I/OPENER

Greetings from your secretary!

Henry Young

The UCF I/O Psychology program is busier than ever, as we prepare a collection of posters and symposia for the 2016 SIOP conference in the golden state of California! This year brings about historic changes to our program as we say farewell to our friends, Dr. Kim Smith-Jentsch and Dr. Dana Joseph. Yet, the program continues to move forward as we bring in new star faculty and an army of new Masters and PhD students.

This issue of the IOpener features a collection of articles, hot off the press, ranging from our new student introductions to interviews given by our very own alumni. We introduce Dr. Mindy Shoss as our newest I/O faculty member, congratulate our recent Masters and PhD graduates, and provide other important updates on the state of our program.

In addition to my fellow SPIOP board members and UCF I/O students, I would like to give special thanks to a number of individuals who helped make this issue of the IOpener happen: Nick Koenig, Shannon Scielzo, Anthony Schultz, Matt LaPalme, Uriel Ronquillo, Xin Peng, and Alyssa Perez.

It has been a pleasure serving as your SPIOP secretary for the 2015-2016 year, and I hope you enjoy this Spring 2016 edition of the IOpener.

Meet our Newest Masters Students!

Rachel Cockins I am a native Floridian born here in Orlando. I received my Bachelor of Science in Psychology at UCF. My research experience has involved mood and emotions in the workplace, training simulators, as well as some human factors. My current research interests are team and group dynamics, motivation, personality, training, and diversity and inclusion. I personally enjoy kayaking, yoga, traveling, and taking serious naps with my dog. I am interested in exploring career opportunities in consulting, human resources, training, and executive coaching.

Jonathan Cowan I am a 1st year student in the Industrial-Organizational Psychology M.S. program at the University of Central Florida, and am currently a Teaching Assistant in the UCF Marketing Department. I received my B.S. in Psychology from the University of Minnesota, and was also a research assistant in Dr. Christopher Federico's Political Psychology lab. After graduation, I worked as a family law legal assistant, as a care specialist for behavioral and severely autistic individuals, and as a claims examiner for Social Security Disability. I have extensive experience working with and providing services to homeless and mentally ill populations, and have volunteered in both counseling centers and homeless shelters. My experience in clinical and counseling settings has led me to my real passion – which is applying psychology to improve the working experience of employees and organizations. When I graduate from UCF, I plan on becoming an organizational consultant.

Duncan Evans I graduated from Ursinus College in Collegeville, Pennsylvania, with a B.S. in psychology. Following a couple long and arduous winters I decided to make a change—after months of preparation I was honored to be able to come all the way down to beautiful Orlando to enroll in the MSIOP program. Outside of class and my internship I like to spend my free time at the gym, send envy-inducing pictures of myself at the pool to my friends in the chilly Northeast US, teach myself the guitar, and enjoy the occasional night out with my close friends in the program. I've loved every aspect of the MSIOP program. The professors, the coursework, the industry connections, and the bond I have made with my cohort have made UCF more than I could have hoped for.
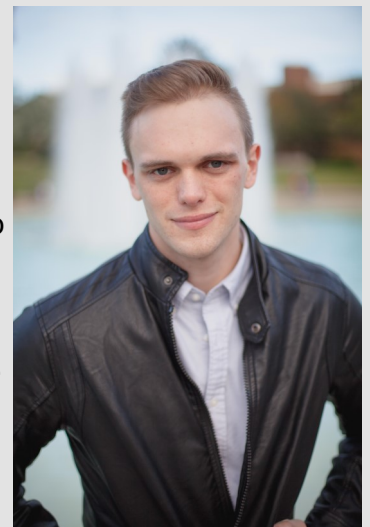
Alexis Fawcett My name is Alexis Fawcett and I'm from Tampa, Florida. I received my bachelors of science in psychology at the University of Florida in 2014. My main research interests include selection, training and development, and employee engagement. When I'm not at school or work, I'm playing with my corgi, Lucy. Some of my other interests include: cross stitching, watching movies, and traveling. Currently I'm a graduate research assistant for the research initiative for teaching effectiveness at UCF, but I hope to get involved with more applied work this semester.

Ryan Howell I come from northwest Florida, a little town called Niceville (yes, it's real). I obtained my Bachelor's in Psychology from UCF. I am not currently working in an applied setting, as I would like to continue my education and obtain a PhD in I/O psychology. I have been working with Dr. Burke at the Institute for Simulation and Training, researching the areas of culture, leadership, and roles in team settings. I always offer to help people, or so I've been told. Whether with me or at me, I'll always try to make you laugh; you just need to have the right attitude!

Lana Kaplani My name is Lana Kaplani and I am a first year MS I/O student. I am from Tampa, Florida and I completed my undergraduate studies in psychology at the University of Florida. I am currently a data analyst intern for Amtis Inc. My research interests include leadership, teamwork, and organizational development.

Darnee Lawrence My name is Darnee Lawrence but I prefer Dottie. I am a first year Masters student in the Industrial Organizational Psychology program. I am originally from Washington, DC and I have lived in that area for most of my life. I received my BA in psychology from the University of Delaware in 2015. At the University of Delaware I was a McNair scholar and a member of Delta Sigma Theta Sorority Inc., Psi Chi National Honor Society, National Society of Collegiate Scholars and the National Society of Leadership & Success. My current interests are in employee selection and training. I am currently completing my practicum with Orange County Government Human Resources, as a part of the compensation and recruitment team. After graduating, I hope to pursue a career in consulting or human resources. When I am not doing research and projects for my courses, I enjoy sewing, designing and dancing.

