward to future IOPSA social events like the annual "Spring Fling" and other opportunities to spend time as an organization outside of the classroom!

-Anna Hulett, Events Chair

SPECIAL FEATURES CONTINUED...

Alumni Highlight

Dr. Marcus Butts just received word that he received Tenure & Promotion at the University of Texas at Arlington! He was also recently interviewed by Fox 4 News for a segment on telecommuting in light of Yahoo's recent change in policy. See the video here:

<http://goo.gl/eSWV2>.



Dr. Bill Gentry was recently interviewed by the Wall Street Journal regarding the current status of integrity as it plays into promotion decisions in organizations. Part of a new line of research he is leading at the Center for Creative Leadership. See the link here:

<http://blogs.wsj.com/atwork/2013/01/29/for-middle-managers-integrity-may-not-count-for-much/>.



Professional Development

This year we had the privilege of a number of speakers address IOPSA and the Industrial-Organizational Psychology Program. The opening of the joint position between Women Studies and I-O allowed us to invite three excellent candidates to give job talks to the programs. Their research on gender and protected groups gave a unique perspective how feminist theory may be incorporated into I-O psychology. In addition to the job talks, IOPSA invited Shaistha Begum from career services. Shaistha spoke of how to transition a curriculum vita into a résumé and explained how career services may help in the process. IOPSA also had the pleasure of hosting Scott Mondore of Strategic Management Decisions. Scott was gracious enough to return to Athens for the afternoon to briefly talk about his company, as well as answer any and all questions we had concerning applied work. Before the year is out, I anticipate being able to offer an internship panel hosted by a number of the more senior students in the program. Here's to another great year in IOPSA and a giant thanks to all who've addressed the program!

-Cavan Gray, VP of Programs



MEET THE FABULOUS FIRST YEAR STUDENTS!

Cori Bazemore

Nya:weh sgeno! Hello! My name is Cori Bazemore and I am from Vermillion, SD. I was born in Houston, TX so I am happy to return to the south (mostly for the warm weather)! I graduated from the University of South Dakota in 2008 and worked there for the past 4 years in Native American recruitment and retention. Some of my work there included co-creating the Office of Native Student Services and working as the first Multi-cultural Recruitment Coordinator. I myself am Seneca of the Iroquois Six Nations of New York.



My major professor here at UGA is Dr. Kecia Thomas and my research interests are in workplace diversity. Right now I am working on my thesis on

tokenized employees, and I am also interested in topics such as cross-cultural working relationships, ethnic minorities in leadership, diversity initiative resistance, and ethnic minority owned and operated organizations. I always knew that I was going to go into the field of psychology (following my parent's footsteps) but it took me a while to realize that I/O was where my passion is. I learned about the area while attending summer internships as an undergrad, and got my first

experience in the field while interning at the CDC in Atlanta, so I think it was fate that brought me back to Georgia! UGA and Athens have been great so far and I look forward to spending the next few years here



Yi Fan

Hey everyone! My name is Yi Fan. I was born in Beijing, China and lived there for 18 years. I went to East China Normal University in Shanghai and to study psychology. In my junior year, I transferred to Colorado State University. It wasn't until I came to the States that I determined to pursue a career in I/O psychology. In my undergraduate schools, I had a variety of research experiences including an fMRI research study on self-efficacy and a cognitive psychology research on implicit memory and an I/O study on web-based training.



I also took as many statistics classes as I could. Through these experiences, I developed my interest in research methods because I found myself really excited about models, data and all the quantitative stuff. I was attracted by the I/O program at UGA because my research interests fit well here. Also, the program has a reputation of high quality and collaborative culture. Currently, I am working with Dr. Chuck Lance and Dr. Nathan Carter. I have started research projects with Nathan on personnel selection.



I enjoy my new life in Athens. I appreciate that people here are so friendly and helpful to me. I am so happy to be

studying, working, and living here. I love music and art, so I am sure Athens is the perfect place for me! Now, I am developing my new interest in football. I will never stop cheering for Georgia Bulldogs!

FABULOUS FIRST YEARS CONTINUED...

Ada Li Guan

Hey y'all (Athens-way-of-greeting which I just learned)! My name is Ada Guan. I was born and raised in China originally, however, I moved



to the States 6 years ago to earn my undergraduate degree. I spent three years in Cupertino, California and graduated 2012 from the University of Illinois at Urban-Champaign as a Psychology major with a minor in the Statistics. I spent five years in my undergraduate institution

to explore what I would like to do for graduate school, so now I am sure that my research interests are broadly on psychometrics and personnel selections, which I enjoy a lot! I work under Dr. Gary Lautenschlager as well as Dr. Nathan Carter. I feel lucky that I have been chosen to be a member of I/O program here at UGA because all of the experienced faculty members and graduate students create a fascinating world of I/O for me.

I love to travel when I have free time. Athens has quickly become one of my favorite cities in the country,



not only because it is close to Atlanta, which is a fun place to visit, but also because Athens itself has many great places to explore. I am looking forward to spending a few years to enjoy and suffer in Athens.

