

I/OPENER

I-OPENER SPRING 2017

Greetings from Your Secretary

Alyssa Perez

The I/O Psychology program at UCF is excited to prepare for the 2017 SIOP conference this year in our home city of Orlando. It has been a year of many transitions in our program, as we prepare to welcome two new full professors in the fall and experience some shifts in the department. We are enthusiastic that these are positive changes, as we introduce new programs, new faculty, and new students to more opportunities for research and practical experience.

In this issue, we welcome our newest students, describe the research being conducted in our busy labs, and describe our new initiative for undergraduates, Career Readiness Solution. We also outline the details of the changes coming to our program this upcoming year and say farewell to those who graduated in the past year.

I would like to extend thanks to other students who helped make this Spring 2017 I/Opener possible; Henry Young, Uriel Ronquillo, Ferry Fleurimond, Alissa Gebben, Claudia Hernandez, and Devin Burnell.

In This Issue:

- Greetings! 1
- Meet Our New Students 2
- Student Spotlights 9
- Career Readiness Solution 13
- Meet Our Labs 15
- UCF at SIOP 20
- Program announcements 22
- Farewell graduates 23
- Highlights 24
- SPIOP board 26



Welcome New Students!

Masters Program

Devin Burnell

I am a graduate student at the University of Central Florida studying industrial and organizational psychology. My primary research is focused on startup and new venture training. I am currently interning at the Center for Entrepreneurial Leadership developing a competency-based education framework for entrepreneur-students.



Michael Choi

I am a first year student in the Industrial-Organizational Psychology M.S. program, and a Graduate Teaching Assistant in the UCF Psychology Department. I received my B.S. in Psychology from Andrews University in Berrien Springs, Michigan, and conducted research on motivation, productivity, and job rotation. I've spent the majority of my life in Seattle, Washington, so I love the outdoors – particularly mountains and rivers. I also enjoy staying active by rock climbing, and playing tennis and basketball. Other hobbies in which I dabble include reading, playing guitar, and gardening. As far as professional interests, I am interested in organizational theory and development, along with leadership and motivation. I hope to eventually find myself working in private consulting.



Mariah Corbitt

My name is Mariah Corbitt and I am a first year Master's student in I/O Psychology. I am from Largo, Florida, so I am a true Florida girl! I completed my Bachelor's degree here at UCF. I am so happy to be continuing my education in the MSIOP program at UCF! I am still looking into furthering my education following the MSIOP program. My interests are more aligned with the "O" side of I/O Psychology and I intend to work in an applied setting. I hope to find an applied internship in the upcoming months. I currently work on campus at the UCF Library, Fines & Bills Department. My other interests include reading, exploring around town, hanging with friends and family, regular Disney World trips, and of course, attending as many Orlando City Soccer games as possible!





Alexis Garrett

Before attending UCF, I received my B.S. in Psychology with a minor in International Affairs from Florida State University. At FSU I was a research assistant in Dr. Roy Baumeister's lab, where I learned how interested I was in how psychology affects everyone's daily life. I found out about I/O after realizing that I wasn't as passionate about clinical psychology as I thought I would be, and I really liked how diverse the field of I/O psychology is while still being centered around improving people's lives. Within I/O psychology, I am interested in organizational development, work stress, and motivation.

Alissa Gebben

My name is Alissa Gebben, and I am a first year M.S. student. I'm originally from Colorado, but have lived in Florida for quite a while. I graduated from UCF with a B.S. in Psychology and a minor in Statistics. During my undergraduate career, I was a member Psi Chi, and I also conducted and presented research at the Western Regional Undergraduate Showcase, the Florida Undergraduate Research Conference, and the Showcase of Undergraduate Research Excellence at UCF. I also wrote an Honors in the Major thesis with Dr. Barbara Fritzsche on the perceptions of intersectional group salience using archetypes. I have also been an external consultant for SafeHouse of Seminole, where I was part of a team that helped victims of domestic abuse develop job seeking skills. I will be pursuing a Ph.D. in I/O Psychology, and my research interests include psychometrics, diversity, and occupational health. Outside of school, I enjoy cooking and playing video games.



