

THE IOPSA NEWSLETTER

THE UGA INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY PROGRAM

FALL 2013-SPRING 2014

A WORD FROM OUR PRESIDENT:

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

It's hard to believe another year is coming to a close – a year filled with exciting accomplishments by UGA I-O students and faculty. It is my pleasure to recount a few of the ways we have reached new goals, both within our own program as well as in the I-O community at large.

Within IOPSA we have strengthened our mission of mentorship and high involvement in order to facilitate success in research, academics, and applied work. This fall we welcomed a vibrant group of five new students and three transfer students, each with diverse experiences and interests; their vigor and commitment to the program energizes us all. We are looking forward to an incoming class of outstanding students in 2014!

As IOPSA evolves to support changing student and faculty needs, we have created two new positions

this year. Our diversity of officer broadens the scope of the program's activities so that we can learn from one another and celebrate our varying cultures. Also with the establishment of a social media chair, UGA I-O now has a presence on Facebook and Twitter where we share upcoming events and celebrate accomplishments.

Through professional development and community outreach activities, UGA I-O is continually gaining collaborators in research and applied work. Scholars from around the country have come to campus to present research and build relationships with students and faculty; the lively exchange of ideas and expansion of UGA's collaborative relationships continues to enrich our experiences. We have also deepened our ties within the UGA community by using our expertise to support local organizations; by partnering with Young Dawgs this year we have promoted our values of re-

search and mentorship even outside the Psychology Department.

A remarkable success in the program this year is the launch of the I-O Professional Master's program; this new venture offers curricula in HR and Leadership for professionals in Atlanta, as well as teaching and development opportunities for our PhD students and alumni. After working tirelessly to develop and approve the program, Karl Kuhnert now serves as the executive director of the Master's program in its inaugural year; Brian Hoffman has stepped up to assume the role of chair of the I-O PhD program. Congratulations to you both on your new roles!

In addition to exciting development within the program, we have been more productive than ever in research, as is evidenced by the impressive list of publications! In an exciting new

ranking study of international I-O programs, UGA ranked second in research publications in the top journals in our field; we were also ranked in the top ten in overall productivity and in SIOP presence. We are thrilled to have students and faculty producing and presenting research at such a high level. Our I-O students swept the awards at the UGA Psi Chi conference in 2013, and we have a strong contingent of students and faculty headed to Honolulu for SIOP in May! We hope to see many of y'all there!

Cheers,
Colby

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UPCOMING EVENTS

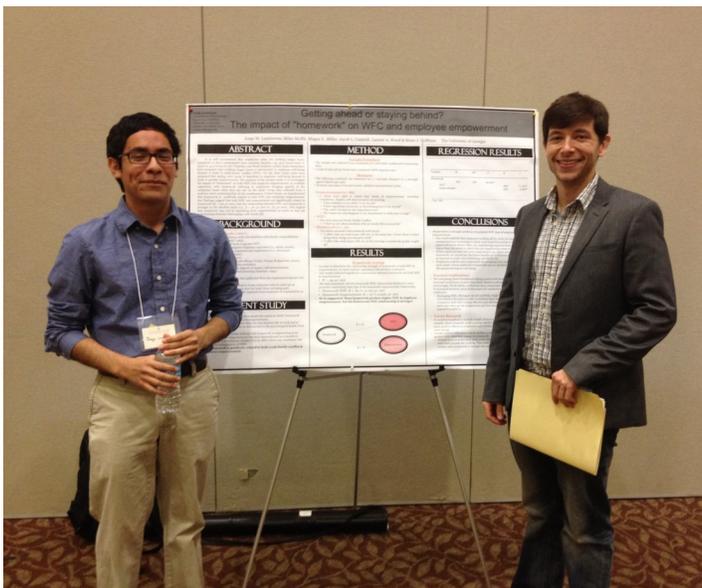
SIOP 2014: Honolulu, HI

This year the SIOP reception will take place on Friday, May 16 from 7-9 pm at the Rum Fire at the Sheraton Waikiki. The Sheraton Waikiki is a short walk or drive from the Hilton and is nicely situated to watch the sunset over the Pacific Ocean.

This year's celebration will include a selection of appetizers and native Hawaiian treats as well as a ticketed and cash bar.

If you have any questions about the event feel free to contact me at wmclane@uga.edu. I look forward to seeing you in Honolulu!

-William McLane, SIOP Reception Chair



See pg. 22 for upcoming conferences.

PROFESSIONAL AWARDS & ACCOMPLISHMENTS

Anna Hulett was awarded 3rd Place Paper Presentation at the 2013 UGA Psi Chi Conference for presenting her paper, “ADHD in the Workplace: An Examination of Potential Counterproductive Workplace Behavior.”

Katie Kinkade received the 2013 Donald L. Grant Award, which is awarded annually to the most outstanding Master of Science Thesis in the Industrial-Organizational Psychology Program.

Lindsay Brown was awarded the 2014 Graduate Diversity Research Scholarship for her paper, “Understanding the Impact of Mentor Social Dominance on Protégé Professional Identity and Commitment.”

Cindy Maupin was awarded 1st Place Paper Presentation at the 2014 UGA Psi Chi Conference for presenting her proposal titled, “Modern Leadership Tools for Organizational Success.”

Melissa Mitchell 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.

Ali Siminovsky started a fellowship in Metrics & Design at Novo Nordisk in December 2013.

Julia Sauer is currently interning with IBM (formerly IBM Kenexa).

Mia Tran will start a post-doctoral fellowship at Muhlenberg College in Pennsylvania.

Rachel Williamson received the 2014 Graduate School Dean’s Award. This award gives her \$1,000 towards the costs of conducting her thesis research. This award is given to 12 students annually to help graduate students complete their degree.

Faculty members **Drs. Brian Hoffman and Lillian Eby** have been appointed as Associate Editors for two major I-O journals! Dr. Hoffman has been appointed as an Associate Editor for the Journal of Management, and Dr. Eby has been appointed as an Associate Editor for the Journal of Applied Psychology.