Melissa Mitchell

Hello everyone! My name is Melissa Mitchell. I come from Vancouver, Canada, and am happy to make Georgia my American home! I received by Bachelor of Arts Honors in Psychology from Simon Fraser University in June 2012. During my time at Simon Fraser, I became interested in the psychology of relationships. I worked as a research assistant in the Simon Fraser University Couples Lab, and researched polyamory, which is a relationship form characterized by simultaneous, consensual, romantic relationships with multiple partners.



As I gained more research experience, I wanted to apply what I had learned about romantic relationships to workplace relationships. I enrolled in courses in the business school, and examined skill underutilization and turnover among professionals as a research assistant. I/O Psychology seemed like the perfect way for me to bridge my interests in relationship psychology with my interest in relationships in the workplace, and UGA seemed like the perfect place to cross that bridge!

I applied to UGA because I thought that my interests in interpersonal relationships in the workplace fit well with Dr. Lillian Eby's research on mentoring and work/family issues and Dr. Kecia Thomas' research on diversity and prejudice in organizations. I am currently working on research related to mentoring and work/life issues with my major professor, Dr. Lillian Eby. After a semester here, I know that I made the right choice to attend the I/O program at UGA. I am super excited to see what the next four years have in store for me! Outside of research, I enjoy dancing, movies, travel, and caffeine.



FABULOUS FIRST YEAR STUDENT & A NEW MEMBER!

Chelsea Rowe

Hi all! My name is Chelsea Rowe. Although born and bred in Charlotte, North Carolina, I was raised in Atlanta, Georgia. I graduated from the University of Georgia with my B.S. in Psychology in December 2011 and I'm thrilled to have the opportunity to spend at least the next 4.5 year at the university I love.



I knew from high school that I wanted to pursue a career in psychology but didn't find my way to I/O until a meeting with a group of alumni from the I/O program during my sophomore year of college. As an undergraduate, I worked in Karl's undergraduate lab and on MERITS III with Lillian. Those experiences with the UGA I/O faculty and students convinced me that UGA had the environment

where I would be receive the best balance of challenge and support while working towards my PhD.

During my final semester of undergrad and the 8 months between graduation and the start of graduate school, I worked at Turknett Leadership Group where I continued to gain exposure and excitement for I/O and consulting from excellent mentors to whom I am eternally grateful.

I work under Brian Hoffman and Keith Campbell primarily studying leadership, socially malevolent personality traits, and performance. When I'm not reading research articles/textbooks or working on various research endeavors, I can be found watching football, cooking, running, enjoying family and friends, and playing with my adorable pug, Pearl.



Meet Sandra Hodo!



Sandra Hodo, the new Administrative Associate, for the I-O Program is a Business Office Specialist that is certified in Business Computer Applications. She has been with the Psychology Department since September 2007, first serving as Administrative Assistant with the (formerly known) Cognitive-Experimental Program, now (Behavioral and Brain Sciences Program), and also as backup for the main office. She was appointed to the position of Administrative Associate for the Industrial-Organization Program on November 1, 2012. She is married and has one child.

Welcome to our team!

A special thanks to Kathy Shoemaker!

Kathy retired this year after working as I/O Program the Administrative Assistant for 12 years. We would like to thank her for providing exceptional support. Her expertise and dedication to our program helps us all succeed.



We will miss you!

MEET OUR NEWEST PROFESSOR, DR. MALISSA CLARK!

I am very excited to be joining the I/O Psychology and Women's Studies programs at the University of Georgia in the fall of 2013. I was born in Michigan and have lived there for most of my life, although I spent a couple of years in between undergraduate and graduate school living and working in southern California. I have been living in Alabama for the past few years where I currently work as an Assistant Professor of Psychology at Auburn University (2010-2013). I earned my B.A. (2002) in Organizational Studies from the University of Michigan, and both my M.A. (2007) and Ph.D. (2010) in I/O Psychology from Wayne State University.



My main research interests center around the topics of workaholism, work-family conflict, and affect/emotions. With this research, I hope to answer questions such as: What are effective and ineffective coping strategies individuals use to manage work and family stressors? How do these coping strategies affect one's spouse and family? How does being a workaholic relate to individual, family, social, and organizational outcomes? What are the momentary emotional experiences of individuals

struggling to cope with work and family demands, as well as those who exhibit workaholic tendencies? I am also very interested in understanding the specific experiences of women workaholics, and have several planned studies (qualitative and quantitative) that will begin to examine this topic. Given my dual appointment in I/O and Women's Studies, I plan to recruit students and foster collaborations which will enable me to systematically integrate feminist and women's studies scholarship into my research programs of workaholism and the work-family domain.

On a more personal note, my life outside of work mainly revolves around my family. My husband and I have two wonderful kids—a daughter named Alex (who is 6) and a son named Evan (who is

3). We are really looking forward to moving to the Athens area and all that it has to offer for our family. I am especially excited about moving to a town with a rich music history, as I have always been really into music (particularly alternative rock), and I absolutely love going to concerts. I also enjoy sports—particularly college football, so I am excited to cheer on the Georgia Bulldogs (although my heart will always lie with Michigan- Go Blue!).

