

THE IOPSA NEWSLETTER

From the UGA Industrial Organizational Psychology Student Association

Fall 2020

A Word from Our President

INSIDE THIS ISSUE

Word from the president	..1
Speakers & Professional Dev.	..2
New Students	..3
Student and Alumni Updates	..6
Publications	..8
Presentations	..11
Contact Information	..13

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

In spite of the challenges that came along with the COVID-19 pandemic, 2020 was another great year for the UGA I-O Psychology program. We transitioned to online and hybrid learning in March 2020, immediately following Spring Break. Our faculty and students were quick to adjust their syllabi class format to meet this challenge and were successful in their efforts. In addition, several faculty members sought funding in order to answer new and pressing research questions regarding workplace changes that resulted from the pandemic and produced results that will prove useful during the duration of the pandemic and beyond.

This semester, we gained seven new outstanding doctoral students, including a former graduate of the UGA Master's program. We said farewell to our most veteran faculty member, Dr. Gary Lautenschlager, who retired in

December. We continued to connect faculty and students to professional development opportunities and guest speakers through Zoom, which allowed us to welcome speakers from all over the country.

In this edition of the IOPSA Newsletter, I am excited to share with you all many outstanding publications and presentations from our students and faculty. We also have a number of exciting program related updates, including the recent appointment of Dr. Lillian Eby as editor-and chief of the Journal of Applied Psychology. Look forward to an interview with Dr. Lautenschlager in our Spring 2020 newsletter!

Thank you all for staying in touch and for continuing to make this program special!

- Riley Hess, IOPSA President



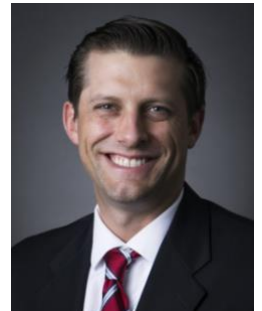


As many of you know, Lillian Eby was appointed Incoming Editor in Chief of the Journal of Applied Psychology in 2020. The journal had a banner year with a total of 1666 submissions, an increase of 66% over 2019. Starting January 1, 2021, Lillian is now in the role of Editor in Chief. She is really pushing the envelope in the areas of diversity and inclusion, open science and developmental reviewing and we are so proud of her efforts already. She has already led a Call for Papers on COVID-19 with Rapid Review which has generated 523 submissions AND an (in progress) Special Issues on

Racism in Organizations (led by Guest Editor, Quinetta Roberson from Michigan State University). To learn more about what Lillian and her team are up to, and plans for the future, check out this brief [“Welcome to JAP”](#) video.

Speakers and Professional Development

Dr. Chris Castille from Nicholls State University came to campus (virtually) in November to give a talk on open science titled: “From baby steps to best practices: Strategy and tactics for getting started with open science”.



Dr. Chris Wiese from the Georgia Institute of Technology came to campus (virtually) In October to give a talk on his current research on role transitions during the pandemic titled: “Transitioning to Remote Work During a Global Pandemic: Some Initial Findings”.

Our very own Dr. Lillian Eby, Dr. Malissa Clark, Dr. Brian Hoffman, and Dr. Kristen Shockley also each gave talks on their ongoing research projects related to the COVID-19 pandemic and how it is changing work and home life for many.

Our UGA IO Family Has Grown!



- Dorothy and Nathan Carter welcomed their daughter Sophia (pictured) into the world on 12/4/2020.
- Nick Haynes and his wife, Jessica, welcomed their daughter Wiley on 1/22/21.

Welcome New First Years!



Cassidy Gaddie

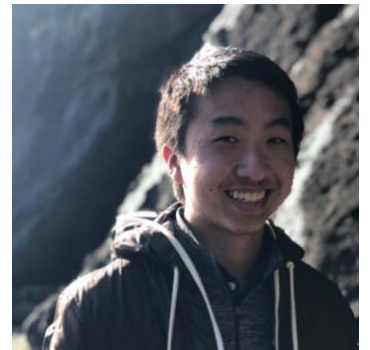
Hey, folks! My name is Cassidy and I'm originally from Norman, Oklahoma. I got my Bachelor's in Psychology at the University of Oklahoma, where I got to work in Dr. Mike Mumford's I/O Lab before coming to UGA. I'm working with Dr. Brian Hoffman and my research interests include leadership, changing nature of work, and how these occur in specialized settings such as nonprofits and healthcare organizations! Some of my hobbies include hiking, dancing, exploring thrift shops, and cuddling with my English bulldog Bandit. Although they have been unusual, I have loved my first few months in Athens

and UGA and can't wait to see what the future holds!