Dr. Lillian Eby was honored at the Georgia-South Carolina football game in September for her outstanding achievements in creative research. She received the William A. Owens Award for her significant contributions to the field of I-O psychology and her work regarding the efficacy of mentoring relationships, especially the topic of “negative mentoring,” and her recommendations for mentoring programs.



GRANTS

Mia Tran was awarded an Asia-Georgia Internship Connection grant to work in Thailand and Cambodia this summer. Her focus will be on women's empowerment and social change.

Malissa Clark received a grant from the National Institute for Occupational Safety and Health (NIOSH)/Sunshine ERC Pilot Research Project Grant for her project "A Survey of Mature Workers and Their Spouses: Experiences at Work and Home." Malissa also received a grant from the Society for Industrial and Organizational Psychology (SIOP) Foundation for her project "Boundary Violations: Positive and Negative Consequences of Daily Work-Family Interface."

SPECIAL FEATURES

Psychology Mentoring Program

2013-2014 was a great year for the Psychology Mentoring Program. We currently have 90 undergraduate student protégés and 70 graduate student mentors enrolled in the program, and have experienced tremendous growth since 2012. The mentoring program has also experienced growth in the number of protégés interested in I/O - from 2 in 2012 to 14 in 2014. Of these 14, 8 are currently in I/O research labs. This is reflective of the general increase in interest in our field among undergraduate psychology students this year. Our success with the Psychology Mentoring Program will be presented at this year's SIOP convention in an IGNITE talk by Andrea Hetrick.

Thank you to the 13 I/O mentors (Ada Guan, Andrea Hetrick, Cavan Gray, Cindy Maupin, Colby Kennedy, Cori Bazemore, Jacob Martin, Lauren Zimmerman, Lindsay Brown, Melissa Mitchell, Rachel Williamson, William McLane, and Yi Fan) who are enrolled in the program and continue to provide excellent mentoring to the next generation of I/O graduate students! Your expertise and guidance is highly appreciated among the undergraduate students. Thank you for your continued service to the program and the field!

-Melissa Mitchell, Coordinator

Alumni Highlight

Dr. Mike Mumford was named the first William "Doc" Owens Distinguished Alumnus. We had the pleasure of having him visit us this spring. Congrats Dr. Mumford!



SPECIAL FEATURES CONTINUED...

Officer List:

President - Colby Kennedy
Vice President of Finance - Katie Kinkade
Vice President of Programs - Melissa Mitchell
Reception Chair - William McLane
Recruitment Chair - Andrea Hetrick
Events Chair - Lauren Zimmerman
Records/Social Media Chair - Cindy Maupin
Newsletter Chair - Samia Shaikh
Philanthropy Chair - Rachel Williamson
Diversity Chair - Cori Bazemore
Program Advancement Chair - Bob Sleight



Philanthropy

IOPSA Philanthropy has worked closely this year with the Young Dawgs program here at the University of Georgia. Young Dawgs is a prestigious high school internship program designed to provide high school juniors and seniors with opportunities to participate in internships in areas related to their career interests. We look forward to utilizing our I/O resources to give research opportunities to these bright students and to give back to the local community!

-Rachel Williamson, Philanthropy Chair

Social Events

Hi everyone! Throughout this year, IOPSA has hosted various fun and entertaining social events to get IOPSA members out of the classroom and enjoy time together! Many of our events this year, followed in the footsteps of last year's events and hopefully they will continue on as annual IOPSA traditions! To start off the year, we set our first year students off on a scavenger hunt to explore campus and downtown Athens, as well as get to know each other a little better. In the fall, we all got a little creative with our BYOP ("Bring Your Own Pumpkin") Decorating Party, in which we all decorated pumpkins while enjoying some fall treats too! As November rolled around, the excitement mounted for IOPSA's annual Thanksgiving Potluck, which brought students and faculty together to enjoy countless potluck dishes, from which no one left hungry! After ringing in the New Year and embarking on a new semester, we held a back-to-school Hot Chocolate Social that was only complete with marshmallows and whipped cream! To celebrate all the love we have for I/O (and our love for sweets!) we had a Valentine's Day Cooking Decorating Social, in which we, once again, used our creative skills to decorate cookies and of course we enjoyed their deliciousness as well! We ended our year with IOPSA's annual "Spring Fling" event, which was another great opportunity for everyone to take a break and enjoy each other's company!



-Lauren Zimmerman, Events Chair

SPECIAL FEATURES CONTINUED...

Social Media

This year I have had the honor of serving as the newly established Records and Social Media chair for IOPSA. The Social Media component was added to the Records Chair position in order to manage the online "brand" of the UGA I-O Program. My new responsibilities have included posting important announcements, sharing the new student profiles, publicizing Brownbag presentations, and recognizing the outstanding accomplishments of our faculty, students, and alumni! I'm proud to announce that we've created a strong presence for UGA I-O on both Facebook and Twitter, so check us out on Facebook at <https://www.facebook.com/ugaiopsychology> and follow us on Twitter at @IOatUGA for the latest updates! Our students' association is a major part of the UGA I-O experience, so we've also created separate social media outlets for IOPSA for reference by both current and prospective students! To keep up with IOPSA's events and announcements, visit us at <https://www.facebook.com/ugaiopsa> or @IOPSAatUGA! I'm very proud of the progress we've made so far with this new position, and I'm excited to see how our online presence continues to advance our program!

-Cindy Maupin, Social Media Chair



Diversity

Hello everyone! It has been a great honor to serve as IOPSA's first ever Diversity Chair this year. Some of the things that I am hoping to get accomplished are to set up a diversity committee among all of the graduate psychology programs, host a fun cultural social event with the help of the Events Chair, and to spruce up the lounge to create a more welcoming atmosphere for all. So far we have put up a huge beautiful world map where students have placed pins of where they are from and where they have worked while in our program. It is an awesome display of our diversity and hard work!