- Dr. Clark

LOOK AT ALL THESE INCREDIBLE PUBLICATIONS!

- Baranik, L. E., Lau, A. R., Stanley, L. J., Barron, K. E., & Lance, C. E. (in press). Achievement goals in organizations: Is there support for mastery avoidance? *Journal of Managerial Issues*.
- Birkley, E. L., Giancola, P. R., & Lance, C. E. (2013). Psychopathy and the prediction of alcohol-related physical aggression: The roles of Impulsive antisociality and fearless dominance. *Drug and Alcohol Dependence, 128*, 58-63.
- Butts, M. M., Hurst, C. M., & Eby, L. T. (2013). Supervisor health and safety support: Scale development and validation. *Journal of Applied Management and Entrepreneurship, 18*, 97-118.
- Bynum, B. Hoffman, B.J., Meade, A.W., & Gentry, W. (in press). More evidence for the meaningfulness of multisource performance ratings: A comparison of across-source and within-source measurement equivalence. *Journal of Business and Psychology*.
- Carter, N.T., Daniels, M.A., & Zickar, M.J. (in press). Projective testing: Historical foundations and uses in human resource management. *Human Resource Management Review*.
- Carter, N.T., Kotrba, L.M., & Lake, C.J. (in press). Null results in assessing survey score comparability: Illustrating measurement invariance using item response theory. *Journal of Business and Psychology*.
- Christiansen, N., Hoffman, B.J., Lievens, F., & Speer, A. (in press). Personality and Assessment Centers. In, R. Tett and N. Christiansen (Eds.) *The Handbook Of Personality at Work*. Routledge.
- Dawson, B., Thomas, K.M. & Goren, M. (2013). Career development. In Q. Roberson's (Ed.). *Oxford Handbook of Diversity* (p 300-314). Oxford, England: Oxford University Press.
- de Tormes Eby, L. T., Allen, T. D., Hoffman, B. J., Baranik, L. E., Sauer, J. B., Baldwin, S., Morrison, M. A., Kinkade, K. M., Maher, C. P., Curtis, S., & Evans, S. C. (2012). An Interdisciplinary Meta-Analysis of the Potential Antecedents, Correlates, and Consequences of Protégé Perceptions of Mentoring. *Psychological Bulletin*. Advance online publication.
- Eby, L. T. & Allen, T. D. (2012). *Personal relationships: The effect on employee attitudes, behavior, and well-being*. SIOP Frontiers Series, Taylor-Francis/Routledge Press.
- Eby, L. T., & Dolan, E. (in press). *Mentoring in post-secondary education and organizational settings*. In P. J. Hartung, M. L. Savickas, and W. B. Walsh (Eds.), *APA handbook of career intentions: Applications*. Washington, DC: APA [invited]
- Eby, L. T., Brown, B. L., & George, K. E. (in press). Mentoring as a Strategy for Facilitating Learning: Protégé and Mentor Perspectives. In *International Handbook of Research in Professional Practice-based Learning*. Springer International Hand books in Education. New York: Springer.
- Eby, L. T., George, K. E., & Brown, B. L. (2013). Going Tobacco-Free: Predictors of Clinician Reactions and Outcomes of the NY State OASAS Tobacco-Free Regulation. *Journal of Substance Abuse Treatment, 44*, 280-287.
- Eby, L.E., Allen, T., Hoffman, B.J., Baranik, L., Curtis, S., Baldwin, S., & Morrison, A., Sauer, J., Kinkade, K., & Maher, C. (in press). An interdisciplinary meta-analysis of the antecedents, correlates, and outcomes of mentoring. *Psychological Bulletin*.
- Gentry, W. A., Eckert, R., Munusamy, V. P., Stawiski, S. A., & Martin, J. (in press). The needs of participants in leadership development programs: A qualitative and quantitative, cross-country investigation. *Journal of Leadership & Organizational Studies*.
- Griggs, T. L., Casper, W. J., & Eby, L. T. (in press). Work, family, and community support as predictors of work-family conflict: A study of low-income workers. *Journal of Vocational Behavior*. Advance on-line available at <http://dx.doi.org/10.1016/j.jvb.2012.11.006>
- Hoffman, B.J. & Bandwin, S. (2012). Modern managerial assessment: A comparison of assessment centers and multisource feedback. In G. Thornton & N. Povah, *Modern Approaches to Assessment Centers*.
- Hoffman, B.J. & Dilchert, S. (2012). The measurement and prediction of the expanded criterion domain: organizational citizenship behaviors and counterproductive work behaviors. In N. Schmitt (Ed.) *Oxford Handbook of Selection and Assessment*. Oxford University Press.
- Hoffman, B.J. & Meade, A. (2012). Alternate approaches to understanding the psychometric properties of assessment centers: An analysis of the structure and equivalence of exercise ratings. *International Journal of Selection and Assessment, 20*, 82-97.
- Hoffman, B.J. (2012). Exercises, dimensions, and the great battle of Lilliput: A call for multifaceted interpretation of assessment center performance. In, D. Jackson, C. Lance, & B. Hoffman (Eds.) *The Psychology of Assessment Centers*. Routledge.
- Hoffman, B.J., Lance, C.L., Melchers, K., & Wood, L.A. (Revise and resubmit status). Reevaluating alleged method factors in assessment centers: Assessor versus exercise factors. *Journal of Management*.
- Hoffman, B.J., Strang, S. Kuhnert, K., Campbell, K. Kennedy, K., & Lopilato, A. (2012). Leader narcissism and ethical context: Effects on ethical Leadership and leader effectiveness. *Journal of Leadership and Organizational Studies, 20*, 25-37. *Submission invited to Special Issue on Current Trends in Leadership Research.