Douglas Monsky Hello, I'm Douglas Monsky and am currently a first year student in the University of Central Florida Industrial/Organizational Psychology Master's program. Prior to beginning the master's program, I attended the University of South Florida where I completed my bachelor's degree in Psychology. During my time at USF I assisted in research in Dr. Coovert I/O Psychology Lab. This involved quantitative and qualitative analysis of the impact technology has on teams. From this work I developed an interest in how technology can be innovated to effectively achieve improvements within the challenging environment that is workplace based team interactions. Also, I am no stranger to these workplace interactions, as I have maintained a part time job at New Remotes Inc. since 2008. I have ascended the ladder at New Remotes Inc. from Inventory Control to a position in the Advertising and Marketing team.

Palak Shah I am a first year Master's student in I/O Psychology and an aspiring consultant. I am originally from Mumbai, India, and have spent half of my life there and the other half in Florida. I am intrigued by the way people across the world think, behave, and orchestrate businesses that drive our economy. Early in my undergraduate years, I learned that businesses are like pies; finance and accounting specialists decide how to cut the pie, marketers decide how to sell the pie, and everyone else makes the pie. Soon after this discovery, I knew that I wanted to bake that pie; I wanted to develop leaders and organizations so they could maximize their potential. For two years, I have had experience in organizational development and leadership development at Key Talent Solutions, a management consulting firm, as an Organizational Development Specialist. When I'm not baking pies, I enjoy cooking multi-cultural food and travelling.

Robert Slabik My name is Robert Slabik, and I'm a first year MSIOP student here at UCF. I'm originally from Chicago, Illinois. I completed my Associate of Arts in Psychology at Moraine Valley Community College (Palos Hills), and my Bachelor of Arts in Psychology at Roosevelt University (Chicago). Within I/O Psychology, I am particularly interested in employee selection and training. I would like to go into consulting one day so that I can help organizations and employees alike in improving efficiency and quality of life. Outside of school, I like to unwind by hanging out with friends, watching hockey, or playing music.

Meet our Newest PhD Students!

Austin Carter

My name is Austin Carter and I am a first year Ph.D. student currently work in Dr. Wei Wang's computational psychology lab. My current research is in the area psychometrics with a focus on measurement equivalence. I am from Jacksonville, Florida where I attended the University of North Florida and received a B.S. in Psychology. At UNF, I worked with Dr. Christopher Leone studying the effects of individual differences on perceptions of workplace disputes as a member of his Person by Situation research team. During my free time I enjoy biking various trails around Orlando and going to concerts.

Nikki Carusone

I am a current first year student in the I/O PhD program at UCF. Before coming to Florida, I grew up in Cranford, New Jersey and received my bachelors from Muhlenberg College in Allentown, PA. As an undergraduate, I studied Psychology as well as Women & Gender Studies. I also had the opportunity to study abroad in Vienna, Austria, where I studied German and Austrian culture and history. In my spare time, I enjoy dancing as well as attending theatre productions. My current research interests include diversity and culture in the workplace, teams, and training.
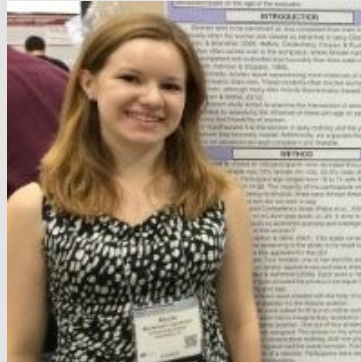
Xin Peng

I received my Bachelor's Degree in Educational Psychology from Jiangnan University, China in 2012 and earned my M.S in Industrial/Organizational Psychology from the University of Texas at Arlington in 2014. My research interests mainly lie in applied psychometrics, including personality test, differential item functioning (DIF) assessment, and big data. I also have experiences in employee engagement survey, 360 degree feedback and assessment center techniques. I enjoy running and my goal for 2016 is to run the OUC Orlando half marathon.
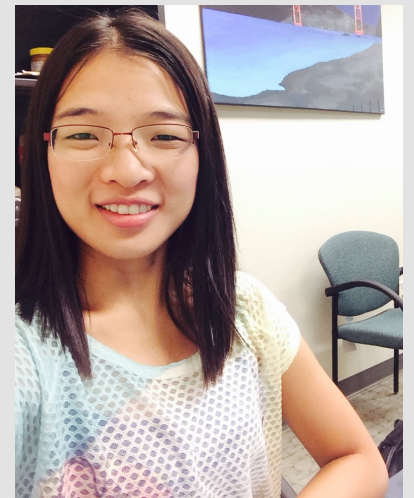
Alyssa Perez

I pursued I-O psychology out of fascination with culture clash in the business world. My research interests are cross-cultural management, international business, and the impact of culture and diversity at work. My goal is a career overseas, helping businesses reconcile cultural differences as increasingly more companies operate at the global scale.

Raised in a multicultural family in Santiago, Chile, I was fortunate to learn from a variety of beliefs, traditions, and experiences. My interests grew as diverse and dissonant as my upbringing, and I earned my bachelor of science in psychology as well as a bachelor of fine art in studio art.

As I study a scientific approach to culture at work, I still try to occasionally indulge my creative side through painting, drawing, and writing.