-Cori Bazemore, Diversity Chair

Recruitment

As recruitment chair and with the help of all the students and faculty of our program, we have hosted recruitment visits for five prospective students. Also for recruitment chair, Lauren Wood and I have put together a handbook for new students on the I-O psychology program homepage. For our new students, I planned meet and greet meetings with six of the faculty. Finally, I also set up a Dropbox account for the program to help our students collaborate with one another.

-Andrea Hetrick, Recruitment Chair

SPECIAL FEATURES CONTINUED...

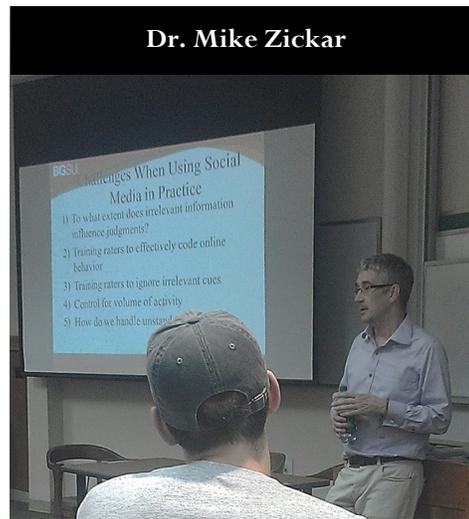
Professional Development

The I/O Program has been privileged to host several fantastic speakers this year! We opened our 2013-2014 Brown Bag season by hearing IGNITE talks from seven of our graduate students (Ada Guan, Alex LoPilato, Andrea Hetrick, Anna Hulett, Melissa Mitchell, and William McLane). A highlight was Alex LoPilato's five-minute rapid-fire discussion of Bayesian Generalizability Theory! In September, we hosted Dr. Mike Zickar from Bowling Green State University, who discussed emerging research on the use of social media for personnel selection. It was great to hear an academic perspective on this increasingly common practice (and we got to hear some stories about Nathan as a graduate student!). Dr. Sam Hunter visited the program from Penn State in October and presented his research on the roles of personality and supportive climate in creativity and innovation. It was great to learn about the unique ways Dr. Hunter was able to measure innovation in a lab setting, and to understand more about how personality affects the creative process. In November, Dr.



Dr. Derek Avery

Howard Weiss came from Georgia Tech to discuss his fascinating research on emotional influences on job performance through attentional misallocation. The graduate students



Dr. Mike Zickar

had a really interesting Q&A session with Dr. Weiss, where we picked his brain about innovations in the measurement of emotion and work experience. We also had the pleasure of hosting Dr. Derek Avery from Temple University in February. Dr. Avery discussed the results of four studies of how leader race affects consumer behavior in professional sports settings. The students really enjoyed hearing his perspective on career options for I/O graduates, and were really impressed with his use of sports data! In March, we will be hosting Dr. Mike Mumford, an alumni of the I/O program, from the University of Oklahoma. Dr. Mumford will be sharing his research on developing creative capacity. On behalf of everyone in the I/O program, I would like to sincerely thank this year's speakers for sharing their research, experience, and time with the program. Hearing from you all has been an amazing learning opportunity for us, and we are so lucky to have been able to meet some of the leaders in our field!

-Melissa Mitchell,
VP of Programs



Dr. Sam Hunter

MEET OUR NEW STUDENTS!

Angie Beiler

Hi, everyone! I'm Angela (Angie) Beiler, and I'm originally from Glendale, Arizona. I graduated from Arizona State University, dual-majoring in Psychology and Criminal Justice. I got my Master's in I-O Psychology at Auburn University, and followed Malissa Clark here to UGA.

I had initially planned on pursuing a career in the criminal justice field, and signed up for an organizational behavior class just to fill a psychology elective. I fell in love with I-O from day one, and took some business classes to make up for the lack of an official I-O program. My current research focuses on the impact of mood in the workplace, workaholism, and work-family issues. Everyone here has been extremely outgoing and helpful, making the transition between programs as smooth as possible! I've loved hearing so many new perspectives here at UGA, and thoroughly look forward to spending the next couple years here in Athens



Andrea Hetrick

Hey Ya'll! (Being from the north, I'm a huge fan of ya'll)

Although I was born a cheese-head in Appleton, Wisconsin (Go Pack Go!), I was raised in Walnutport, Pennsylvania with a younger sister and two younger brothers. I graduated from Penn State University with a psychology degree in May of 2013.



Penn State has a strong I-O program, and I was able to take several I-O related courses and work in Dr. Sam Hunter's Leadership and Innovation Lab and Dr. Rick Jacob's Leadership Assessment Center. Additionally, was an intern at the International Center for the Study of Terrorism and found it very interesting to apply I-O to researching terrorist organizations.

These undergraduate experiences made me interested in leadership and consideration behaviors in organizations, so I am glad to be working with Dr. Brian Hoffman. His position in FIFA as a midfielder also make us a good fit for each other, as I played midfield on Penn State's club soccer team and currently play on an intramural team. I decided to come to UGA because of the socially supportive culture of the students and faculty here. It's been great getting to know everyone, and the program has turned out to be all I could have wanted and more. I am so excited about starting this new experience as a graduate student and Georgia resident!

NEW STUDENTS CONTINUED...

Cindy Maupin

Hey y'all! My name is Cindy Maupin, and I'm originally from St. Louis, MO. I went to the University of Missouri for undergrad and majored in psychology, but I didn't know my true passion for I-O Psych until I worked as a leadership consultant for my sorority's national headquarters!

I spent two years traveling all over the country and ultimately worked with over 2,300 women at 26 universities. This applied experience solidified my interest in leadership development, and now I have the honor of exploring this area further under the direction of Dr. Karl Kuhmert!