PUBLICATIONS CONTINUED...

- Hoffman, B.J., Gorman, A., Atchley, E.K., Blair, C., Meriac, J., & Overstreet, B. (2012). Evidence for the effectiveness of an alternate multi-source feedback measurement methodology. *Personnel Psychology*, 531-563.
- Jackson, D.J., Lance, C.L., & Hoffman, B.J. (2012). The psychology of assessment centers. In D. Jackson, C. Lance, & B. Hoffman (Eds.). *The Psychology of Assessment Centers*. Routledge.
- Knudsen, H. K., Muilenburg, J. L., & Eby, L. T. (in press). Sustainability of smoking cessation programs in SUD treatment organizations. *Nicotine and Tobacco Research*.
- Lance, C. E., & Vandenberg, R. J. (2012). Dynamic change and levels of analysis issues in the study of relationships at work. In L. T. Eby & T. D. Allen (Eds.), *Personal relationships: The effect of supervisory, co-worker, team, customer and nonwork exchanges on employee attitudes, behavior, and well-being* (pp. 383-400). New York: Routledge.
- Lance, C. E., & Siminovsky, A. (in press). In C. E. Lance & R. J. Vandenberg (Eds.) *More statistical and methodological myths and urban legends*. New York: Routledge.
- Lance, C. E., & Vandenberg, R.J. (in press). *More statistical and methodological myths and urban legends*. New York: Routledge.
- Lance, C. E., Lambert, T. A., & Gould, R. B. (2012). Development and evaluation of a task taxonomy to support research on cross-job transferability of skills. In M. A. Wilson, W. Bennett Jr., S. G. Gibson, & G. M. Alliger (Eds.) *The handbook of work analysis: The methods, systems, applications & science of work measurement in organizations* (pp. 663-687). New York: Routledge.
- Laschober, T. C., de Tormes Eby, L. T., & Sauer, J. (2013). Effective Clinical Supervision in Substance Use Disorder Treatment Programs and Counselor's Job Performance. *Journal of Mental Health Counseling*, 35, 76-94.
- Laschober, T. C., Eby, L. T., & Kinkade, K. (2013). Mentoring support from clinical supervisors: Mentor motives and associations with counselor work-to-nonwork conflict. *Journal of Substance Abuse Treatment*, 44, 186-192.
- Miller, J. D., MacKillop, J., Fortune, E. E., Maples, J., Lance, C. E., Campbell, W. K., & Goodie, A. S. (2012). Personality correlates of pathological gambling derived from Big Three and Big Five personality models. *Psychiatry Research*.
- Mitchell, M. E., Bartholomew, K., & Cobb, R. J. (in press). Need fulfillment in polyamorous relationships. *The Journal of Sex Research*.
- Putka, D. & Hoffman, B.J. (2013). A closer look at reliable and unreliable sources of variance in assessment center ratings. *Journal of Applied Psychology*, 98, 114-133.
- Rosopa, P.J., Schroeder, A.N., & Hulett, A.L., (2013). *Helping yourself by helping others: An examination of personality perceptions*. *Journal of Managerial Psychology*, 28 (2).
- Rothrauff, T. C., & Eby, L. T. (in press). Diversity in today's workplace: Considering generational cohorts, gender, and race / ethnicity in the work-family interface. In M. Pauldi (Ed.), *The psychology for business success*. Santa Barbara, CA: ABC-CLIO.
- Rothrauff-Laschober, T. C., Eby, L. T., & Sauer, J. (2012). Clinical supervision and counselor perceptions of clinical supervision in addiction treatment. *Journal of Addictive Diseases*, 31, 382-388.
- Sutton, A. W., Baldwin, S.P., Wood, L.A., & Hoffman, B. (in press) Meta-analysis of the Influence of Rater Affect on Performance Ratings. *Human Performance*.
- Thomas, K.M. (in press). Invited commentary. In S. Freyberg (ed.). *Engaging Our Faculties: New Dialogues on Diversity in Higher Education*.
- Thomas, K.M., & Downey, S.N., George, K. (2013). I-O psychology education and the non-profit context. In J.B. Olson-Buchanan, L.L. Koppes Bryan, L.F. Thompson (Ed.), *Using I-O Psychology for the Greater Good: Helping Those Who Help Others*. SIOP Frontier Series.
- Thomas, K.M., Downing, S., & George, K. (2013). I-O Psychology Education and the Nonprofit Context. In J. Olson's (Ed). *Using I-O Psychology for the Greater Good: Helping Those Who Help Others* [SIOP Frontiers series] (325-350). NYC: Routledge/Psychology Press.
- Thomas, K.M., Johnson-Bailey, J., Phelps, R.E., Tran, N.M., & Johnson, L. (in press). Moving from Pet to Threat: Narratives of Professional Black Women. In L. Comas-Diaz & B. Green (Eds.). *The Psychological Health of Women of Color: Intersections, Challenges, and Opportunities*. Westport, CT: Praeger.
- Volpone, S., Thomas, K.M., Sinisterra, P. & Johnson, L. (in press). Targeted recruiting: Identifying Future Employees. In D. Cable & T. Yu's (Eds.). *Oxford Handbook of Recruitment*. Oxford, England: Oxford University Press
- Wood, L. A., Hoffman, B. J., & Twenge, J. (Revise and resubmit status). The changing nature of jobs: A meta-analytic investigation. *Personnel Psychology*.

