The IOPSA Newsletter

FROM THE UGA INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY STUDENT ASSOCIATION

Spring 2017

A Word from Our President

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

The annual SIOP conference is quickly approaching and we are gearing up for a trip to Orlando! We look forward to catching up with our alumni and colleagues in the IO community. Check out page 5 for the latest and greatest research we will be sharing, and be sure to join us at the UGA reception. Details are provided on page 4.



As we wrap up the academic year, we have a lot to celebrate.

- A huge shout out goes to Alexandra Harris for receiving the highly competitive NSF Graduate Research Fellowship.
- Congrats to the many students who are celebrating a graduation this May.
- Lastly, our faculty continue to make strides in the field and we are lucky to have their guidance. Catch up with faculty on page 8.

Congratulations to all those recognized in this newsletter for your recent professional accomplishments, well-deserved awards and joyous personal celebrations. Cheers to another great year!

Safe travels and see you at SIOP,

Kate Conley, IOPSA President

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The University of Georgia

I-O Psychology

Speakers & Professional Development

We had the honor of hosting Dr. Allison Gabriel, Department of Management and Organizations, University of Arizona, on March 1 for a brownbag talk this semester entitled "(Don't) Worry and Be Happy: The Value of Emotional Ambivalence during Job Search".



Social Events

In addition to our professional development events, our students participated in numerous social activities this semester. Of note is our annual "spring fling" all program gathering, held this year at Cali N Tito's. Pictured left is the crew with Nathan enjoying his "sweet tea."

2017 Student and Faculty Departmental Awards

Congratulations to the students and faculty listed below!

Faculty

The I-O Psychology Excellence in Teaching Award is presented to a faculty member who demonstrates a high intellectual standard in terms of course content, rigor, and the best scholarship; uses effective strategies that encourage students to participate in the teaching-learning process; and has an exceptional ability to communicate and ensure a rich learning experience.

Winner: Kristen Shockley (also won the Richard L. Marsh Faculty Mentoring Award!)

The I-O Psychology Organizational Citizenship Award is presented to a faculty member who consistently goes above and beyond to mentor and guide graduate students, demonstrates clear concern for students' well-being, and proactively seeks to offer developmental opportunities to students in the I-O Psychology program.

Winner: Lillian Eby (also won the Psi Chi Graduate Teaching Award!)

Students

Outstanding Teaching Award

Winners: Kate Conley, Andrea Hetrick, Cindy Maupin, Lane Siedor, & Rachel Williamson

The Dan Mack Memorial Award (\$500 Fellowship) honors a current graduate student in the I-O Psychology Program whose research interests extend the work of Dan. Dan's research interests included selection, with an emphasis on individual differences, affirmative action, jury decisions, racial and ethnic identity, and the role of diversity in organizations. Dan was primarily interested in research that centered around understanding the dynamics and impact of diversity in organizations.

Winner: Alexandra Harris

The Donald L. Grant Award recognizes an Outstanding Master of Science thesis in the I-O Psychology Program. This award recognizes the best thesis over a two year period. Each year a committee is set up to judge the theses. The criteria for judging is based on scientific merit, importance of the research question, and how well the analysis is conducted and interpreted. Nominations are made by the students' major professor and one other faculty member.

Winner: Andrea Hetrick

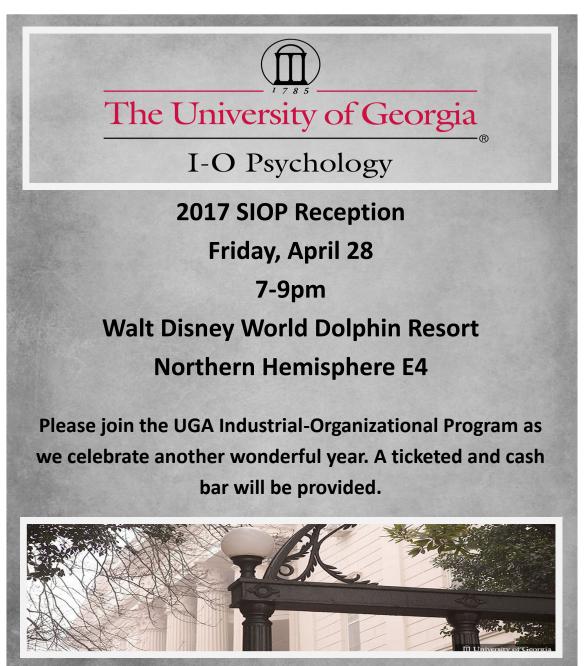
The Herbert Zimmer Award was established in 1969 by bequest of Paula Zimmer in memory of her son, Dr. Herbert Zimmer. The income and corpus may be used for the benefit of the Psychology Department at the University of Georgia and students majoring in Psychology in such amounts, at such time, and to or for such persons as shall be designated at times in written directions signed by the President of the University of Georgia and the Head of the Psychology Department of the University of Georgia. Each program selects a student recipient for this award.