After meeting the students and faculty members in the I-O program at UGA, I instantly knew I had found the perfect fit for me. The accomplishments of the program, supportive environment, and opportunities for growth here have made Athens and UGA my home away from home! Although my SEC football loyalties are challenged whenever Georgia plays my Mizzou Tigers, it's been a blast cheering on the Dawgs at every other home game!



William McLane

Hi everyone! I'm William McLane and I am from Atlanta, GA. I finished my B.S. at UGA in the spring of 2011 and spent the following two years exploring different areas of psychology before deciding to pursue I-O.



I was initially interested in clinical and counseling psychology (like so many of us) and spent over a year working with local mental health providers in crisis counseling and outpatient case management. I was introduced to I-O through my classes at UGA and from working in Rob Mahan's lab, where I gained research experience using policy capturing methods to examine coworker medical marijuana use and in measuring performance decay in the military. The combination of my experience working in mental health and my exposure to I-O through undergraduate classes and research solidified my passion for I-O and sparked my interest in employee well-being and measurement. I decided to stay at UGA and work with Rob because of the challenging program, supportive environment, and wonderful people here! In addition to employee well-being, my research interests include applied cognition and developing measurement tools and interventions with mobile platforms.

When I am not working on research or classes you will find me outdoors, playing music, watching hockey (R.I.P. Thrashers), or excavating dinosaur bones.

NEW STUDENTS CONTINUED...

Samia Shaikh

Hey everyone! My name is Samia Shaikh. I am an (almost) lifelong resident of Farmington, CT and am enjoying my time here in the South so far! I graduated from Skidmore College in Saratoga Springs, NY in 2011 with a B.A. in Psychology. While at Skidmore, I developed an interest in learning more about diversity in the workplace, and wrote my Senior Capstone Paper on the topic. This was the start of my interest in I/O psychology.

After graduating, I worked and was also a research assistant at the University of Hartford, where I studied how physiological regulation is related to trauma, in particular for individuals with subclinical PTSD. During this time I continued to learn more about I/O psychology and determined that I wanted to pursue a graduate degree in the field, studying psychometrics, selection, and diversity.

While I chose to attend UGA in order to learn about my research interests, the biggest factor in selecting this program was the combination of great people and program culture.

I have adjusted to living in Athens very well, thanks to such a great group of people. In the program, I work under Dr. Nathan Carter studying applied psychometrics but I am looking forward to collaborating with others during my graduate career here!

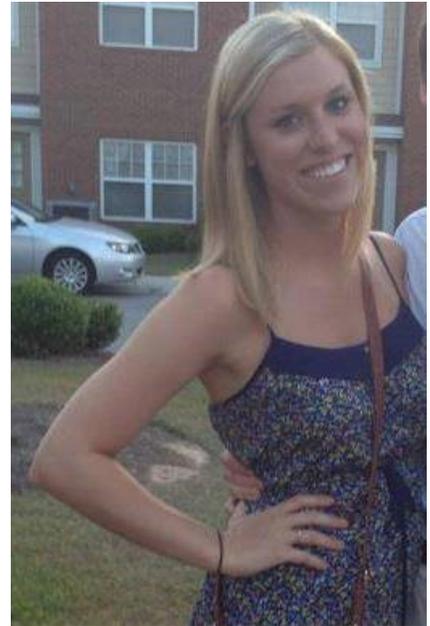
Aside from research, I enjoy catching up on sleep, befriending the I/O pups, and pretending to have a social life.



Rachel Williamson

Hey ya'll! My name is Rachel Williamson

and I am originally from Charlotte, North Carolina. I only lived 10 minutes from the South Carolina border; however, so I've always identified as more of a South Carolinian! I graduated from the University of South Carolina with a



degree in psychology. I took a psychology course in Industrial/Organizational psychology and immediately knew this was the specialty area I was meant to pursue! However there was not an I/O field at the University of South Carolina, so I became involved with a School Mental Health Lab which helped me gain a ton of research experience! I am still figuring out my specific interests in I/O, but I am currently focusing on personality disorders in relation to the Big 5. I plan to go into a career in academia one day to become a tenured professor!

NEW STUDENTS CONTINUED...

Lauren Zimmerman

Hi everyone! I'm Lauren Zimmerman and I'm originally from the good ole' civil war town of Gettysburg, PA. I graduated from High Point University in High Point, NC with a B.S. in psychology and a minor in Human Relations.

Since I grew up with a mother who has a psychology degree, I knew I wanted to pursue a degree in psychology but didn't quite know what area of psychology. However, while I was an undergraduate, I had the opportunity to take an I/O psychology class, which instantly caught my interest! Additionally, I was fortunate enough to intern at the Center for Creative Leadership during my senior year. My great internship experience at CCL really solidified my decision to pursue I/O psychology!

Prior to being apart of UGA's I/O psychology program, I completed one year in Auburn University's I/O psychology program with Malissa Clark. Therefore, currently, I'm working with Malissa Clark and my research interests include work-family issues, emotions in the workplace, workaholism, and women's experiences reentering the workplace after a career break.

Just within a few months, I've come to love UGA as well as Athens! Everyone in the program has been so welcoming and I've really enjoyed getting to know everyone as well! When I do happen to have free time, I enjoy running, baking, and enjoying time with family and friends. Overall, I'm so happy to be apart of UGA's I/O program and I'm looking forward to next few years here!



First-Years at the IOPSA
Spring Fling!

SO MANY PUBLICATIONS!