Jimmy Zheng

Hi my name's Jimmy Zheng and I'm a first year grad student in UCF's I/O Psychology PhD. Program. I received my B.A. in psychology from University of California Santa Barbara. While in undergrad, I worked as a research assistant at UCSB with Dr. Maryam Kia-Keating in the Department of Counseling, Clinical, and School Psychology, helping conduct a study evaluating the effectiveness of a sixth grade mental health stigma-reduction program. My current research interests involve personality, job attitudes and performance and I am currently working with Dr. Mindy Shoss in her Work Stress in Context (WSC) lab.

Masters Student Spotlight:

Ferry Fleurimond

Ferry Fleurimond, a master's student in Industrial-Organizational psychology, migrated to the United States in 2001 from Haiti at the age of 12. Since then, he has made it a personal goal to not take anything for granted, but rather seize every opportunity that comes his way. He has been married to his beautiful wife Tory for three years, and now they enjoy raising Zia—their adorable four-month old girl. He enjoys helping others succeed, whether as an ADHD mentor to college students, executive mentor at work, or a volunteer scout leader. He is passionate about improving individuals and organizations, creating surveys, and sports, especially volleyball, basketball, and soccer.

Ferry received his bachelor's degree in psychology in 2013 from Brigham Young University-Idaho. He graduated with Magna Cum Laude, and earned first place for his Hedonism vs. Altruism philosophical conference presentation. He has worked as a personal development consultant at Achieve Today, a company that has been mentioned in Forbes for their positive work culture. He served as a consulting project coordinator for Profile Studio Photography, and worked on other consulting projects as well—SG Five for example. Some of his career interests are staffing decision, especially via assessment centers, job analysis and performance, workplace inclusion/diversity, and worker health/well-being.

Ferry's consulting and academic works have been presented at several prestigious conferences such as American Psychological Association, Rocky Mountain Psychological Association, and Aging in the Workplace group Meeting in Europe. Finally, his work and contributions on the Anchors of Cultural Ageism research will be presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology (SIOP) in California this upcoming April 2016.

PhD Student Spotlight:

Dave Glerum

David Glerum is a doctoral candidate in UCF's I/O Psychology program whose research focuses primarily on job attitudes and emotions, especially on the improvement of attitude measurement and prediction.

He is currently completing his dissertation on the attitude-engagement model within-persons, essentially testing the "a happy worker is a more productive worker" adage over time and at various levels of bandwidth/fidelity. David hopes that his research can improve the understanding of the attitudes people have toward their jobs, how they affect performance and effectiveness, and how they change over time. This improved understanding can then be used to drive workplace interventions that account for attitude and engagement variability, allowing them to be adaptively implemented or targeted when they are needed.

In addition to his research on attitude change and measurement, David is also interested in organizational justice, behavioral ethics, and how these domains are related to attitude and behavioral engagement change. He is currently working on research related to the emergence and spread of apathy in employees, experimental research methods in behavioral ethics, as well as employee perceptions of philanthropy and community involvement in organizations.

David Glerum has also held a fellowship with the Consortium Research Fellows Program and the US Army Research Institute (ARI) for the Behavioral and Social Sciences. He has recently become employed by Pangloss Industries as a Research Scientist, where he works with Professor Timothy Judge on a variety of OB and I/O research topics. His work includes over 15 publications, technical reports, and professional conference presentations.

UCF I/O Alumni Interview (Applied):

Dr. Nick Koenig

1. *What were you like as a graduate student? Who did you work with primarily back in the program?*

My original advisor was Bob Pritchard. I worked with him for the majority of my time at UCF. He retired towards the end, and I ended up completing my dissertation with Barbara and Dana as my co-chairs.

In graduate school I was always more interested in the applied side of I/O. Dan Schmerling, **Colin Roth, Brandon Young** and I were part of an applied project for the majority of my career at UCF. The project ran for two years and it used ProMES which was Bob Pritchard's research on measuring and improving productivity. We implemented the process with the UCF women's basketball team.

2. *What is your current job position and what kind of work does that entail?*

Right now I am a manager of global selection and assessments with Walmart Stores Inc. I've been here for about three-and-a-half years. Before that I spent a year at DDI where I did a little bit more of the back of the house analytics stuff. At Walmart I do a lot of consulting with various businesses. It depends on the project, but one of my main business partners is logistics.

A couple of the recent projects I've worked on with them are: we have a physical ability test that we use for order filler positions. It's a very physical job and we were finding that there were a lot of people who were applying for the job, doing it for a couple of weeks, and then finding out they couldn't handle it physically. There were also safety concerns when it came to individuals not being able to handle the physicality of the work. So we built and validated a physical ability test. That was in place for one specific position before I got here. But what I did was work with an outsider vendor to transport that to other positions that were very similar to it. We used the KSAs for the position as well as the engineering data we had on the current job and the new jobs to confirm the jobs were similar enough from a physical standpoint that the assessment could transport.

Just this past May, we validated and implemented an assessment for all of the hourly logistics positions nationwide. That launched in May and that probably touches about a quarter million candidates each year. And I'm currently on a project team where we are validating new assessments for all retail hourly and management and so that will actually touch closer to four million candidates each year.

It's really cool to get a chance to work on something that gets launched and touches that many people.

a) How was the transition from graduate school to work life?