Winner: Rachel Williamson

Spotlight on SIOP

The 2017 SIOP conference is fast-approaching and we couldn't be more excited to announce not only our annual reception, but also more than three dozen faculty and student posters, presentations, and symposiums. See page 5 for a complete list of UGA-affiliated research that will be represented at SIOP. We're excited about the outstanding research being conducted here at UGA, and we'd love to share it with you! If you'll be at SIOP 2017, please stop by to say hello at any of our sessions or our reception.

Invitation to the UGA I-O 2017 SIOP Reception:



SIOP 2017 Panels, Presentations & Posters

Baranik, L, Cheung, J. H., Sinclair, R. R., Lance, C.E., Fan, Y. (April, 2017). Personal Resource Loss Mediates Employee Furlough - Stress Reactions Relationships. Poster to be presented at the 32nd meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Bradley, J. (Chair), Uttley, L., O'Hare, E., **Eby, L. T.**, Chang, C., Want, M., & Ruark, G. A. (Presenters; 2017). Executive Board Special Session: Getting engaged in I-O advocacy and federal research funding opportunities.

Carter, D.R. (April, 2017). A semantic network analysis approach to studying leadership emergence. In C.P.R. Scott & J.L. Wildman (Chairs). *Cutting edge perspectives of shared leadership networks*. Symposium at the 32st Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Carter, N. T. (Panelist; April, 2017). In C.M. Castille, R.L. Williamson, & A.M. Harris (Chairs), *Practical guidance for developing and implementing ideal point measurement models*. Panel Discussion conducted at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.

Carter, N.T., Daniels, M.A., Harris, A.M., & Nolan, K.P. (Chairs, April 2017). *The SIOP Living History Series Presents: Sheldon Zedeck*. Presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.

Conley, K.M. & Clark, M.A. (2017, April). True Grit for Tough Jobs: Individual and Group-level Employee Resilience (Co-Chair). Symposium to be presented at the 2017 Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.

Eby, L. T. (Presenter/Facilitator; 2017). Crafting a compelling scientific proposal. In Speed mentoring: Science funding.

Eby, L.T., Vande Griek, O., Maupin, C.K., Allen, T.D., Gilreath, D., & Martinez de Ubago, V. (2017, April). Does Place Matter? Considering Regional Differences and Work-Family Interface. In H.K. Cheung & K.P. Jones (Chairs). *Exploring Macro-Level Factors Impacting Individual Work-Family Experience*. Symposium at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Fan, Y., Guan, L., & Carter, N. T. (April, 2017). A method for assessing the unidimensionality of unfolding response data. In D.K. Dalal & C.J. Gray (Chairs), *Continuing to broaden the scope of IRT in organizational research*. Symposium presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.

French, K.A., **Conley, K.M.**, Allen, T.A., **Eby, L.T.** (2017, April). Mindfulness-based Stress Reduction for Substance Abuse Treatment Professionals. In C. Fritz & D. Auten (Co-chairs), *Mindfulness and Employee Outcomes: Examining Intervention Effects*. Symposium to be presented at the 2017 Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.

Gentry, W. B., **Hetrick, A. L., Hoffman, B.J.,** & **Carter, N.T.** (2017, April). Leader behavior and outcome shifts: Age, year, and generation effects. In **B. Hoffman** (chair), *The changing nature of work: Empirical trends and organizational responses*. Symposium to be presented at the 32nd Annual Society for Industrial and Organizational Psychology Conference, Orlando, FL.

Gray, C.J., Lautenschlager, G. J., & **Carter, N.T.** (April, 2017) Improving Measurement Precision in Organizational Research. In Dalal, D. K., (Chair) & **Gray, C. J.**, (Co-Chair), *Continuing to Broaden the Scope of IRT in Organizational Research.* Symposium to be presented for the 32st Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Orlando, FL.

SIOP 2017 Panels, Presentations & Posters

Guan, L., & **Carter, N.T.** (April, 2017). Is Forced-Choice Format Measurement Truly Faking-Resistant? In Gorman, A.C., (Chair) & Meriac, J. P., (Co-Chair), *Does the Format Matter? Recent Advancements in Rating Format Research.* Symposium to be presented for the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Orlando, Fl..