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- 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. (2013). An interdisciplinary meta-analysis of the potential antecedents, correlates, and consequences of protégé perceptions of mentoring. *Psychological Bulletin*, *139*, 441–476. doi:10.1037/a0029279
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- Muilenburg, J. L., Laschober, T. C., & Eby, L. T. (2014). Climate for innovation, 12-step orientation, and tobacco cessation treatment. *Journal of Substance Abuse Treatment, 46*, 447–455. doi:10.1016/j.jsat.2013.10.016
- Muilenburg, J. L., Laschober, T. C., & Eby, L. T. (2014). Organizational factors as predictors of tobacco cessation pharmacotherapy adoption in addiction treatment programs. *Journal of Addiction Medicine, 8*, 59–65. doi:10.1097/ADM.000000000000008
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- Rosopa, P. J., Schroeder, A. N., & Hulett, A. L. (2013). Helping yourself by helping others: Examining personality perceptions. *Journal of Managerial Psychology, 28*, 147–163. doi:10.1108/02683941311300676
- Roth, R. M., Lance, C. E., Isquith, P. K., Fischer, A. S., & Giancola, P. R. (2013). Confirmatory factor analysis of the Behavior Rating Inventory of Executive Function-Adult Version in healthy adults and application to attention-deficit/hyperactivity disorder. *Archives of Clinical Neuropsychology, 28*, 425–434. doi:10.1093/arclin/act031
- Spell, H. B., Eby, L. T., & Vandenberg, R. J. (2014). Developmental climate: A cross-level analysis of voluntary turnover and job performance. *Journal of Vocational Behavior, 84*, 283–292. doi:10.1016/j.jvb.2014.02.001
- Thomas, K. M., Plaut, V. C., & Tran, N. M. (Eds.). (2014). *Diversity ideologies in organizations*. New York, NY: Routledge.
- Thornton, G., Rupp, D., & Hoffman, B. J. (under contract for publication in Summer 2014). *Assessment center methods: Alternatives for strategic talent management*. New York, NY: Routledge.
- Tran, N. M., Thomas, K. M., & George, K. (2014). The intersection of organizational and individual diversity ideology on diverse employees' perceptions of inclusion and organizational justice. In K. M. Thomas, V. C. Plaut, & N. M. Tran (Eds.), *Diversity ideologies in organizations* (pp. 205–232). New York, NY: Routledge.

CHECK OUT OUR POSTERS & PRESENTATIONS!

- Beiler, A. A., & Clark, M. A. (2014, May). *The influence of task characteristics and mood on multitasking performance*. Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Beiler, A. A., Provolt, L., Zimmerman, L. M., & Clark, M. A. (2014, May). *Workaholism as a moderator of the job demands—burnout relationship*. Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Brown, B. L., & Eby, L. T. (2014, May). Symbolic immortality: Understanding mortality awareness and meaningful work behaviors. In L. T. Eby & B. L. Brown (Chairs), *What is it to you? Understanding differences in meaningful work*. Symposium to be conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Butts, M. M., Eby, L. T., Allen, T. D., Mitchell, M. E., & Muilenburg, J. L. (2014, May). Work-nonwork balance and health-related outcomes: A latent growth modeling approach. In H. Odle-Dusseau (Chair), *What is balance? Gaining consistent definition, assessment, and prediction*. Symposium to be conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Carter, N. T., Birkelbach, D., Wood, L., Lance, C. E., & Hoffman, B. J. (2014, May). *Sign of the times: Dynamic criteria in the modern workplace*. Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Clark, M. A., & Ensher, E. A. (2014, May). Opting out and opting in: Developing a research agenda. Roundtable discussion to be conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Cooperstein, J., Cushenbery, L., Hetrick, A., Fairchild, J., & Hunter, S. (2014, May). *Enhancing team creativity through psychological safety and P.A.S.S.* Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Cushenbery, L. D., Hetrick, A., Fairchild, J., & Hunter, S. (2014, August). *Recovery from private and public mistakes: Apology reduces leader avoidance of followers*. Paper to be presented at the meeting of the Academy of Management, Philadelphia, PA.
- Cushenbery, L., Hetrick, A., Naude, M., Stelman, S., Parker, M., Slezak, T., & Hunter, S. T. (2014, May). Narcissistic leaders' reactions to failure: Avoiding a resolution with followers. In B. Hoffman & A. Hetrick (Chairs), *The narcissistic leadership paradox: Causes, consequences, and responses*. Symposium to be conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

POSTERS & PRESENTATIONS CONTINUED...