CHECK OUT OUR POSTERS & PRESENTATIONS!

- Adler, S. A., Bartram, D. B., Boyce, A. S., Handler, C. A., Morelli, N. A., & Scott, J. C. (2013, April). *Back to the future of technology-enhanced I-O practice*. Panel discussion to be presented at the 28th annual conference of The Society for Industrial and Organizational Psychology, Houston, TX.
- Brown, B. L. & Eby, L. T. (April, 2013). *Understanding the positive effects of mortality awareness on work relationships*. Poster presentation accepted at Society for Industrial-Organizational Psychology (SIOP) conference, Houston, TX.
- Brown, B. L. & Eby, L.T. (chairs). Symposium accepted at Society for Industrial-Organizational Psychology (SIOP) conference, Houston, TX.
- Brown, B. L., & Eby, L. T. (2012). *Towards the light: Understanding mortality awareness and generativity in death salient occupations*. Paper presented at Psi Chi conference, Athens, GA.
- Brown, B. L., Eby, L. T., & George, K. (March, 2013). *Exploring the roles of work relationships and affective commitment on the development of professional stigma*. Paper to be presented at UGA Psi Chi conference 2013.
- Brown, B. L., Eby, L. T., & George, K.. (March, 2013). *Who's to blame for professional shame? Understanding the role of work relationships and affective commitment on the development of professional stigma*. Poster to be presented at UGA Psi Chi 2013.
- Brown, B. L., Sauer, J. B., & Eby, L. T. (2012, October). *A three-wave longitudinal examination of perceived organizational support, affective professional commitment, personal recovery status and turnover intentions among substance abuse professionals*. Symposium paper presented at the Addiction Health Services Research (AHSR) Conference, New York, NY.
- Capps, M., Valme, S., Van der Werf, L., Provolt, L., & Eckart, R. (2012, March) *Part-time Versus Full-time: Do Psychological Contracts Predict Extra-role Behavior among Employees?* Presentation at the 2012 Psi Chi conference in Athens, GA.
- Carter, N.T. (Chair, April, 2013). *New perspectives on personality test faking and employee selection*. Discussant: R.P. Tett. Symposium presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
- Carter, N.T., Delgado, K., Kung, M-C., & O'Connell, M. (April, 2013). Situational judgment as a Thurstonian item response process. In J. Morrison (Chairs), *Rational judgment and empirical information in IRT and Rasch-based test construction*. Symposium presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
- Carter, N.T., & Zickar, M.J. (April, 2013). The effects of faking on employee selection at the level of the selection decision. In N.T. Carter (Chair), *New perspectives on personality test faking and employee selection*. Symposium presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
- David, E., Brown, B. L., Avery, D. R., McKay, P. F., Tonidandel, S., Crepeau, L. J., van Driel, M., & McDonald, D. P. (April, 2013). *Deep-level dissimilarity and emotional exhaustion: Exploring potential moderator variables*. Poster presentation accepted at Society for Industrial-Organizational Psychology (SIOP) conference, Houston, TX.
- Downey, S.N., George, K. (2012, August). The Role of Academic Rank on Women's Perceptions of Leadership: A Pilot Study of Women in STEM. Symposium presented at the annual meeting of the American Psychological Association, Orlando, FL.
- Downey, S.N., van der Werff, L., Plaut, V.C.. (2013, April). Diversity Practices Predicting Employee Trust and Engagement: Does Inclusion Moderate? Symposium to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Eby, L. T., Mitchell, M. E., Gray, C., Provolt, L., Fortune, E., Goodie, A., & MacKillop, J. (2013, July). *How Gambling Affects Work and Nonwork Life: An Exploratory Study*. Presentation to be presented to the 2013 American Psychological Association Convention, Honolulu, HI.
- Goodie, A.S., MacKillop, J., Miller, J.D., Fortune, E.E., Maples, J., Lance, C.E., & Campbell, W.K. (2012, September). *Evaluating the South Oaks Gambling Screen as a categorical and dimensional instrument in a diverse community sample*. Poster presented at the NCRG Annual Conference on Gambling and Addiction, Las Vegas, NV.
- Illingworth, A. J., Morelli, N. A., Moon, S. M., Boyd, S., & Scott, J. C. (2013, April). *Equivalence of Assessments on Mobile Devices: Impact of Device Software*. In J. Scott (chair) and N. Morelli (co-chair), *Mobile devices in talent assessment: Where are we now?* Symposium to be presented at the 28th annual conference of The Society for Industrial and Organizational Psychology, Houston, TX.
- Kinkade, K., Provolt, L., & Eby, L.T. (2013, May) *Does identity matter? The moderating role of recovery status on professional stigma and burnout*. Presentation to be presented to the 2013 Work, Stress, and Health conference in Los Angeles, CA.
- Lance, C. E. (2012, April). *Statistical and methodological myths and urban legends: Part VII*. Symposium chaired at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Lance, C. E. (2013, April). *Statistical and methodological myths and urban legends: Part VIII*. Symposium chaired at the meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