Joshua Pearman

Hi, all! My name is Joshua Pearman, and I'm from Corvallis, Oregon. I spent most of my childhood overseas in Surabaya, Indonesia, before returning to the U.S. I completed my B.S. in psychology at the University of Oregon in 2020. Currently, I am advised by Dr. Dorothy Carter in the LINC lab. My research interests include how individual differences, shared mental models, and human-machine teaming can influence a team's performance across various contexts. More specifically, I am interested in examining how a team's composition of personality traits and different areas of expertise will inform their ability to adapt in high-risk situations.

In my free time, I enjoy reading fiction and watching films. I also relax by playing Dungeons & Dragons or gaming with my friends.





Sierra Stryker

Howdy! My name is Sierra Stryker and I'm from Austin, Texas. I completed my Bachelors in Psychology at Texas A&M University where I was a chair on the Diversity and Inclusion Committee and volunteered with NAMI. At UGA, I am working alongside Dr. Neal Outland with Dr. Brian Hoffman as my secondary advisor. My broad research interests are teams, employment law, and older workers' interactions with automation and technology. My favorite place in Georgia is the botanical gardens where there's almost as many flowers as mosquitos. I am looking forward to getting to know Athens better in my time here!

Becky Harmata

Hello hello! My name is Rebecca Harmata, I go by Becky. I grew up in Janesville, WI, and went to CUNY Brooklyn College for undergrad where I studied psychology and philosophy, then moved to San Diego State University to pursue an MS in industrial-organizational psychology. Currently, I am studying organizational attractiveness, selection procedures, and personality and work with Dr. Nathan Carter. My hobbies currently include putting puzzles together, finding new places to watch the sunset, and trying new recipes to cook!



Ryan Grant

Hi everyone! My name is Ryan Grant, and I am from Sycamore, Illinois. I received my B.A. in Psychology with a minor in Molecular Neuroscience from North Central College in Naperville, Illinois in May of 2020. I am so excited to be here at UGA, where I am working with Dr. Kristen Shockley. Broadly, my research interests span work-family, computational modeling, changing organizational culture, and utilizing flexible work arrangements. Outside of school I enjoy exercising, traveling, reading, and being an avid sports fan.

Vincent Pair

Hello everyone, my name is Vincent Pair. Currently an assistant professor at Augusta University College of Nursing in Athens where I teach family nurse practitioners. I'm a registered & licensed dietitian, clinical toxicologist, and board certified & licensed family nurse practitioner. I moved to Athens in 2017 from Virginia after leaving active duty service in the Army. I was born in Lisbon, Portugal, but have lived on both coasts of the US and multiple places around the world. I will be working with Dr. Dorothy Carter on teams research, especially high risk teams such as the armed services and firefighters. I am also interested in how teams affect burnout among health care professionals. I've served in three branches of the military (Marines, Air Force and currently Army Reserve). I am a national and state certified firefighter and volunteer with Oconee County Fire Rescue. I love wake surfing and snowboarding. I'm looking forward to the I/O journey and am excited to be here.



Jared Richardson

Hi everyone, my name is Jared Richardson. I grew up all over the East Coast (Pennsylvania, Connecticut, Maryland, Virginia) before attending THE Ohio State University for undergrad. My academic interest have taken me from mechanical engineering, to physics, to film and media studies before finally finding my home in I-O Psychology. I am a Graduate Research Assistant in the Applied Psychometrics Lab under Dr. Nathan Carter. My research interests include personality, psychometrics, and emerging technologies in assessment. My hobbies include being a film buff, boxing fan, and always hunting for the perfect brunch spot.

Student and Alumni Updates

Professional Accomplishments and Awards

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

Designated Fellow status at the University of Georgia Owens Institute for Behavioral Research (**Kristen Shockley**)

National Science Foundation rapid response grant (\$199,574). RAPID: Collaborative Research: Adjustment and Effectiveness of Rapid Transition to Remote Work. (PI). May 15, 2020 – March 31, 2021. (**Kristen Shockley**).

Southeastern Conference (SEC) Faculty Achievement Award, University of Georgia (2020) (**Lillian Eby**).

The 2020 Charles B. Knapp Early Career Scholar Award, The University of Georgia. (**Dorothy Carter**).

Honorable Mention – The 2020 Owens Institute for Behavioral Research Rising Star Award (**Dorothy Carter**).

The Outstanding Teaching Award, UGA I-O Psychology Ph.D. Program (**Dorothy Carter**).