- Cushenbery, L., Stelman, S., & Hetrick, A. (2014, May). *IGNITE lightning round: Mentoring undergraduate students in I/O psychology*. IGNITE lightening round to be chaired at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Eby, L. T., & Brown, B. L. (2014, May). *What is it to you? Understanding differences in meaningful work*. Symposium to be chaired at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Eby, L. T., Mitchell, M. E., Gray, C., Provolt, L., Fortune, E., Goodie, A., & MacKillop, J. (2013, July). *How gambling affects work and non-work life: An exploratory study*. Poster presented at the meeting of the American Psychological Association Convention, Honolulu, HI.
- Eby, L. T., Mitchell, M. E., Provolt, L., Gray, C., Fortune, E., MacKillop, J., & Goodie, A. (2013, July). *Gambling, coping, and the work-nonwork interface: A qualitative investigation of frequent gamblers*. Paper presented at the International Conference of Work and Family, Barcelona, Spain.
- Gay, J. L., & LoPilato, A. C. (2014, May). *Motivational and ecological profiles of insufficiently active adults explain future physical activity behavior*. Paper to be presented at the meeting of the International Congress on Physical Activity and Public Health, Rio de Janeiro, Brazil.
- Guan, L., Carter, N. T., Tryba, B. A., & Griffith, R. L. (2014, May). *Personality test faking as a shift in response process*. Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Guan, L., Carter, N. T., Fan, Y., Siminovsky, A., Hinds, T., & Listyg, B. (2014, May). The downsides of extreme conscientiousness: Unfolding models provide new insights. In S. T. McAbee & M. Biderman (Chairs), *Theoretical and practical advances in latent variable models of personality*. Symposium to be conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Hetrick, A., Cushenbery, L. D., Fairchild, J. Shapiro, J. Shah, M., & Hunter, S. (2014, August). *Being right or being sorry: Leader responses to task and relationship mistakes*. Paper to be presented at the meeting of the Academy of Management, Philadelphia, PA.
- Hetrick, A., LoPilato, A., Gentile, B., & Hoffman, B. (2014, May). Motivation to lead among narcissists: Be afraid. In B. Hoffman & A. Hetrick (Chairs), *The narcissistic leadership paradox: Causes, consequences, and responses*. Symposium to be conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Hetrick, A. L., & Mitchell, M. E. (2014, May). The formal psychology mentoring program at the University of Georgia. In L. Cushenbery (Chair), *Mentoring undergraduate students in I/O psychology*. IGNITE lightening round to be conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Hoffman, B., & Hetrick, A. (2014, May). *The narcissistic leadership paradox: Causes, consequences, and responses*. Symposium to be chaired at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Hulett, A. L. (2013, March). *An examination of Attention Deficit Hyperactivity Disorder and counterproductive workplace outcomes*. Paper presented at the University of Georgia Psi Chi conference, Athens, GA.
- Hulett, A. L., & Kuhnert, K. W. (2014, May). Adult Attention Deficit Hyperactivity Disorder and counterproductive workplace behavior. In A. L. Hulett & K. W. Kuhnert (Chairs), *What goes unseen: Mental disabilities in the workplace*. Symposium to be conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Hulett, A. L., & Kuhnert, K. W. (2014, May). *What goes unseen: Mental disabilities in the workplace*. Symposium to be chaired at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Kennedy, C. L., Hoffman, B. J., Carter, N. T., Lyons, B. D., Campbell, W. K., & Miller, J. D. (2014, May). *Employee off-duty deviance: Measurement, antecedents, and distinction from CWB*. Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Kennedy, C. L., Hoffman, B. J., Monahan, E. L., & Rowe, C. A. (2014, May). A taxonomic review of AC exercise characteristics. In R. W. Griffith & A. N. Tenbrink (Chairs), *Why assessment center exercises elicit variable performance: Unpacking differences*. Symposium to be conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Kennedy, C. L., Hoffman, B. J., & Lyons, B. D. (2013, August). *Exploring organizational concern for employee off-duty deviance*. Paper presented at the meeting of the Academy of Management, Orlando, FL.
- Kinkade, K. M., & Eby, L. T. (2013, May). *Predicting secondary traumatic stress: The relative importance of current, overall, and frequently of patient trauma*. Paper presented at the Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health™ Conference, Los Angeles, CA.

POSTERS & PRESENTATIONS CONTINUED...

- Kinkade, K. M., Provolt, L., & Eby, L. T. (2013, May). *Does identity matter? The moderating role of recovery status on professional stigma and burnout*. Paper presented at the Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health™ Conference, Los Angeles, CA.
- Kotrba, L. M., Denison, D., & Carter, N. T. (2014, May). Respondent versus response screening: Looking beyond the class clowns. In J. L. Huang & M. Liu (Chairs), *Insufficient effort responding to surveys: From impact to solutions*. Symposium to be conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Lance, C. E., (2014, May). *Statistical and methodological myths and urban legends: Part IX*. Symposium to be chaired at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Lance, C. E., Fan, Y., Siminovsky, A., Morgan, C., & Shaikh, S. (2014, May). *A rose is a rose – Is a “method” a method?* Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- LoPilato, A. C., & Carter, N. T. (2014, May). *SIMGGUM: A simulation program for generalized graded unfolding model data*. Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- LoPilato, A. C., & Carter, N. T. (2014, May). *The unification of Bayesian principles and generalizability theory*. Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Lorys, A., Dean, K., Provolt, L., Mitchell, M. E., Gray, C., & Eby, L. T. (2014, May). *Performance and engagement outcomes of gambling interference with work and nonwork*. Poster to be presented at the meeting of the Association for Psychological Science, San Francisco, CA.
- Martin, J. (2014, May). *Foul play: Race and the glass cliff in the NBA*. Paper to be presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Siminovsky, A. B., Shyamsunder, A., & Gopalkrishnan, P. (2014, May). *Dysfunctional leadership: Through the eyes of the beholders*. Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Sliter, M., Carter, N. T., Boyd, L., Yaun, Z., & McIntire, T. (2014, May). *The use of snowball sampling in organizational research*. Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Taylor, S. N., Gentry, W. A., & Hulett, A. L. (2013, August). Impact of leader competency type with leader promotability: Extending self-other agreement research. Presented at the meeting of the Academy of Management, Orlando, FL.
- Wood, L., Hetrick, A., & Hoffman, B. (2014, may). Changes in the prevalence of meaningful work since 1975. In L. T. Eby & B. L. Brown (Chairs), *What is it to you? Understanding differences in meaningful work*. Symposium to be conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.



Enjoying IOPSA's Annual Thanksgiving Potluck!

A MESSAGE FROM OUR PROGRAM CHAIR

Greetings Alumni and Friends of UGA- IO,

We recently completed an internal study of our doctoral program, and we're excited to share the results with you. UGA I-O is formally affiliated with four SIOP fellows, has Associate Editors positioned at the top three highest impact journals in the area of Psychology-Applied: Journal of Management, Journal of Applied Psychology, and Organizational Research Methods, and has generated over \$7 million in grants and contracts since 2006.

On the basis of recent benchmarking and productivity studies from SIOP, we compiled the following rankings. Relative to other doctoral Programs, UGA I-O ranked:

- 2nd in publications in Top 10 Journals since 2003
- 5th in publications in Top 10 Journals, all time
- 4th in total publications since 2003
- 7th in the number of SIOP Presentations since 2003
- 8th in number of SIOP members produced, all-time

Thank you to our faculty and, especially, students and alumni who have made UGA such an extremely productive and satisfying place to work and learn. We are proud of all that we have accomplished together over the years.

As we look toward the future, we believe that the best is yet to come from UGA-IO. In recent years we have hired two outstanding Assistant Professors in Malissa Clark and Nathan Carter, opened the doors to UGA's Professional Masters in IO Psychology under the stewardship of Karl Kuhner, initiated a guest lecturer series that hosted six leading researchers, and implemented a mentoring program targeting toward placing more UGA undergraduates in I-O Psychology doctoral programs (administered by doctoral student Melissa Mitchell). We sincerely appreciate your continued support in helping us reach our goal of being the premiere I-O Psychology Program in the world.