POSTERS & PRESENTATIONS CONTINUED...

- Lance, C. E. (2012, April). *Dimension, task, and mixed-model perspectives on assessment centers*. Discussant on symposium presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- LoPilato, A. C., Lance, C. E., Carter, N. T., & Hoffman, B. J. (2013, April). A comparison of models for the analysis of AC data. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- LoPilato, A.C., Lance, C.E., Carter, N.T., & Hoffman, B.J. (April, 2013). A Comparison of Models for the Analysis of AC Data. In K.A. Smith-Jentsch, D. Jackson (Chairs), & J. Meriac (Discussant), *"It Depends:" More Nuanced Approaches to Understanding Assessment Center Validity*. Symposium to be presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
- LoPilato, A.C., Lautenschlager, G.J., & Guan, A.L. (April, 2013). Maximum-Likelihood Estimation versus Bayesian Estimation: A Multilevel Modeling Approach. Paper to be presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
- LoPilato, A.C., Overstreet, B., & Hoffman, B.J. (April, 2013). Team Distributional Performance and Team Outcomes. In B.J. Hoffman & B.D. Lyons (Chairs), *From Scorelines to Bottom Lines: Sports Data and Management Theory*. Symposium to be presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
- Lyons, B.D., LoPilato, A.C., Martin, J., & Hoffman, B.J. (April, 2013). More Talent Equals More Problems? Investigating Deviance in High Performers. In B.J. Hoffman & B.D. Lyons (Chairs), *From Scorelines to Bottom Lines: Sports Data and Management Theory*. Symposium to be presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
- Martin, J., Clifford, M., & Imboden, M. (2012, March) *Applying performance consulting to student staffing models*. Paper presented at the National Association of Student Personnel Administrators Conference, Phoenix, AZ.
- Mitchell, M. E., & Bartholomew, K. (2012, April). Reasons for becoming polyamorous: A qualitative content analysis. Poster presented at the Western Psychological Association Convention, San Francisco, CA.
- Mitchell, M. E., Bartholomew, K., & Cobb, R. J. (2013, January). Need fulfillment in polyamorous relationships. In J. Harman (Chair), *Not everything is vanilla: Examining non-monogamous relationships can broaden our understanding of relational processes*. Symposium conducted at the 2013 meeting of the Society of Personality and Social Psychology, New Orleans, LA.
- Monahan, E. L., Hoffman, B. J., Rowe, C. A., & Lyons, B. D. (2013). Evaluating the Construct Validity of Distributional Performance Characteristics. In Hoffman, B. J. & Klehe, U. C. (Chairs) *The Topography of Performance: Maximum, Typical, and Dynamic Performance*. Symposium to be presented at the 28th Annual SIOP Conference, Houston, Texas.
- Morelli, N. A., Illingworth, A. J., Moon, S. M., Scott, J. C., & Boyd, S. (2013, April). *Equivalence of assessments on mobile devices: A replication and extension*. Paper to be presented at the 28th annual conference of The Society for Industrial and Organizational Psychology, Houston, TX.
- Morelli, N. A., Illingworth, A. J., Scott, J. C., & Lance, C. E. (2012, April). *Are internet based, unproctored assessments on mobile and non-mobile devices equivalent?* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Provolt, L., Kinkade, K., & Eby, L.T. (2013, April) *Professional Stigma: How it Impacts Identity Salience and Professional Commitment*. Presentation to be presented to the 2013 Society for Industrial-Organizational Psychology Conference in Houston, TX.
- Wood, L. A., Hoffman, B.J., & Frost, B. (Accepted to SIOP 2013). *Forecasting profitability: Strong, positive climate for OCB pays off*. Poster submitted to the annual Society for Industrial and Organizational Psychology, Houston, Texas.
- Wood, L. A., Hoffman, B.J., & Twenge, J. (April, 2012). *The job characteristics: The times, they are a-changing*. Top poster presented at the annual Society for Industrial and Organizational Psychology, San Diego, California. *Top poster award, SIOP 2012.
- Zatzick, C. D. & Mitchell, M. E. (2012, March). Skill underutilization and unit-level turnover in a professional service firm. Presentation conducted at the Western Academy of Management Conference, La Jolla, CA.