Harris, A. M., Carter, N. T., & Tocci, M. C. (2016, April). Revisiting the personality-GMA interaction for job performance. In N. Guenole (Chair), *Discoveries in the measurement and function of personality at work*. Symposium to be presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Orlando, FL.

Harris, A. M., Williamson, R. L., & Carter, N. T. (April, 2017). Investigating curvilinearity with an ideal-point measure of openness. In R. L. Williamson, C. M. Castille, and A. M. Harris (Chairs), When is ideal to use an ideal point model? Applications and future directions. Symposium to be presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Orlando, FL.

Hetrick, A. L., & Hoffman, B.J. (2017, April). The increasing importance of interpersonally-oriented behaviors across decades: A meta-analysis. In B. Hoffman (chair), *The changing nature of work: Empirical trends and organizational responses*. Symposium submitted for the 32nd Annual Society for Industrial and Organizational Psychology Conference, Orlando, FL.

Hetrick, A. L., Sparks, T.E., & **Hoffman, B.J.** (2017, April). *Employee well-being: Identifying versus exchanging with abusive and ethical leaders.* Poster to be presented at the 32nd Annual Society for Industrial and Organizational Psychology Conference, Orlando, FL.

Hulett, A.L., Siedor, L.S., & Cushenbery, L. (Co-Chairs; 2017). *Driving innovation: Beyond lightbulbs and thinking outside the box.* Panel discussion to be presented at the 32nd Annual SIOP Conference in Orlando, FL.

Kerich, K., O'Malley, A., Olson, T., **Shockley, K.M.**, Wu, J., & Zugec, L. (April 2017). Panelists in S. Bonaccio and I. Kokkinou (Co-chairs) *Mentoring for Women in I-O: Career Changes, Interruptions, and Transitions*. Alternative session type to be presented at 2017 annual SIOP conference. Orlando, FL.

Lance, C. E., Fan, Y. (April, 2017). A Primer on Method Effects on Observed Correlations with Examples. Poster to be presented at the 32nd meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Locklear, L., Williamson, R. L., & Clark, M. A. (April, 2017). Work-family conflict in same-sex couples. Poster to be presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Orlando, FL.

Lowery, M. (2017, April). *My intellectual lineage*. Poster to be presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Lowery, M., Williamson, R. L., & Carter, N. T. (April, 2017). *Job satisfaction, tenure, and the causal attitude network model.* Poster to be presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Orlando, FL.

Mahmoud, B., Castille, C. M., **Williamson, R. L.**, Buckner, J., & De Leon, J. A. (April, 2017). *Comparing MTurk and the US populations' occupational diversity*. Poster to be presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Orlando, FL.

McMillan, J. T. (2017, April). *My intellectual lineage*. Poster to be presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

SIOP 2017 Panels, Presentations & Posters

McMillan, J. T., Tumminia, A. M., & Eatough, E. M. (2017, April). The implications of social support facets for job satisfaction. In C. Bryant, C.-H. Chang, & A.C. Keller (Chairs), *Providing social support- Helping or harming the provider?* Symposium to be presented the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Oelbaum, Y., & **Shockley, K.M.** (April 2017). *Understanding Why Female Leaders are on the Glass Cliff.* Poster to be presented at 2017 annual SIOP conference. Orlando, FL.

Robertson, S. A., Williamson, R. L., Stettler, B., & Pury, C. L. S. (April, 2017). An unfolding analysis of the personality inventory for the DSM-5. In R. L. Williamson, C. M. Castille, and A. M. Harris (Chairs), When is ideal to use an ideal point model? Applications and future directions. Symposium to be presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Orlando, FL.

Robinson, A., Brown, L., Sleight, R., Thomas, K. (2017, April). *A Qualitative Exploration of Differences Among LGB Healthcare Worker Diversity Climate Perceptions*. Session to be presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Rothstein, E., **Shockley, K.M.**, Boyd, E., & Yuan, Z. (April 2017) *Not all Work-Family Conflicts are Created Equal: An Episodic Analysis*. Poster to be presented at 2017 annual SIOP conference. Orlando, FL.

Vande Griek, O.H., Stabler, M.E., Moeller, A., Clark, M.A., & Witte, T. (2017, April). A taxonomy of job stressors among veterinarians: A qualitative analysis. Poster to be presented at the 2017 Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Williamson, R. L., Beiler-May, A., Locklear, L., & Clark, M. A. (April, 2017). *Spillover and crossover effects of sexual orientation disclosure at work in same-sex couples*. Poster to be presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Orlando, FL.

Williamson, R. L., Castille, C. M., & Harris, A. M. (Co-Chair). (April, 2017). *Ideal point IRT modeling: Advances in personality assessment*. Symposium to be presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Orlando, FL.