Warm regards,

Brian Hoffman, Chair

Industrial-Organizational Psychology Program

FACULTY UPDATES

DR. NATHAN CARTER

I've been ramping up work that I'm doing on scoring personality tests using unfolding models and how using these techniques can help us better understand how extreme standing on traits we typically regard as positive (e.g., conscientiousness) can have sub-optimal outcomes both at work and in life. The first of these investigations was recently accepted at the *Journal of Applied Psychology*, so I am hopeful that other studies in this area will be well-received.



Some big things happened this year. My little brother was married in Lexington, KY and I had the honor of being his best man. I went to South Africa for the first time to present research and plan collaborations between myself, Brian Hoffman, and our friends at the University of Johannesburg. Finally, my girlfriend Dorothy and I are preparing to FINALLY move into a house in Athens from our current place in Lawrenceville. We are both quite ready to give up the commuter town lifestyle!

FACULTY UPDATES CONTINUED...

DR. LILLIAN EBY

In August of 2013, Lillian was named the Director of the Owens Institute for Behavioral Research (OIBR) at UGA. OIBR is a service unit under the Office of the Vice President for Research which promotes excellence, innovation, and collaboration in the social and behavioral sciences. The institute currently administers over \$11 million dollars in extramural funding annually and houses six centers of excellence (Center for Research on Behavioral Health & Human Services Delivery; Center for Family Research; Center for Integrative Conservation Research; Center for Gene-Social Environment Transactions; Center for Contextual Genetics & Prevention Science; Center for Gambling Research) as well as four workgroups (Behavioral Economics and Neuroeconomics; Violence; Race, Class, Place & Outcomes; Neuroscience, Behavior & Cognition). In this new role, Lillian provides strategic direction for the institute and implements innovative programs to enhance internal customer service to faculty fellows and affiliates. Additional responsibilities include overseeing the faculty mentoring program, holding faculty retreats, chairing the Executive Committee, interfacing with deans, department heads, and faculty, as well as promoting the social and behavioral sciences to the UGA community and state of Georgia. She also maintains an active research program focusing on the work-family interface, mentoring, and occupational health. In January 2014 she became the Associate Editor for the *Journal of Applied Psychology*.



DR. GARY LAUTENSCHLAGER

This past Christmas my daughters surprised me with the gift of an acoustic guitar. That made my day! I had tinkered with a guitar much of my youth even into being an Assistant Prof, but had not played one for a very long time. I still don't have thick enough finger callouses yet, but it is nice to pick it up every now and then to make a joyful noise.



FACULTY UPDATES CONTINUED...

DR. MALISSA CLARK

This year I've focused on starting up my new research lab as well as several new research projects, including a study of women who have taken a career break, and a meta-analysis relating to work-family conflict dimensions. My two grant funded projects, which are both experience sampling studies of working couples, are both in the data collection stage and as a result, they have kept me and my lab very busy over the past few months!

Outside of work, I've been thoroughly enjoying my new role as "soccer mom" and "t-ball mom," as both of my kids joined their first sports teams this year. So, if I'm not at work, usually I'm at some sort of ball field!



DR. BRIAN HOFFMAN

The last year has been a busy one. Along with George Thornton and Deb Rupp, I have written a new book, entitled "Assessment Center Perspectives for Talent Management Strategies," lectured at the University of Johannesburg and University of Pretoria in South Africa, taken over as program chair of our PhD program, and begun my role as Associate Editor of the Journal of Management.



DR. KECIA THOMAS

This year has been a very busy but productive one. In August I took on the role of Interim Associate Dean. In this role I serve as a liaison to Faculty Senate, manage all personal and professional leaves, support the Social and Behavioral Science departments, and in general manage faculty affairs while also engaging in my diversity support activities. I've also been able to deliver invited addresses to numerous organizations and conferences related to my work on women of color in the STEM workplace at meetings such as the 3rd Annual International Gender Summit (North America) and the Accelerating Change meeting hosted by the Institute for Women's Policy and Research. This past January, *Diversity Ideologies in Organizations* was published. Chad (16) has been nationally recognized for photography and writing by the National Scholastic



Press Association, and Jordan (13) recently has added song writing and performing to her many talents. She won the 2014 Love Notes for Lukas open mic earlier this year.



FACULTY UPDATES CONTINUED...

DR. CHARLES “CHUCK” LANCE

By now, I'm sure that all of you in the IO program know that back on 28 AUG last year, I suffered a traumatic cycling accident that resulted in me fracturing my left shoulder. On 03 SEP I underwent surgery for the fracture and now carry around with me a titanium plate and 13 screws (I considered including an X-ray as Figure 1 but thought that it might be better shown by invitation only!). I spent virtually all of SEP last year in a recliner while healing and began physical therapy (PT) in early OCT. And I'm still in PT – it has been and, from what I understand will continue to be a protracted recovery. This has been the most traumatic event in my life.

But what my column is about is to express my sincere appreciation to all who have helped me along the way to recovery. Too often good deeds go unrecognized and I don't want that to happen in this case. First, thank to Melissa Mitchell and Nathan Carter for taking time out of their schedule to take me to and collect me from, respectively, the Gwinnett Medical Center where I had surgery. I'm sure I was quite a mess during both trips! Thank to all who contributed to a bountiful and delicious care package shortly after my return home, including Ada Guan and Yi Fan (Chinese dumplings), Chelsea Rowe (Jambalaya), Melissa Mitchell (Indian pork and potatoes), Andrea Hetrick (enchiladas) and I want to thank William McLane too but I cannot remember what he prepared (pesto?). If I'm forgetting anyone, please forgive me. Thank to Allison Siminovsky, Yi Fan and Chris Morgan for helping me get our SIOP proposal out. Without them I don't see how I could have produced anything intelligible. Thank to Malissa Clark and Nathan Carter for taking me to see my surgeon. Huge thank to Colby

Kennedy for covering for me in my 3990 class teaching correlation and regression and to Rob Mahan for covering two weeks on sampling distributions, the central limit theorem and hypothesis testing (my students told me later about your “dolphin” lecture!). Thank to Keith Campbell, Janet Frick and Adam Goodie for their flexibility in letting me make arrangements to cover my classes. Thank to all of my PSYC 8990 class members for putting up with my lectures while wounded in action. And thank to all who have lifted, carried, or moved something for me over the past few months. It's been, and will continue to be, a challenge but your help has made a difference.