A MESSAGE FROM OUR PROGRAM CHAIR

We grew our program again this year. Last year getting Nate Carter was improbable given the economy and hiring Malissa Clark this year is impossible. Thanks to Kecia's deep campus relationships and the strategic leadership of Keith Campbell our department head, the I/O program was able to cobble together a joint position with Women's Studies to create another faculty position for our program. Amazing: We are now nine faculty strong in our program and one of the largest I-O programs in the country.

We also graduated four of our very best students this year, Taylor Sparks and Sean Baldwin and remarkably they both are employed as Research Scientists at HumRRO in Washington, DC. If it were possible to invest in HumRRO I would certainly recommend it! Sara Curtis is employed at the Leaders Lyceum with another of our grand alums, Keith Eigel. Shane Fuhrman,

our most recent grad, has just hit the job market.

I am very excited that in April we will know whether the Professional Masters degree in I/O Psychology will actually happen. The objective of the program is to serve the professional advancement needs of working adults in Atlanta and the surrounding region by providing a practice-oriented I/O masters degree. The program will have two tracks: HR and Leadership Development. While some of us on the faculty will teach in the program I will also be asking our alumni to help teach courses. A professional I-O master degree is much needed in the southeast and I am hopeful that we can fill that need.

- Dr .Karl Kuhnert
Program Chair, Industrial-
Organizational Psychology

YESTERDAY IS GONE AND ITS
TALE TOLD. TODAY NEW
SEEDS ARE GROWING.

-RUMI

FACULTY UPDATES

DR. NATHAN CARTER

Recently, I have been involved with research that is looking at new methods for scaling personality traits from self-report data and its impact on the results of construct - and criterion-related validity evidence, as well as research into the theoretical distribution of job performance. I am also ramping up studies concerning judgment and decision-making, particularly related to why managers (and people in general) are resistant to standardized, empirically verified procedures in favor of their own intuition. I am very excited about these new projects! I am also



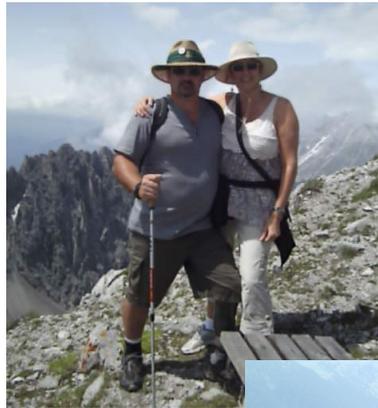
excited about new collaborative partners, including several faculty members here at UGA as well as Aon Hewitt, Select International, and Mo Wang.

Outside of work, I have been enjoying concerts in Athens (when I can), trying desperately not to let my work undo two decades of guitar-playing (by not practicing), and preparing for my brother's wedding this summer, doing all the best man duties.

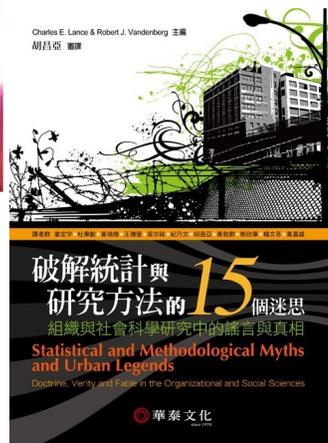
FACULTY UPDATES CONTINUED...

DR. LILLIAN EBY

I have been staying busy with my grant-funded work and have several new projects on the horizon. This includes a new edited book on work and family for Oxford University Press and a new line of research examining the effects of gambling on the work-family interface. I also do my best to blend academic life with my travel interests, which included a teaching gig in Austria last summer and two upcoming trips this summer: Hawaii for APA and Barcelona for a work-family conference. My family and I will also be spending a month in our summer home on a remote island in Maine this June, where it's all about hiking, walks on the beach, eating lobster and truly relaxing!



DR. CHARLES LANCE



Here you can see my Urban Legends book that had been translated into Mandarin Chinese. When I'm not working, cycling on my Trek hybrid, mall walking or hanging out with the spousal unit, I'm often managing rental properties. Like the tenant who was counting on her dead brother's inheritance to pay the rent. Like the other tenant who showed up which she pays \$350/mo. plus \$170/mo. insurance oh, but is \$100 short on the rent. Like the other tenant who owns a Harley Davidson Hawg, drives a late model SUV, has a TV that's bigger than 2 cars that I've owned in the past and is late on rent about every other month. Like another tenant who borrowed \$100 from me to get his wife out of jail for a parole violation And another tenant who was sent back to Mexico for a month because he didn't have papers. And others...

FACULTY UPDATES CONTINUED...

DR. GARY LAUTENSCHLAGER

I enjoy walking my pug/Boston terrier, mutt Ralphie around trails around my house, and jogging/biking around same which proves much safer and more relaxing than the streets of my area. During the drought of this past year I enlarged an "island", and in that process deepened areas of the pond on the property that owns me. And the lone palm tree on that island survived the drought too, thanks to careful tending by my wife Karen.