Yeah, that's a good question. It was pretty difficult at first just because you spend all of graduate school looking at research and you don't get a large opportunity to find out the limitations of doing research in the applied world. So, you kind of have to make some concessions when you are doing research and that could involve doing a transportability study instead of doing another criterion related validity study, doing content validation, working with limited incumbents when collecting criterion data, etc.

One great thing about working for Walmart is they understand the importance of criterion studies. So when we're launching anything large like the retail hourly and management assessment we are currently working on, we do collect a large amount of criterion validity. But I've seen vendors that don't require criterion related validity.

Alumni Interviews:

Dr. Nick Koenig

And when you spend your entire graduate experience thinking that's necessary and typically it is necessary; you see that it's not as clean cut in the real world as it appears in graduate school. And then I'd say as far as one of the biggest transitions that I think people from graduate school including me struggled with is building soft consulting skills and understanding that a lot of times the client has an idea of what they want, but it might not be what they need. Listening to them is as, if not more important than providing them with a solution. A lot of the time you have to give them options. Even as an external consultant or an internal consultant, your role is more of an advisor when it comes to helping them many of the systems and tools we help build and implement are for accuracy and compliance purposes.

We can tell the business: here are three options; here's the option we would prefer and here are the risks with assuming the other options. At the end of the day, the business foots the bill and they're the ones that make the decision. But establishing a strong relationship with the business partners or your clients is extremely important to being successful and gaining leverage to where they respect your opinion.

b) Walk me through a typical day in your work life.

It really depends on what the client wants or needs. That's one of the things that I like about working here. There's so many business units you get to work with. Like I said, I spent a year at DDI where I wasn't doing the consulting, but I worked a lot with the front line consultants and I noticed that what typically ends up happening there and in other internal consulting roles I've seen is you get your niche, and then you end up doing most of your projects in that same niche. So I know a lot of people in DDI would maybe get manufacturing and work with multiple different companies, but they were essentially only in manufacturing and only developing and implementing assessments for manufacturing.

One of the things that I really like about working at Walmart is the variety of business units you work with. I work with home office finance, home office compliance, home with Sam's Club merchandising, from the buyers to the planners and replenishment. I also work with Canada on the retail side,

Canada on the home office side. I've done some work with Japan, some work with India, some work in China, a little bit in South Africa, a decent amount in Latin America. You're always working on different projects, and I think it helps. Once you do the same thing five or six times, it starts to get pretty redundant, so I really like the variety of projects and groups. You really learn about the separate businesses while you're working with them.

So as far as a typical day, a lot of times, like I said, we work with the external vendors and the clients. I guess I could talk about percentages. I probably spend about 30 to 40 percent of my time either working directly with a customer or business unit, whether that's talking to them on the phone or putting together something for them. Probably fifteen to twenty percent of my time talking with external vendors, sort of being on the phone with external vendors, talking about what the customer wants. And probably the remaining time doing analyses and things like that. So we do the get the opportunity to do analyses and analytics and I like numbers. It's fun to do it, but it's awesome that it's not my entire job.

3. *Based on your own experiences, what kind of advice or words of wisdom do you have for graduate students to get an applied position similar to yourself after finishing graduate school?*

There was something that Barbara said to us in psychometrics and it actually came completely true. It's along the lines of networking and hers was in spending more time with the master's students. But it's more networking in general. Understanding that any person who you're talking to could be your potential future boss. Actually, the person who hired me at Walmart was a recent graduate of the UCF masters program. And I happened to have never met her because she graduated the year before I started.

Alumni Interviews:

Dr. Nick Koenig

Getting out and meeting people is important. One easy place to meet people is at conferences. Everybody at the conference is for the most part there to network as well. Meet people and catch up with people. Even if you don't have a strong connection with them, the fact that they know your name is important.

And the other thing that I touched on is working on those soft consulting skills. Whenever you get an opportunity, present it to people who aren't in I/O is always good because then you kind of have to make sure that the concept makes sense in laymen's terms. Everyone has had customers and clients that don't understand I/O and pulling in outside proxies that people are more familiar with I've seen is very successful. So for example, I had an **SVP** that I was working with here that really believed in the idea of using intuition to make hiring decisions. You know how popular Moneyball is, the movie with Brad Pitt, so I used that as the referent. And I said: here are the old individuals that believe you can look at a baseball player and know if they're going to be successful or not, and then Moneyball blew that idea up with big data. That really resonates with a lot of people that don't have the I/O background. I've used examples of Amazon: people who bought this also bought this. It's very similar to what we do in selection; we're building algorithms that are most predictive of success. So pulling in those outside ideas that will then resonate with a broader audience.

4. *Reflecting back on your graduate student experience, is there anything you wish you did as a graduate student that you missed out on while you were in school?*

I probably wish I had tried to publish a little bit more, just for the writing experience. I'm still trying to do some stuff with the ProMES project. We actually just got a chapter accepted in a new book coming out. It's a book coming out in the **Research in Organizational Sciences** series that looks at the research done in sports and how it can be applied to businesses and organizations. I'm doing that with Brandon Young, Colin Roth, and Dan Schmerling.

I also wish I would have submitted more stuff to SIOP. I was a little bit more concerned about getting as much applied experience as I could which I think is important, but a balance is important too.