Williamson, R. L., Castille, C. M., & Harris, A. M. (Co-Chair). (April, 2017). *Practical guidance for developing and implementing ideal point measurement models*. Panel to be presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Orlando, FL.

Yi, F., Guan, L., & Carter, N.T. (April, 2017). A Method for Assessing the Unidimensionality of Unfolding Response Data. In Dalal, D. K., (Chair) & Gray, C. J., (Co-Chair), *Continuing to Broaden the Scope of IRT in Organizational Research*. Symposium to be presented for the 32st Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Orlando, FL.

Yu, P., & **Shockley, K.M.** (April 2016). Role of Community Demands and Resources for Conflict and Enrichment. In H.K. Cheung and K.P. Jones (Chairs) *Exploring Macro-Level Factors Impacting Individual Work-Family Experience*. Symposium to be presented at 2017 annual SIOP conference. Orlando, FL.

Faculty Updates

Nathan Carter

Regarding current projects, I have been delving into the realm of creativity and creative achievement, particularly in the intersection between personality and intelligence. Additionally, my students all have



some great projects on various issues including, personality and performance, the intersection of personality and intelligence generally, mindfulness and creativity, attributional complexity, and item response theory goodness-of-fit issues.

Regarding personal updates, my brother just had a baby, Hayden Carter, and I am very excited to be his uncle and tell him all the things his dad did when we were kids.

Dorothy Carter

This has been a busy year for the Leadership, Innovation, Networks, and Collaboration (LINC) laboratory! Lab members Cindy Maupin, Hayley Trainer, and I have published papers on network approaches to



leadership development, the science of team science, and the knowledge gaps in teams research that are being revealed as humanity attempts to send a team of astronauts to Mars. We completed data collection for two laboratory studies this year – one is a collaboration with researchers at Roosevelt University to study the antecedents of shared cognition in teams and the other is a collaboration with researchers at University of Florida to study why and how teams accept newcomers into their ranks. Members of the LINC lab team are also collecting data related to leader-

ship, teams, and social networks in multiple field contexts (i.e., top-level management teams, the military, healthcare, a national female organization, and scientific collaborations) and presenting our research at multiple national and international (i.e., Greece, Ireland) conferences.

Nathan and I welcomed our new nephew, Hayden Asher Carter to the world this spring (Nathan's brother's son) and helped celebrate our niece Cora Rose Carter's third birthday this fall (Dorothy's brother's daughter, pretty much everyone on both sides of our family has the last name of Carter haha).

Malissa Clark

This past school year has been full of ups and downs, but I'm happy that I've come out stronger—with sincere thanks to the faculty and students at UGA for your support as I took care of my father. I'm



so thankful for my amazing research lab for continuing to run things while I was away for a few weeks in the fall. We accomplished many great things—including finishing a couple of long-term projects and getting several papers accepted for publication. My undergraduate research assistants (with help from my amazing grad students) all worked together on independent research projects for the department's Psi Chi conference, and they won second and third place! I'm excited to build upon this forward momentum into the summer and the next school year.

Faculty Updates, continued

Lillian Eby

My students and I just completed final revisions on an invited paper for the Special Issue on Training for Human Resource Management Review titled "Mindfulness-based training interventions for



employees: A qualitative review of the literature." We also just submitted a revised manuscript examining the effects of gambling on the work-nonwork interface for Community, Work and Family and have an "in press" book chapter for Kristen Shockley's forthcoming work-family handbook that focuses on regional differences and the work-family interface. Other updates include the submission of a grant to the National Institutes of Health. This is a randomized clinical trial of a brief mindfulness-based intervention for substance abuse treatment professionals. Next on the docket are studies focusing on mindfulness in relation to mentoring, an experience sampling study examining the physiological effects of mindfulness of a range of employee outcomes, and several collaborative projects with graduate students.

On a personal note, my sister and I are doing our second leg of the Camino de Santiago ("The Way of St. James") in May, walking about 160 miles from Burgos, Spain to Santiago de Compostela, Spain. My family and I will also be living in Innsbruck, Austria for 6 weeks this summer as I teach for the 7th time in the University of New Orleans International Summer School. As if this is not enough travel, we also just bought a camper (actually a "glamper") and are hitting the State Park System in Georgia on the weekends. Life doesn't get much better than this!

Karl Kuhnert

I have kept busy working on the following publications:

Eigel, K. M., Kuhnert, K.W. (2016, June). The Map. Your Path To Effectiveness In Leadership, Life, and Legacy. Baxter Publishing.