DR. BRIAN HOFFMAN

I am serving as a Keynote speaker at the International Congress on Assessment Center Methods in March, was invited to join the University of Johannesburg's research advisory committee, and my research on the wonderlic predicting NFL performance was covered on ESPN's SportsCenter, ESPN.com, the Atlanta Journal Constitution, The New York Post, the Washington Post, The Austin Chronicle, and Bleacherreport.com.

My wife and I went to South Africa in March where I presented at a conference in Stellenbosch and at the University of Johannesburg, and we swam in the Indian ocean, went to Cape Town's version of carnival, were inspired by Robben Island, and went on safari with professors from Colorado State and the University of Johannesburg. Also, the students worked me in their fantasy football league. I maintain that I was robbed.



DR. KECIA THOMAS

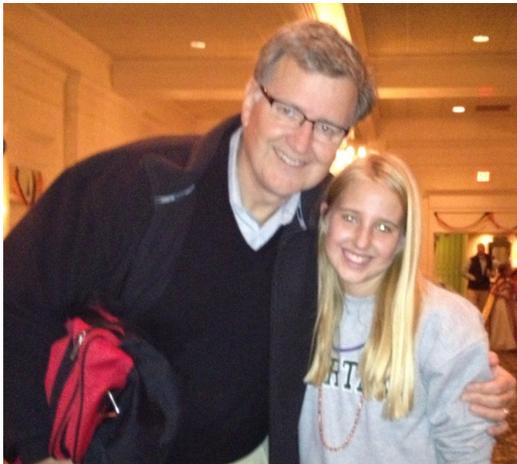
I was recently in a Minnesota Public Radio interview with Dean David Thomas (no relation) on building effective networks for young minority professionals. Interview can be found here <http://minnesota.publicradio.org/display/web/2013/03/13/daily-circuit-networking-young-minorities>. I am currently finishing editing both *Diversity Ideologies in Organizations* with Vicky Plaut and Mia Tran, and a special issue on the "Experiences of Racial Minorities in the Workplace" for *Cultural Diversity and Ethnic Minority Psychology*. The next book will be with Dr. Brian Williams, UGA SPIA colleague, and its an interdisciplinary examination of the events that led to the Trayvon Martin tragedy. RED is currently conducting an engagement study for UGA Facilities Management Division and starting a new engagement with the University of Texas Medical Branch.



FACULTY UPDATES CONTINUED...

DR. KARL KUHNERT

I am pleased that my leadership development work with Board of Regents will continue its fourth year. Keith Eigel (Leaders Lyceum and alum) and I have created a six-month leadership program that touches all 32 state universities in Georgia. Two people (one faculty and one administrator) selected by the president of each institution participates in the program. We recently won an award by SHRM for our work. I have



My students and I completed a yearlong study on training decay for the Army Research Institute in January. The objective was to create a prototype mobile device application that military commanders could use to forecast when individuals and collectives (teams) need to be retrained. The goal of our project was to understand how military task skills fade overtime in an effort to bring a more systematic approach to the timing of training thereby allowing commanders to estimate where in a skill performance arch individuals/collectives are likely to be relative criterion-referenced skill level thresholds. The decay functions that our group identified and tested were subsequently encoded for use in the prototype mobile forecasting tool. We are hopeful to receive follow-on funding to extend this research by creating a greater individual difference focus in order to better personalize training requirements. (pictured: armored vehicle crew training)

learned a great deal about all the colleges in Georgia as a result of the program.

I am also so proud to mention the accomplishments of my family over the past year in which I play a supporting role. My wife, Gay, won the match play golf championship at our local club. I save on golf lessons since I can take them from Gay. Caroline, 13, won the Spirit Award for her play in the UGA summer volleyball camp and continues to star in local club volleyball. She also plays on her school's basketball team. Belle, 9, is ranked 8th in the state of Georgia in the USTA for 10 and under tennis. I now save on tennis lessons because I learn from my daughter how to play the game.

DR. ROBERT MAHAN



CONGRATULATIONS!

Kerrin George proposed her dissertation in March, 2013!

Neil Morelli successfully defended his dissertation proposal in November, 2012!

Anna Hulett successfully proposed her thesis in July, 2012!

Laura Provolt is getting married on June 22, 2013!

Elizabeth Monahan passed prelims and oral comps, and proposed her dissertation!

Hannah Burke Spell defended her dissertation in February, 2012!

Stephanie Downey passed her prelims and defended her thesis in November, 2012!

Lauren Wood got married on October 20, 2012!

Katie Kinkade proposed her thesis, will defend this spring, and passed prelims!

Jacob Martin proposed and defended his thesis!



UPCOMING CONFERENCES

28th Annual Society for I/O Psych (SIOP) Conference

Hilton Americas

Houston, TX

April 11-13, 2013



Southern Management Association Annual Meeting (SMA)

Hotel Monteleone

New Orleans, LA

November 5-9, 2013

73rd Academy of Management Annual Meeting

Lake Buena Vista (Orlando), FL

August 9-13, 2013

172nd APA/ Psi Chi Society Annual Convention

Winston-Salem, NC

August 24-27, 2013

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THE 2013 SIOP RECEPTION

**Place: Hilton Americas 346AB,
Houston, TX**

Date: Friday, April 12

Time: 7–9 p.m.