Joelene Goh

Hello! I am a 1st year student in the Industrial-Organizational Psychology M.S. program at the University of Central Florida and work as a teaching assistant in the Psychology Department. I am originally from Singapore, and graduated with my B.S. in Psychology from the University of Kentucky. I have worked in clinical, social, and comparative cognition labs but am currently interested in pursuing a job in the applied field as a consultant. When I am not working, I enjoy reading, going to the gym, and discovering new shows to watch.



Claudia Hernandez

I received my bachelor's degree in psychology, with minors in business administration and leadership studies. I am a Graduate Research Associate at UCF's Institute for Simulation and Training. I have been involved with research in areas such as teamwork in healthcare settings, NASA's long duration space exploration missions, and military environments. I have also helped with research involving social networks and positive deviance in workplace settings. Ultimately, I plan on receiving my Ph.D. in Industrial and Organizational Psychology, with an emphasis on reducing error and malpractice, while increasing patient safety in healthcare settings. Along with my research interests, I also aspire to be a university professor, teaching and acting as a mentor for students.



Amanda Matioli

I'm Amanda and I am a first year UCF MSIOP student. I grew up in Sao Paulo, Brazil, but moved to South Florida when I was 12 years old and have been there since. I attended UCF for my bachelors in Psychology with a minor in Cognitive Sciences and I couldn't think of a better place to further my education. In my first couple of years of college I was undecided on what I wanted to do in the field of Psychology, but after joining Dr. Eduardo Salas' I/O Psychology research lab in 2015, I knew this was the direction I wanted to go into. As a very methodical and analytical individual, I quickly became intrigued by the topics of job analysis, psychometrics, and selection. Within a couple of weeks in the Master's program I was hired by Marriott Vacations Worldwide as a temporary Survey Analytics intern and now I work at Camber Corporation as a Psychometrics Research Assistant.



Lauren Padgett

I graduated from Penn State University in May of 2015 with my B.S. in Psychology and a concentration in I/O Psychology. I attended the Penn State World Campus, was an active member in the Psychology Club, and worked under Dr. Brian Redmond on his research on job differences in online, hybrid, and face-to-face higher education. My work history includes administrative support and special projects for Meek Rainey Group, a consulting firm that specializes in business strategy and development for the financial sector, as well as Organizational Development for local general contractors, All-In Construction Services and Recromax. Once graduated, I intend to pursue work in the consulting world, either internally or externally. My interests cross the line between I and O to cover psychometrics, motivation, leadership development, and personality. Outside of work and school, I try to keep my lazy dog, Bear, active and healthy, and I run for fun and charity events.





Chelsea Peach

As a member of the 2018 graduating class of the UCF Master's I/O Psychology program, and with one semester under my belt, I can say that I have learned a great deal of information, and am excited to gain more experiences and friendships along the way. One could say I began my professional career at a very young age, starting with filing for a small, local company, and working my way up to HR administrative and managerial roles. The many years spent with the company sparked an interest for psychology in the workplace, which led me to obtain my Bachelor's in psychology at the University of Florida, and to further my graduate education with UCF. I have a particular interest in organizational development, but I find so many areas of the field exciting, and cannot wait to learn more about the diverse things one can do with this degree. I am eager to start proving what I can add to an ever-growing field of ideas and practices.

Nathanael Pope

I started my education here in Orlando with my Associates at Valencia College, and my Bachelor's at the University of Central Florida (UCF). Starting my first year in the Industrial-Organizational Psychology M.S. program at UCF, I established my roots in I/O with my undergraduate research and curricular experiences. With this as an introduction into teams and training research, I began to foster my own passion for the same pursuits. I currently work in simulation development, and have a unique hobby of "hobbies." Ever since I was a kid I had a great interest in both learning and trying new things, and would constantly find new hobbies to fulfill this desire. I feel like this curiosity is an aspect that permeates well into the rest of my life. From the learning necessary to develop a computer application, to coordinating a team while rowing (two respective hobbies). I enjoy looking at such processes of training and teams and the ways they can be operationalized more effectively.



Alexis Satterwhite

My name is Alexis Satterwhite. I grew up in central Illinois, and had the wonderful opportunity to move to the Orlando area to pursue my undergraduate degree at Rollins College. I was a member of the Women's Softball team during my time at Rollins. I also worked on research projects centered around resilience and mental toughness. Within the I/O field I am particularly interested in understanding more about employee motivation, along with other aspects of Organizational Culture and Development. I currently work as a Project Facilitator at the Florida Hospital Innovation Lab (FHIL). Outside of work and school, I like to stay active exploring the different beaches and natural springs of the Central Florida area and finding exciting restaurants and areas of Orlando.