You get a lot more opportunities to do SIOP proposals when you get out, especially in the applied side. And when you're an internal consultant, it's awesome because the external companies come to you with ideas. So you get to sit on the panels or participate in the symposiums and you don't have to come up with the idea (laughs).

do have friends who work in areas that are a little bit more HR focused and less IO focused, and for them it's a little bit more difficult to get the funding to go to SIOP. And when you're not getting the time off, because a lot of companies will consider it work related, you don't have to take vacation time to do it. It's part of work to learn and update ourselves about what's going on in the field and things like that. But some of the more HR specific roles, even for people who work for Deloitte and companies like that, SIOP isn't necessarily as important to them as an organization, so you might have to spend your own money to get to SIOP and may also need to take vacation time.

5. *What are your hobbies and things you like to do in your free time?*

I like to spend time with my wife and daughter, family and friends. I like to stay active and lift. And I do a decent amount of research as far as investing and stuff like that. Probably the numbers side of me, which is why I like selection (laughs).

Okay awesome. That concludes the interview and thank you so much for your time!

UCF I/O Alumni Interview (Academic):

Dr. Shannon Scielzo

1. *What were you like as a graduate student and who was your advisor?*

My advisor was Dr. Kimberly Smith-Jentsch. Looking back, I can tell you that I grew so much. I drastically changed from the beginning of the program to the end and sometimes, as you're probably feeling right now, you are just so overwhelmed with everything you're doing that you don't necessarily realize how much you're developing and how much you're growing. But when you're done and you look back, you'll probably see it too.

2. *What is your current job position and what does that entail?*

I am currently the Associate Director of Education for the Department of Internal Medicine at UT Southwestern Medical Center, one of the largest internal medicine programs in the country.

It's funny because when I started off here, I was a little worried with what I was going to be doing. And I found that I have jumped into so many areas that it has been country. I have found that I am able to help with so many things with my statistical background. I've analyzed so much data for so many projects here. That's been crazy.

Also, I've learned a lot about the medical content because ultimately I am in charge of helping with training and figuring out what we need in our curriculum for our residents and to be able to do that, I have to know

what they have to learn. So, I spend a lot of my afternoons attending noon conferences, and we attend a lot of what we refer to as Grand Rounds, and it's been a pretty fascinating experience having to learn everything.

And just another interesting note, the medical field has been very isolated from the rest of the world. I did not realize that until starting over here, and I think right now they are just realizing that they have got to open up and be more multidisciplinary and what that means is that a lot of things that seem like common sense to us are actually not to them. So they do a lot of things that are just really out in left field and I come in and I say something like, "well, *common sense* suggests...", something to that effect, and they're looking at me like, "oh wow, you're brilliant!" Yeah, not really.

a) *So, how was transitioning from graduate school life into that kind of work environment? What was that like?*

I initially started in a faculty position over at University of Texas Arlington in Psychology. And it was a little bit scary during the initial transition. One of my friends gave me the best piece of advice that I ever heard and it really did help: "fake it 'til you make it." So I'll share those words of wisdom with you also.

You often feel that you are just not prepared when you start and that's how I felt. I was by *far* one of the youngest faculty members at the university. I remember showing up during orientation day and the dean tried to kick me out because he thought I was one of the students. I had a lot of other incidents like that over time and sometimes that was difficult, but I just tried to immerse myself with everything and get involved with everything and little by little, it went well. But I think the initial transition is always difficult.

b) Could you walk me through a typical day in your work life?

There really isn't just because of the nature of my job. Yesterday, I had meetings with our Chief Informatics Officer at one of the major hospitals. I got home at eight o'clock yesterday; it was a long day. But I had a meeting with our DIO; this is our person that is in charge of graduate medical education. I had quite a few resident emergencies where I had to deal with things that were happening with some of our faculty members supervising residents. It's a high stress position to some extent, just because of all the different moving pieces.

What else did we do? A couple conferences, and I was working on a grant that we just got funded from the Academic Alliance for Internal Medicine for developing a resident well-being system. I can probably go on for hours on end on all the different things I might work on in a given day, but that gives you a snapshot.

3. *Based on your own experiences, what kind of advice or words of wisdom do you have for graduate students to get an academic job after finishing graduate school?*

That's a good question. Well, having supervised graduate students for nearly seven years, from my perspective it's difficult. I had a couple students that were toying with the idea, but getting interviews was difficult. I think in their case, they just didn't have enough publications. In our program, it was very applied, and we didn't necessarily have a lot of time allocated or funds to make it happen. Two or three publications really are not enough. So I think that if you want to go into academia, you've got to get a lot of publications. You're going to have to spend a little longer in the program to make yourself really marketable. I was one of those people that got out really quickly right at the five year mark. But from what I can see from other people that made it, they often times have to go into a post-doc and further bolster their vitas. Everyone else coming in from other fields of psychology - neuroscience, health psychology, and clinical psychology and these other areas - it's common to do postdocs in these fields nowadays, but when you come in and you don't have that extra experience, you are not going to be able to compete with these guys. Getting grants is *really* competitive and if you don't have an extensive publication record and a nice line of research, going into academia can be hard.