The Positive Organizational Citizenship Award, UGA I-O Psychology Ph.D. Program (**Dorothy Carter**).

Finalist - The Outstanding Graduate Mentoring Award, UGA Graduate School (Nominated by I-O PhD students) (**Dorothy Carter**).

George C. Thornton, III Graduate Scholarship, Society for Industrial and Organizational Psychology (**Nick Haynes**).

Anastasi Graduate Student Research Award, Division 52 – International Psychology, American Psychological Association (**Nick Haynes**).

Herbert Zimmer Research Scholar, I-O Psychology Program, University of Georgia (**Nick Haynes**).

Donald Grant Award for the Outstanding Master of Science Thesis, I-O Psychology Program, University of Georgia (**Nick Haynes**).

Jobs & Internships

Ben Listyg received a patent application from his data job at Wyzant.

Nick Haynes was appointed Assistant Editor at the Journal of Business and Psychology.

Nick Haynes was appointed Research Assistant at the Journal of Applied Psychology.

Program Milestones

Rose LeFevre-Levy defended her thesis: "An Examination of Boundary Management Behaviors and Career Success".

Nick Haynes defended his thesis: "Perceptions of market organizational culture, well-being, and organizational outcomes: Dual processes and differential outcomes."

Nick Haynes also passed his written and oral comprehensive exams.

Grants

National Science Foundation Graduate Research Fellowship Program (**Arturia Melson-Silimon**).

Publications

- Allen, T.D., French, K. A., Dumani, S., & **Shockley, K.M.** (2020). A Cross-national meta-analytic examination of predictors and outcomes associated with work-family conflict. *Journal of Applied Psychology, 105* (6), 539-576.
- Balducci, C., Spagnolli, P., & **Clark, M. A.** (2020). Advancing workaholism research. *International Journal of Environmental Research and Public Health, 17* (18), 6536.
- Chester, D. S., **Clark, M. A.**, & DeWall, C. N. (2020). The flux, pulse, and spin of aggression-related affect. *Emotion*. <https://doi.org/10.1037/em00000730>
- Carter, D.R.**, Cullen-Lester, C., **Jones, J.M.**, Gerbasi, A., Chrobot-Mason, D., & Nae, E. (2020). Functional leadership in interteam contexts: Understanding 'what' in the context of why? where? who? and when? *The Leadership Quarterly, 31*, 101378-101397.
- Carter, N.T.**, **Harris, A.M.**, **Listyg, B.**, **Lowery, M.R.**, **Williamson, R.L.**, **Conley, K.M.**, **Maupin, C.K.**, King, R.T., & **Carter, D.R.** (2020). Understanding job satisfaction in the causal attitude network (CAN) model. *Journal of Applied Psychology*.
- Clark, M. A.**, Smith, R. W., & **Haynes, N. J.** (2020). The Multidimensional Workaholism Scale: Linking the conceptualization and measurement of workaholism. *Journal of Applied Psychology, 105* (11). DOI: [10.1037/apl0000484](https://doi.org/10.1037/apl0000484)
- Eby, L.T**, **Shockley, K.M.**, Bauer, T., Edwards, B., Homan, A.C., Johnson, R.E., Lang, J., Morris, S., & Oswald, F.L. (2020). Methodological checklists for improving research quality and reporting consistency. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 13*(1), 76-83.
- Eby, L. T.**, Robertson, M. M., & ***Facteau, D.** (2020). Mindfulness and relational processes: An organizational perspective. *Research in Personnel and Human Resources Management, 38*, 57-102. (invited contribution).
- Eby, L. T. & Robertson, M. M. (2020). The psychology of workplace mentoring relationships. *Annual Review of Organizational Psychology and Organizational Behavior* (invited contribution), 7, 75-100.
- Eby, L. T., Shockley, K. M., Bauer, T. N., Edwards, B., Homan, A. C., Johnson, R., Lang, J. W. B., Morris, S. B., & Oswald, F. I. (2020). Methodological checklists for improving research quality and reporting consistency. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 13*, 76-83.
- French, K.A. & **Shockley, K.M.**(2020). Formal and informal supports for managing work and family. *Current Directions in Psychological Science, 29*(2), 207-216.

Publications continued...