Nicole Sicilia

I am a 1st year student in the Industrial-Organizational Psychology M.S. program at the University of Central Florida. I received my Bachelor's degree in Psychology from Clemson University. While there I was on two research teams. One of which was in the Human Factors department and dealt with figuring out when an object becomes inconspicuous from real lawsuits involving hazards. My other team was in the I/O department and dealt with the Dark Triad in leadership. At UCF I am currently a Graduate Teaching Assistant. My current interests still lie within leadership and the dark triad/the Big 5.



Madeline Taylor

I'm Madeline "Maddie" Taylor, a first-year Masters I/O student. I currently work for a management consulting firm on their Talent Management team. I received my Bachelor of Science in Psychology from Virginia Tech and during that time, I worked on a selection research project and as a member of a Leadership and Teams I/O Psychology lab.



Elena J. Thomas

I am a first year master's student in the I/O Psychology Program here at UCF. I graduated from Florida Gulf Coast University with a B.A. in Psychology. As an undergraduate I was interested in workplace wellness, specifically focusing on burnout prevention. I distinctly remember the first article I read while back in my hometown in Germany for the summer break. I had also just taken an introductory I/O course, which had touched on burnout. On top of that it had become a "buzzword" in the media. Burnout, I decided, was something I wanted to learn more about, especially why it was especially prevalent in Western societies and what techniques were effective in treating and preventing burnout. I have since discovered the many different opportunities and directions the field of I/O Psychology has to offer; my current interest lies in training and selection. Outside of class, I enjoy travelling. I also find that being out in nature is a great way to let go of every-day stress. At times I go outdoors for nature photography.



Welcome New Students!

Ph.D Program



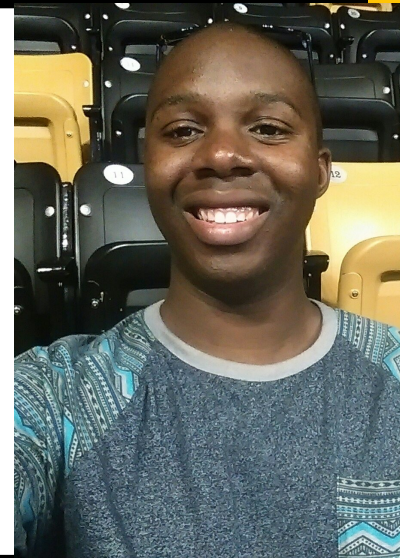
Ghada Baz

I come from the UCF College of Business where I work as an instructor of project management. I bring international experience in the consulting industry where I worked with EY's management consulting teams in Cairo, Egypt and Abu Dhabi, the United Arab Emirates.

I am also affiliated with Florida's Small Business Development Center through which I sit on the board of companies in Central Florida as a member of the Business Advisory Council. I hold a Master of Business Administration (MBA) degree from Georgia State University and am a certified Project Management Professional (PMP).

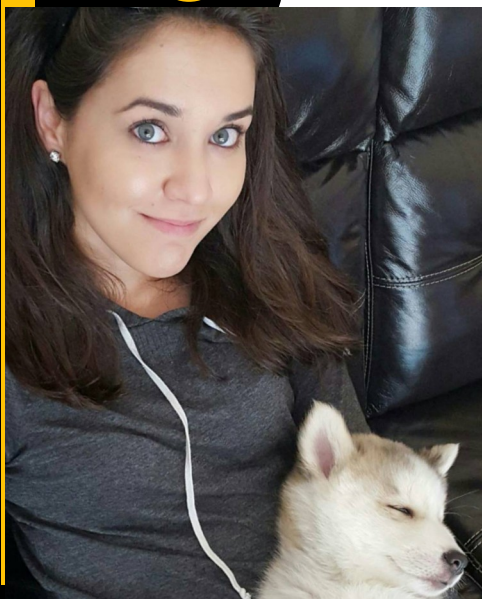
Richard Currie

Greetings! My name is Richard Currie, but many call me Richie. I am originally from Raleigh, NC but moved to St. Louis, MO where I completed a B.A. in Psychology at the University of Missouri – Saint Louis. My managerial experience in the retail industry paired with involvement in psychological research during my undergraduate studies led me to an interest in the field of I/O Psychology. I am now a first year I/O PhD student and am extremely thankful for being afforded the opportunity to pursue graduate studies at UCF. I am currently working in Dr. Barbara Fritzsche's Research in Employee Discrimination Issues (REDI) Lab. With the excellent faculty, awesome fellow students, and beautiful Orlando campus I am tremendously proud to call myself a Knight!