I continue to work on rotator cuff strength training and can measure some success by the fact that I've been back on the bike three times now. It was painful and scary but gratifying. Golf is out of the question (at least for now), but as I explained to Karl, this may be one silver lining in all this. Keep doing good for others. It recycles.



FACULTY UPDATES CONTINUED...

DR. KARL KUHNERT

The most exciting news for me this year was the launch of the I-O professional masters program (IOMP). After three of years of meandering through the UGA and Board of Regents approval process we have our first class of students. The program is targeted at working professionals and is taught in Gwinnett on five weekends each semester. The community response has been terrific and we expect to have maximum enrollment in the Fall Semester. Check us out at iomp.uga.edu!

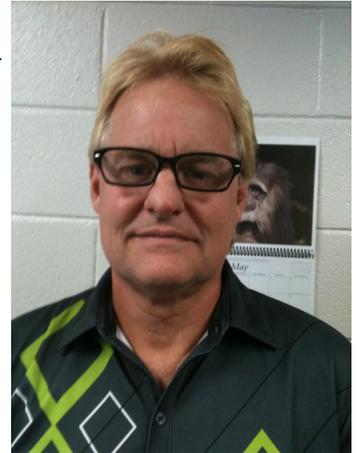
*Adventure is not outside;
it is within.*
—George Eliot

My family is doing very well. My wife, Gay is the star of her tennis team and doing a wonderful job raising our two daughters, Caroline (13) and Belle (11). Caroline plays volleyball and tennis for her school and Belle plays basketball and tennis. The kids take infinite pleasure in beating their dad in table tennis. On most week nights you catch Karl or Gay chauffeuring kids around the streets of Athens or waiting in line at Chic-fil-a.



DR. ROBERT MAHAN

We are getting in to the domain of big-data and what this means both from a modeling perspective (i.e., the mobile device becomes the survey instrument) as well as issues associated with privacy. A new proposal we have submitted examines what people know about privacy. Online social networks with tens of millions of users have dramatically raised concerns about privacy. One example is a father who discovers his daughter is pregnant because he begins receiving baby clothes advertisements in the mail after his daughter covertly orders a pregnancy test-kit online. Users, often willingly, share personal identifying information about themselves, but do not have a clear idea of who accesses their private information. For years credit card use has provided businesses detailed information on people's purchasing habits. However, the ability to access browsing information vis-à-vis browser analytics, widgets, beacons and advertising tracking software illuminates a simple predictive rule: just like the game 20 questions, if you provide enough answers (data) to seemingly remote questions about who you are, marketers, insurance companies (who love to count the number of motorcycle selfies on your FB page) and others will precisely know your identity in detail. The questions we are asking are related to what extent people understand the level of exposure they generally create through their online behaviors.



On a personal note, I'm preparing to participate in a charity event to ride my bike from Athens to Savannah. My derriere hurts already. I just can't stop thinking about the Friedrich Nietzsche quote "...if you gaze into the abyss the abyss also gazes into you". Lauren, Melissa, Rachel, I'll need a cookie!

CONGRATULATIONS!

Anna Hulett successfully defended her thesis in May 2013!

Laura Provolt got married to Hans Parshall on June 22, 2013!

Kerrin George defended her dissertation in the Summer of 2013!

Ali Boggs defended her thesis in the Summer of 2013!

Stefanie Beck defended her dissertation in October 2013!

Anna Hulett and Colby Kennedy ran their first full marathon in Atlanta in October 2013! They would like to thank everyone in the program, faculty and students alike, who supported us throughout training and even came to cheer for us at the finish line!

Ali Siminovsky and Bob Sleight passed prelims in the Fall 2013 semester!

Cori Bazemore proposed her thesis in November 2013!

Lauren Zimmerman proposed her thesis in January 2014!

Colby Kennedy defended her thesis in January 2014!

Angie Beiler got engaged to Ryan May on January 25, 2014!

Cori Bazemore got engaged on February 28, 2014!

Melissa Mitchell proposed her thesis in February 2014 and defended in April!

Jacob Martin, Colby Kennedy, & Anna Hulett passed prelims this Spring of 2014!

Julia Sauer proposed her dissertation and defended it this past April!

Alex LoPilato proposed his thesis!

Cavan Gray defended his thesis this May!

UPCOMING CONFERENCES

29th Annual Society for I/O Psych (SIOP) Conference

Hawai'i Convention Center & Hilton Hawaiian Village
Honolulu, HI
May 15-17, 2014



26th Association for Psychological Science Annual Convention

San Francisco, CA
May 22-25, 2014

74th Academy of Management Annual Meeting

Philadelphia, PA
August 1-5, 2014

173rd American Psychological Association Annual Convention

Washington, DC
August 7-10, 2014

Southern Management Association Annual Meeting (SMA)

Hyatt Regency
Savannah, GA
November 11-15, 2014

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THE IOP STUDENT ASSOCIATION

University of Georgia
228 Psychology Building
Athens, GA 30602-3013

Phone: 706-542-2174
Email the editor: sshaikh@uga.edu

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PLEASE COME BY

THE 2014 SIOP RECEPTION

The Rum Fire at the Sheraton Waikiki

2255 Kalakaua Ave

Honolulu, HI 96815

Date: Friday, May 16

Time: 7–9 p.m.