Kuhnert, K.W. How Post-Conventional Leaders Lead (In Press). In J. Reams (Ed.) Leadership through Constructive Developmental Theory and Practice.

Kuhnert, K.W. Leadership Developmental Level and Performance: An Investigation of Gender Differences 2017, (In Press). Adult Development Journal.

Kristen Shockley

I have been spent most of this academic year working on a book that I am coediting, titled "The Handbook of Global Work and Family" published by Cambridge. The book includes 40 chapters from



scholars across the world, including a few UGA student and faculty authors. We are in the final editing phases and the book is set up to be published in 2018. I've also been working on a metaanalysis regarding the relationship between gender and work-family conflict. We found very little evidence for gender differences, contrary to the popular press idea that work-family issues are largely women's issues. The effects remained small no matter how we sliced the data. The paper is currently under 2nd review -

fingers crossed!

Faculty Updates, continued

Kecia Thomas

Effective July 1, 2016, I was promoted to the role of Senior Associate Dean, Franklin College of Arts & Sciences, UGA. Portfolio includes oversight of Faculty Affairs (faculty hiring,



promotion & tenure, all faculty leaves, leadership development, and grievances) and the college's Diversity Strategy. Congratulations on this exciting new role!

I've also kept busy last year participating in the following presentations and invited talks:

2016 Diversity In STEM. Annual meeting of the national STEM research honor society, Sigma Xi. Atlanta, GA. November.

2016 Panelist. "Communicating about underrepresented groups in STEM." Society to Advance Chicanos/Latinos and Native Americans in Science (SACNAS). Long Beach, CA. October.

2016 Creating Engaged and Inclusive Staff. Department of Detention and Correction/Liberty Healthcare Corporation. Rushville, IL. June.

2016 Invited speaker and panelist. Mentoring workshop on diversity & STEM. Vanderbilt University. Nashville, TN. June.

2016 Creating Engaged and Inclusive Faculties. Department of English, University of Wisconsin -Lacrosse. Lacrosse, WI. May.

Student Accomplishments

Muriel Clauson won the \$35,000 2016 Global Impact Competition Scholarship sponsored by UGA, NASA, and Google to attend Singularity University. She has been featured in the Wall Street Journal and Fast Company discussing the impact of exponential technologies on the future of work. She has also been an expert contributor to Japan's Society 5.0 Initiative, an initiative hosted by the Japanese government to build policy around changing technologies, and i4j—Innovation for Jobs Think Tank, a think tank focused on producing solutions for the future of work and sponsored by Google.

Alexandra Harris was awarded a prestigious National Science Foundation Graduate Research Fellowship for her project "The Effect of a Personality-General Mental Ability Interaction on Job Performance," which proposes revising both the theory and methodology that has so far guided investigations of a personality -general mental ability interaction influence on job performance.

Cindy Maupin was just selected to receive an "Innovative and Interdisciplinary Research Grant" award for \$2,500 from the UGA Graduate school to support her dissertation research! Cindy's initial plans for her dissertation include leveraging social network theory and methods, data from approximately 130 comparable organizations, and computational modeling to enhance selection approaches for leadership development programs.

Student & Alumni Updates

Notes from the Office

by the Academy of Management Board of Governors to the leadership rotation of the Teaching and Learning Conference. This four year rotation starts as Communications Co-Chair Elect, then goes to Communications Co-Chair and Program Co-Chair Elect, followed by Program Co-Chair and Conference Co-Chair Elect to finally Conference Co-Chair. As a Leadership Gwinnett 2016 alumnus, he was appointed by the Board to serve as "Building Community Leaders Day" Co-Chair for 2017-18. He is also now an Associate Editor for Management Teaching Review.

Notes from the Program

THESIS DEFENSES:

Andrea Hetrick, Cindy Maupin, and Lane Siedor successfully defended their theses.

COMPREHENSIVE EXAMS:

Andrea Hetrick passed written and oral prelims.

DISSERTATION DEFENSES:

Dr. Cavan Gray, Dr. Anna Hulett, Dr. Katie Kinkade, and Dr. Allison Siminovsky successfully defended their dissertations. Congrats all!

JOBS & INTERNSHIPS:

Alexandra Harris accepted an internship at HumRRO beginning in May.

Notes from Home

Dr. Beth Bynum ('10) would like to announce the birth of her second son, Reid Owen Bynum, pictured left/top, born March 14.

Dr. Katie Kindade ('17) and Andy Jung announced the birth of baby Aiden, pictured right/bottom, on April 5 (6 weeks early!)

Andrea Hetrick got engaged to Ben Nargi on September 9, 2016.

Lauren Zimmerman got engaged in January, 2017.





Published By



I-O Psychology

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