Also, in terms of searching for academic jobs, I/O programs present some interesting problems. A lot of universities don't like them. I don't know if you've heard that before, but here in the state of Texas there were a few other programs locally and over the course of the time I was at UTA, they all closed their programs down. And at UTA, from my understanding, they are having some problems finding people that fit the university model coupled with meeting the demands of running such a program and I am not sure if it isn't going to fade out. I think they're on their last leg right now. So I would recommend really researching the university and their support for the programs in the long run. Also, make sure that the other programs are welcoming. I really had to fight some battles when I started off at UTA to try to make clear what I/O folks do and how we are important. A lot of interesting misconceptions were present that we had no idea how to do research. A couple years later they were all coming to me for help, but that's another story. [laughs].

If you plan on going into business school, I have a friend who would probably be happy to be interviewed, but she didn't go to UCF. But, they make a lot of money. That's part of the reason why I came to UT southwestern, the pay is just much better. But if you go into psychology, you are masochistic. Because you aren't getting paid and the hours are going to be ridiculous and you're going to be beaten up. But you know, the things people do who are intrinsically motivated.

I love teaching. It was one of my favorite parts of my job and now I'm teaching medical residents and it's still wonderful, just the content is a little bit different. When I teach statistics I have to teach at about an undergrad level, but [laughs] that's another story.

Alumni Interviews: Dr. Shannon Scielzo

The bad thing is, just be forewarned and you probably know this also, the pay gets markedly less for the teaching oriented positions. I was offered a couple jobs at teaching institutions that were paying about half of what I was making at UTA. About a third, if not a quarter of what I'm currently making.

4. Reflecting back on your graduate student experience, is there anything that you wish you did as a graduate student that you missed out on while you were in school?

That's a good question. Quite a few things. Looking back, I don't think I got involved working with enough other people. Frank Landy, when I was in graduate school, we asked him what his advice was and he made a comment that it's really important to be "research promiscuous." I thought that was terrible at the time, but looking back I now understand. You need to solidify and cement relationships with as many people as you can and get involved in a lot of areas until you figure out what you're really passionate about, and what you love doing.

Obviously a little more pertinent for people going into research but in the same vein, the networking vein is going to be extremely important for you to get a job. If people don't know you, the chances of them calling you are almost nil. I've been on several faculty hiring committees in the past, and people go through looking for people they know. If they don't know you, unless you have something amazing on your vitae, you won't get a call.

Go to SIOP. Do the professional networking. Go to all the conferences. Go and hang out with the people that you want to work with and get them to know you.

Anything else that you wish you did in school?

I felt like I studied so hard and spent so much time learning, but there's always more to learn. I think it's important to just make sure you take as many possible classes in the areas that you are specialized. I ended up coming to UTA and I specialize in psychometrics. I took over Ira Bernstein's position. I don't know if you guys used Bernstein's psychometric theory text but we used that before it got outdated. And I ended up coming and taking over his position so there was an immediate demand for people needing help with psychometrics and I thought I had it, but then I started and realized I had a lot left to learn. I had to do a lot of secondary learning, and I don't think that I was ready. As soon as you graduate, you're done right? You don't have to learn anymore? No, it's just beginning at that point.

You end up getting thrown in a lot of new classes, which if you're going academic that's going to be particularly relevant to you. I ended up having I think 11 new preps over the course of seven years. And each and every new prep that you get, you are going to have to do so much homework in order to be adequately prepared for them. So if you can take some extra courses potentially outside of psychology, for example, if you're going to do something with statistics, go over to the math department. Take a math class. Learn what they do, learn some of their tricks. It's important to have a wide skill set in order to be marketable and not be overwhelmed when you start.

One other thing I don't think that I realized was how close I would continue to be with many of my peers. The people that are hanging out with you right now, that are sitting next to you in classes, no matter how mad they make you or irritating or whatever... These people are going to be like your siblings and you will learn to love them, one way or another. And if all goes well hopefully you will continue to be each other's support teams. So I would say, also foster those relationships. I think in some ways I was just so excited to get out of grad school and hope I would never have to see some of these guys again and now I'm like "they're my friends; they're my buddies." [laughs]

5. So I have one last question for you and it's a little bit more casual. What are your hobbies and some things you like to do in your free time?

Okay. I have very little free time, but when I do, I have taken up cycling. I used to actually ride this crazy Walmart mountain bike to and from campus for a while when I couldn't afford a car and that was quite the event, especially when I had to bring my daughter. I had a little one. She was about a year old when I started. Bringing her to daycare on a bike, that was fun.

Anyway, it turned into a hobby now. So I've done several events; for example, there's something here in Texas called "hotter than hell" and it's a hundred mile bike ride and I've done that several times. So that is awesome, and my daughter who was really tiny when I was in grad school is now fourteen, and she loves ice skating and I try to go as often as I can. It's not very often, but I've got some really good jumps.

So I think that's about it, unless you want to include drinking. [laughs]

I think that's everybody. I think grad school does that to you.

It does, it does. [laughs]

Interview by Alyssa Perez

Welcome Dr. Mindy Shoss!

The UCF I/O Psychology Department welcomed Dr. Mindy Shoss as its newest faculty member in the Fall of 2015. Her research interests are broadly centered on how people create, respond to, and manage threats to their well-being and the well-being of others in the workplace. She will be working on a variety of projects examining counterproductive work behavior, positive and negative interpersonal relationships at work, and adaptive performance and job insecurity.

Before attending graduate school, Dr. Shoss did her undergraduate work at Washington University in St. Louis, where she double-majored in Psychology and Economics and minored in Applied Statistics and Computation. She later studied at the University of Houston under Dr. Alan Witt, where she graduated with a PhD in I/O Psychology after three years of intensive study. Following graduation, she worked as an Assistant Professor at Saint Louis University, where she collaborated with students, faculty, and a variety of medical schools and hospitals.