- Harris, Alexandra M.**; McMillan, Jeremiah T.; **Listyg, Benjamin**; Matzen, Laura E.; and **Carter, Nathan** (2020) "Measuring Intelligence with the Sandia Matrices: Psychometric Review and Recommendations for Free Raven-Like Item Sets," *Personnel Assessment and Decisions*: Vol. 6 : Iss. 3 , Article 6. Available at: <https://scholarworks.bgsu.edu/pad/vol6/iss3/6>
- Llewellyn, N., **Carter, D.R.**, DiazGranados, D., Pelfrey, C., Rollins, L., & Nehl, E. J. (2020). Scope influence, and interdisciplinary collaboration: The publication portfolio of the NIH Clinical and Translational Science Awards (CTSA) Program from 2006 Through 2017. *Evaluation and the Health Professions*. 43(3), 169-179.
- Hirschi, A., Zacher, H., **Shockley, K.M.**(in press). Whole-life career self-management: A conceptual framework. *Career Development International*.
- Jones, J., Mohan, G., Trainer, H. & Carter, D.R.**, (forthcoming). The changing nature of teams: Recommendations for managing 21st century. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge handbook of the changing nature of work* (406-424). Cambridge University Press.
- Melson-Silimon, A.**, Salter, N.P., **Carter, N.T.** (2020). A historical review of U.S. LGBTQ employees' workplace experiences. In L.L Koppes Bryan (Ed.) *Historical Perspectives in Industrial and Organizational Psychology*, 161-183.
- Pendergraft, J.G., Carter, D.R., Trainer, H.M., Jones, J.M.,** Schecter, A., Shuffler, M., DeChurch, L.A., Contractor, N. (2020). S Supporting spaceflight multiteam systems throughout long-duration exploration missions: A countermeasure toolkit. In L. Landon, K. Slack, & E. Salas (Eds.), *Psychology and human performance in space programs* (237-257). CRC Press.
- Rollins, L., Llewellyn, N., Ngaiza, M., Nehl, E., **Carter, D.R.**, & Sands, J.M. (2020). Using the payback framework to evaluate the outcomes of pilot projects supported by the Georgia Clinical and Translational Science Alliance. *Journal of Clinical and Translational Science*. Published online ahead of print, doi: 10.1017/cts.2020.542
- Rudolph, C., Blake, A., **Clark, M.**, Hertel, G., Hirschi, A., Kunze, F., **Shockley, K.**, Shoss, M., Sonnentag, S., Zacher, H. (in press). COVID-19: Implications for research and practice in Industrial and Organizational Psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Shockley, K.M.**, Clark, M.A., **Dodd, H.**, & King, E.B. (2020, advance online publication). Work-family strategies during COVID-19: Examining gender dynamics among dual-earner couples with young children. *Journal of Applied Psychology*. <http://dx.doi.org/10.1037/apl0000857>

Publications continued...

- Smith, R. W., DeNunzio, M., **Haynes, N. J.**, & Thiele, A. (2020). The importance of appraisal in stressor-well-being relationships and the examination of personality traits as boundary conditions. *Journal of Managerial Psychology*. Advance online publication. [H ttps://doi.org/10.1108/JMP-11-2019-0649](https://doi.org/10.1108/JMP-11-2019-0649)
- Smith, J.G., Flynn, M.L., Shuffler, M.L., **Carter, D.R.**, & Thayer, A.L. (2020). Meetings as a facilitator of multiteam system functioning. In J. Allen, A. Meinecke, & N. Lehmann-Willenbrock (Eds), *Managing meetings in organizations (Research on Managing Groups and Teams, Vol. 20)* (pp. 231-250). Emerald Publishing Limited.
- Spagnoli, P., **Haynes, N. J.**, Kovalchuk, L. S., **Clark, M. A.**, Buono, C., & Balducci, C. (2020). Workload, workaholism, and job performance: Uncovering their complex relationship. *International Journal of Environmental Research and Public Health*.
- Trainer, H.M., Jones, J.M., Pendergraft, J.G., Maupin, C.K., & Carter, D.R.** (2020). Team membership change events: A review and reconceptualization. *Group and Organization Management*, *45*, 219-251.
- Wilson, M. G., DeJoy, D. M., Vandenberg, R. J., Padilla, H. M., **Haynes, N. J.**, Zuercher, H., Corso, P., Lorig, K. & Smith, M. L. (2020). Translating CDSMP to the workplace: Results of the Live Healthy Work Healthy program. *American Journal of Health Promotion*. Advance online publication. <https://doi.org/10.1177/0890117120968031>