Charlotte Holden

Hi there! My name is Charlotte Holden and I am originally from Bedford, England. I immigrated to St. Petersburg, Florida when I was only four years old. So, obviously, I no longer have the accent and I can't fake it either. I completed my B.A. in Psychology at the University of South Florida – Tampa. My experiences at USF combined with my part-time job in the customer service industry ignited my interest in I-O Psychology. I am now a first year I/O Ph.D. Student and working on my Master's Thesis with Dr. Fritzsche. While I am here, I hope to conduct research in the following areas: personality testing, job stress, organizational climate, and workplace violence. The past few months have been fantastic and I am excited to see what the future brings! The puppy's name is Thor.



Juseob Lee

I am a first-year doctoral student in I/O psychology at UCF. Before coming to UCF, I finished my graduate program at Pennsylvania State University in Human Resources and Employment Relations (MS HRER; University Park, PA) and undergraduate programs both in University of Texas at Dallas (Richardson, TX; Business Administration) and Kyungpook National University (South Korea; Business Administration). My academic background in business and strong interests in understanding the human mind have guided me to the vocational interests in the field of industrial/organizational psychology. I hope to obtain a deeper knowledge in I/O psychology and refine my research skills to be in a position where I would be able to make a difference by teaching and conducting research. I hope to contribute to designing a better workplace for both employers and employees.



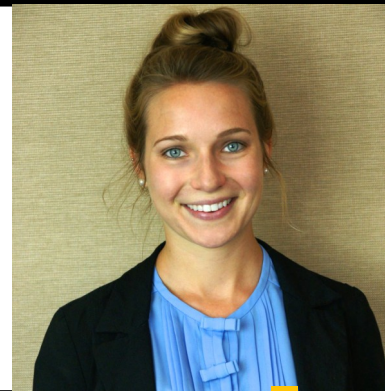
Sarah Rabon

My name is Sarah Rabon, and I am a first year Ph.D. student currently working in Dr. Illingworth's ETHOS lab. I am a native North Carolinian, but lived in Washington, D.C. for four years before coming to Florida. I received my bachelor's degree from Georgetown University, where I double-majored in Psychology and Sociology. While living in D.C., I worked as a research assistant in the Georgetown Institute for Consumer Research and the Georgetown Culture and Emotions Lab. My research interests include diversity, justice, and use of technology in the workplace. In my spare time, I enjoy traveling, reading, and watching Hoya basketball.



Jamie Striler

Just this summer I moved down from St. Louis to begin the I-O Ph.D. program here. I earned my bachelor's from Westminster College in Fulton, MO (aka the middle of nowhere) which sparked my interest in CWBs and technology in the workplace. I am currently pursuing the idea of gamified assessments while also working with Dr. Shoss in her Work Stress in Context lab. I was fortunate enough to study abroad during my undergrad and aspire to visit every U.S. state and every continent before I die.



Xinyue Zhao (Elaine)

I received my B.S. in economics and psychology from Tulane University in 2016 and my research interests include contextual performance, organizational climate, performance management and work stress. I'm particularly interested in combining various field, such as economics and politics, with I/O psychology and take new perspectives to understand the organizational behaviors and employees' well-being.



Ph.D Student Spotlight: Lindsay Dhanani

Lindsay Dhanani is a fifth-year doctoral candidate in UCF's I/O Psychology program. She also received her bachelor's and master's degrees from UCF. Her research interests focus on occupational health, with specific interests in reducing workplace mistreatment and improving employee well-being and safety. Lindsay's research has been funded by the *National Institute for Occupational Safety and Health* and has been covered by a popular press outlet. She was also the recipient of UCF's 2014 Graduate Research Forum Best in Category award and the 2016 College of Sciences Scholarship.