Dr. Shoss is especially passionate about working with graduate students at UCF. She advises graduate students to adopt the mentality of learning, as graduate school is an opportune time to "explore anything and everything". She recommends that graduate students should read as much as possible, especially outside of I/O psychology as many other fields seek to address similar research questions.

In the future, Dr. Shoss hopes that I/O psychology research can integrate and draw from other academic fields of study. Indeed, much of Dr. Shoss's own research covers the intersection of economics and I/O psychology. She makes note that I/O psychology can be viewed as the study of organized human activity, and can ultimately seek to address questions that impact society beyond the realm of business.

In her spare time, Dr. Shoss enjoys going to the park with her dog Emmy, reading spy novels, and doing yoga. She is also an avid foodie and hopes to explore new restaurants in Orlando.

UCF SIOP 2016

This year, UCF shows representation through over 26 posters and symposia authored by our students, faculty, and alumni at the 2016 SIOP conference in Anaheim, California!

We appreciate your support so be sure to look for these great presentations, symposiums, and discussions:

Poster Presentations

Cooper, C., Kong, D.T., Taylor, S. Crossley, C. *Trust, Collective Regulatory Focus, and Performance in Ongoing Teams.*

Dhanani, L., & Joseph, D.L. *A meta-analysis of abusive supervision.*

Dhanani, L., Joseph, D. L., & LaPalme, M. *How prevalent is workplace discrimination? A meta-analytic investigation.*

Fiore, S., Kozlowski, S., Kanfer, R., & Ruark, G. *Developing National Research Policy with Use-Inspired Science for Organizational Research.*

Glerum, D. R., & Beus, J. M. *Development of the philanthropy and community involvement psychological climate measure.*

Glerum, D. R., Joseph, D. L., & Fritzsche, B. A. *The trainer matters: Cross-Classified models of trainee reactions.*

LaPalme, M. L., & Joseph, D. L. *Emotion Regulation in Organizations: Content Review and Future Research Agenda.*

Marlow, S., Reyes, D., Gregory, M., & Salas, E. *A Decade of Team Performance Measurement: A Systematic Review*

Marlow, S., Hughes, A., Gregory, M., Joseph, D. L., Sonesh, S., Lacerenza, C., Benishek, L., King, H., & Salas, E. *The progressive model of healthcare in team training: The trickle-down effect.*

Marlow, S., Woods, A., Hughes, A., Sonesh, S., Gregory, M., Lacerenza, C., Benishek, L., Hernandez, C., & Salas, E. *A Systematic Qualitative Review of Healthcare Team Training*

McCord, M., Ciarlante, K., & Joseph, D.L. *Measuring Emotional Intelligence: A Low-Cost Alternative to the MSCEIT*

Ramdial, K. J. & Smith-Jentsch, K. A. *Shared Leadership and Shared Cognition: Member Stability as a Moderator*

Reynolds, C., Shoss, M. K., Robertson, M., & Van Groningen, A. *Understanding what "feeling supported" means by assessing supportive coworker behaviors.*

Reynolds, C., Erb, K., Shoss, M. K., & Headrick, L. *Counterproductive work behavior's slippery slope: Subordinates' reactions to supervisor CWB-O.*

Ronquillo, U. & Smith-Jentsch, K.A. *Dividing Lines: Superordinate Membership and Faultlines.*

UCF SIOP 2016 (continued)

Tecle, L. S., Brummel, B. J., Foster, J., & Shoss, M. K. *Examining the replicability of trait-trait interactions in local validation studies.*

Tran, N. & Carusone, N. *Examining the Glass Cliff as a Model of Intersecting Identities.*

Young, B. & Fritzsche, B. *Feedback Intervention Perceptions: Development and Validation of a Measure.*

Young, H. R., Glerum, D. R., Wang, W., & Joseph, D. L. *Positive and proactive: Relative importance of personality for predicting engagement.*

Symposia

Fritzsche, B., Marcus, J., Sevgili, F., & Fleurimond, F. (2016, April). *Public policy recommendations for the aging workforce in Turkey.* In S. Ran & L. A. Marchiondo's (Chair), Bridging aging research and policy-making: An international perspective.

Kluth, T. A., Wang, W., Sydell, E. J., & Mracek, D. L. *Predicting Job Performance from Text Responses: A Big Data Approach.* In W. Wang (Chair*),* Making Big Data Smart: Challenges in Measurement, Analysis, and Validity.

LaPalme, M. L., & Wang, W., Tay, L. *Within-person Evidence and Boundaries of Ideal Responding.* In Williamson, L. R. (Co-chair), King, R. T., (Co-chair), & Carter, T. N. (Chair), Exciting New Adventures in Thurstonian Measurement for Self-report Data.

Reynolds, C., & Shoss, M. K. *The importance of meaningful work, then and now.* In L. Wood & B. Hoffman (Chairs), The changing nature of work: Evidence and implications.

Shoss, M. K., & Brummel, B. *Job insecurity: Only the satisfied suffer.* In M. E. Debus and T. M. Probst (Chairs), When does job insecurity hurt? Evidence for moderating variables.

Wiese, C.W. & Smith-Jentsch, K.A. (2016). *Assessment Center Structure and Construct Validity: A new hope.* In Ingold, P. (Chair), AC, Quo Vadin? Novel Assessment center Design and Validation Strategies.