Presentations

- Clark, M. A.** (October, 2020). *Working hard or workaholic? Fostering a healthy and productive relationship with work.* Invited Presentation at the American Academy of Psychiatry and the Law
- Kramper, S., Crosby, E., Waitz-Kudla, S., **Clark, M.**, Weathers, F., Witte, T. (2020, August). Do traumatic events at work put veterinary professionals at risk for PTSD and other negative mental health outcomes? [Poster session canceled due to COVID]. American Veterinary Medical Association Convention 2020, San Diego, CA.
- Kramper, S., Crosby, E., Waitz-Kudla, S., **Clark, M.**, Weathers, F., Witte, T. (2020, November 5-7). The Impact of Unusually Distressing Events in the Workplace on Veterinary Professionals. Poster accepted for presentation at the 36th annual meeting of the International Society for Traumatic Stress Studies, Atlanta, GA (**Malissa Clark**).
- Carter, D.R.**, Guevar, N., & Hiller, N. (May 2020). *Leading well: Lessons, insights, and practices.* Invited webinar hosted by the Center for Leadership at Florida International University.
- Carter, D.R.** (April 2020). *Managing challenging conversations with your clients.* Invited webinar presentation hosted by the UGA Terry College of Business Executive Education Program.
- Carter, D.R.** (February 2020). *Women in Science Award Keynote Address.* The 10th Anniversary of the Women in Science Giving Circle Award Program, Wright State University, Dayton, OH.
- Carter, D.R.** (February 2020). *Leadership networks in interdependent organizational systems.* Brownbag presentation at the Wright State University Psychology Department, Dayton, OH.
- Carter, D.R.**, Cullen-Lester, K., & Zaccaro, S.J. (Session Discussants/Facilitators, Oct, 2020). Leadership and status in teams. Symposium at the Interdisciplinary Network for Group Research (INGroup) Annual Conference, Virtual.
- Hess, R. A., & Carter, N. T.** (2020, May). Job Applicant Reactions to AI-Based Selection: A Double-Edged Sword. Poster presented at the 32nd Association for Psychological Science Annual Convention, Chicago, IL.
- Kiker, J., & Xu, N. (Co-Chairs, August, 2020), **Carter, D. R.** (Discussant) *Shared leadership in teams.* Symposium at the Academy of Management (AOM) Annual Meeting, Virtual (Invited Discussant).
- Jones, J.**, Lester, H., Cullen-Lester, K., & **Carter, D.R.** (2020). *Do our multilevel models match our theories? Advanced multilevel models to represent heterogenous within-*

Presentations continued...

group dependencies. Poster presentation at the Interdisciplinary Network for Group Research (INGRoup) Conference, Virtual.

Alvarado, L., Smith, J.G., Shuffler, M.L., **Carter, D.R., Pendergraft, J.**, Wolf, A.V., DeMass, R., Bryant, K., Nelson, A., & Pederson, T. (April 2020). *Blast from the past? Historiometry for understanding spaceflight multiteam systems*. Paper in M. Marcinkowski & S. Bell (Co-Chairs), Moon 2024: Translating research to practice for upcoming Artemis lunar exploration. The Society for Industrial-Organizational Psychology (SIOP) Annual Conference, Austin, TX.

Carter, D.R., Pendergraft, J.G., Shuffler, M., DeChurch, L., Schechter, A., Contractor, N., **Trainer, H.M., Jones, J.M.**, Alvarado, L., Smith, J., Plummer, G., Larson, L., Zaccaro, S., Burke, S., & Landon, L.B. (January 2020). *Project FUSION: Development of a four-phase countermeasure toolkit to support spaceflight multiteam system performance*. Poster at the NASA Human Research Program Investigators' Workshop (IWS), Galveston, TX.

Pendergraft, J.G., Alvarado, L., Smith, J., **Carter, D.R.**, Shuffler, M., Zaccaro, S., Burke, S., & Landon, L.B. (January 2020). *Project FUSION: Field studies providing a foundation of understanding about spaceflight multiteam system coordination and performance*. Poster at the NASA Human Research Program Investigators' Workshop (IWS), Galveston, TX.

Smith, M. L., Wilson, M. G., **Haynes, N. J.**, Padilla, H. M., Vandenberg, R. J., & DeJoy, D. M. (2020, June). Six-month benefits from Workplace CDSMP participation among employees with chronic conditions [Paper presentation]. National Council on Aging Age+Action Conference, Dallas, TX, United States.

Published By



The University of Georgia

I-O Psychology

IOPSA

The Industrial-Organizational Psychology Student Association

University of Georgia
125 Baldwin Street
Athens, GA 30602-3013
(706) 542-2174

Get in touch with us!

2020-2021 IOPSA President

Riley Hess

riley.hess@uga.edu

2020-2021 IOPSA Newsletter Chair

Ryan Grant

ryan.grant@uga.edu

Program Chair

Dr. Nathan Carter

ntcarter@uga.edu