Panel discussion

Cox, B., Cotton, J., McHugh, B., Perry, K., Hatfield, J., Greene, C., Naggiar, E., Hurd, J., Beal, S. *Armed and Able: Industrial-Organizational Psychology Applied to Armed Jobs.*

Masters Program Announcements

Updates about the UCF I/O Master's Program by director, Dr. Vicky Pace!

+Planned growth of the faculty to add an additional Assistant Professor (Interviewing and In-Person visits/job talks are currently in progress).

+Prospective students: It looks like we will receive even more applications from prospective students than in previous years, implying that program entry is becoming increasingly more competitive and attractive to a broader array of applicants from the U.S. and abroad-- I've personally met with at least two international applicants who flew in to learn more about our program. This means our program will easily maintain its rigorous admissions standards and quality. We plan to admit 15 new students for Fall 2016.

+Advisory Council: Thanks to connections with one of our Council members, several faculty and Council members met with representatives of two public relations and advertising/marketing firms to discuss branding of the program for the purpose of reaching broader academic, consulting, and organizational audiences and increasing the access of students and alumni to networking and employment opportunities regionally and nationally. We will be exploring several actionable ideas shared in the meeting.

+Consulting group and community engagement: In addition to the work done by second year students for Red Lobster, several other local entities have expressed requests to work on applied projects with our master's students. These opportunities are expected to build the consulting practice and to provide experiential class projects related to course content. One group that is definitely on board for this semester is Leadership Seminole.

Our second year students have begun development of a very attractive and informative website for the consulting group. This exposure will also help to define and strengthen the public image of our program.

Congratulations to our I/O UCF graduates!

Congrats to our Master's graduates!

Matthew	Lopez	Spring 2015
Andrew	Marcinko	Spring 2015
David	Mihm	Spring 2015
Molly	Pajank	Spring 2015
Daniel	Hamm	Spring 2015
Justin	Stevens	Spring 2015
Alexandra	Barker	Spring 2015
Jennifer	Isard	Spring 2015
Nicholas	Kurtz	Spring 2015
Shane	McCormack	Spring 2015
Kiara	Dyson	Spring 2015
Curran	Merrigan	Spring 2015
Lauren	Ostroski	Spring 2015
Joseph	Galligan	Spring 2015
Matthew	Christoffersen	Spring 2015
Derek	Mcmullen	Spring 2015

Congratulations to our PhD graduates!

Dr. Chris Wiese
Dissertation title: Assessment Center Structure and Construct Validity: A New Hope
Advisor: Dr. Kim Smith-Jentsch
Spring 2015

Dr. Jennifer Feitosa
Dissertation title: Can mutual trust explain the diversity-performance relationship? A meta-analysis
Advisor: Dr. Eduardo Salas
Summer 2015

Dr. Mitch Tindall
Dissertation title: Who is the best judge of personality: Investigating the role of relationship depth and observational breadth on the accuracy of third-party ratings.
Advisor: Dr. Kim Smith-Jentsch
Fall 2015

Dr. Bridget McHugh
Dissertation title: Weight discrimination through social networking sites: The moderating effects of gender, occupation, BMI, and stereotype consistency
Advisor: Dr. Dana Joseph
Spring 2016

UCF

Farewell to our Friends!

As my last semester at UCF comes to a close, I would like to thank the IO faculty (past and present) as well as the many students and alumni that have made the past 13 years here a fun and rewarding experience for me. When I started at UCF, we had as yet no graduates from our program. Today, we have 57! And, these graduates hold fantastic positions in academia, industry, and government across the country and abroad. I am very proud of them all!! I look forward to future collaborations with my UCF colleagues as I move on to my new position at Rollins College!
Dr. Kim Smith-Jentsch

In just a few short weeks I will be moving from the Psychology Department at UCF to the Management Department at UCF. Although I'm excited about the transition, it is a bittersweet move for me to leave my "first job" and all of the students, faculty, and staff who have helped me grow my career. Thankfully, I will only be moving across the street and I sincerely hope to continue working with everyone in the Psychology Department. Thank you to all of the faculty who have helped mentor me and those who have worked with me in research and service (Dr. Bob Dipboye, Dr. Barbara Fritzsche, Dr. Kim Jentsch, Dr. Vicky Pace, Dr. Eduardo Salas, Dr. Mindy Shoss, and Dr. Wei Wang), thank you to all of the students I have had the pleasure of working with over the last five years (especially my own PhD students: Kate Ciarlante, Lindsay Dhanani, Dave Glerum, Matthew LaPalme, Mallory McCord, and Bridget McHugh), and thank you, Ms. Dani Draper, for being the most helpful staff member in history. I hope the impression I have left on the Psychology Department is as great as the impression this department has left on me.
Dr. Dana Joseph

Some highlights of our year...

Some highlights of our year...

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About SPIOP

SPIOP's mission is to promote graduate and undergraduate students' understanding and involvement within the field of Industrial/Organizational Psychology. SPIOP focuses on providing opportunities for students to share ideas and information. Specifically we:

- Provide forums for students to exchange research, insights, and information related to the science, practice, and teaching of Industrial-Organizational Psychology

- Promote the education of future Industrial-Organizational Psychologists

- Promote public awareness of the field of Industrial-Organizational Psychology