She is currently working on her dissertation, which examines the co-occurrence of multiple forms of workplace harassment. This project aims to inform the future conceptualization of workplace harassment and contributes to the generation of an integrated harassment theory. Lindsay is also working on several projects related to workplace mistreatment, polynomial regression, and emotions. Her work has resulted in seven publications and thirteen conference presentations.

On March 31st, 2017, Lindsay Dhanani successfully defended her dissertation. Congratulations, Dr. Dhanani.

The student spotlight aims to highlight a few of our more senior students and congratulate them for how far they have come.

Masters Student Spotlight

Ryan Howell

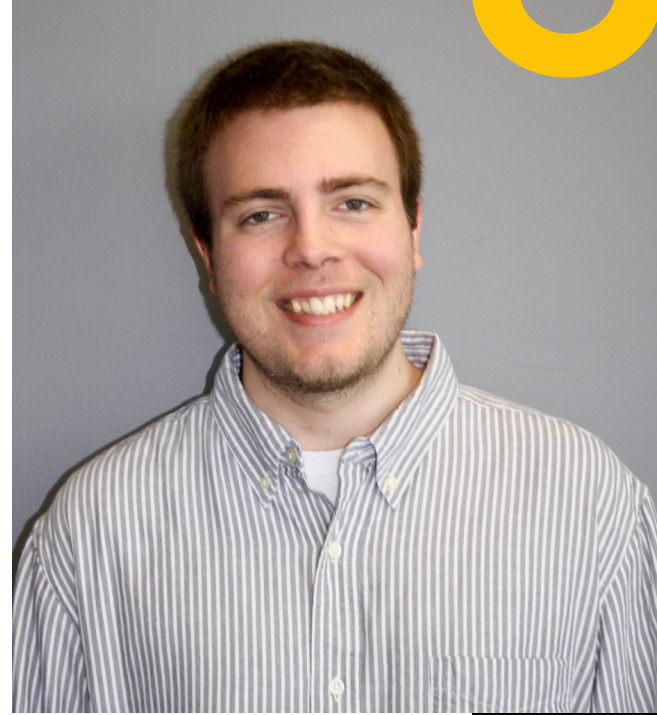
My name is Ryan Howell and I am a second year MSOP student. My career development has been more research-oriented so far, examining issues regarding leadership, team roles, culture, and cognition all within extreme environments, specifically outer space.

Most of my time is spent working in the Team Research & Adaptability in Complex Environments (TRACE) lab under the guidance of Dr. Shawn Burke at the Institute for Simulation and Training. We have multiple on-going grants right now that are all from NASA, researching various facets of team dynamics that pose a new challenge given the unique context of space. One project involves measuring the distribution of leadership responsibilities within the team, another looks at what team roles are present and effective during long duration space flight, and another is trying to evaluate multicultural teams in an effort to develop a training tool that will help astronaut teams be more cohesive despite having a wide variety of individuals from different cultures on the same team.

I am currently completing my master's thesis on team roles within extreme environments. My hypotheses attempt to create role profiles, positing that team roles are comprised of three varying dimensions: sociability, task orientation, and dominance. Later hypotheses will also attempt to link the personality constructs of the Big 5 to team roles, also creating a profile (e.g., the Critic role is made up of low sociability, high task orientation, and medium dominance, with low emotional stability and high conscientiousness). These efforts are an extension of data collected in a long duration spaceflight analog out at Johnson Space Center in Houston, with the ultimate goal of being able to develop these profiles that can aid in the selection of astronauts for long duration missions, such as the one to Mars.

My work is frequently presented at conferences such as the 31st Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), the biennial Cross-Cultural Management Summit, and I will have work presented at SIOP 2017 as well. I also have some articles, including a meta-analysis, to be submitted to journals this year.

Sincerely, Ryan Howell



Student Spotlight: Working in the Field

Henry Young

Defense Equal Opportunity Management Institute (DEOMI)

Henry Young is a current 3rd year PhD student in UCF's I/O Psychology program whose research focuses on employee engagement, personality, leadership, and discrimination.

Last summer, Henry worked as an intern at the Defense Equal Opportunity Management Institute (DEOMI). This military base, jointly affiliated with the U.S. Department of Defense, serves to train military and civilian advisors in equal opportunity, intercultural communication, and other diversity-related topics. Henry assisted DEOMI with a number of tasks, including the development of a situational judgment test for assessing competence in the Equal Opportunity Advisory (EOA) role. As part of this extensive effort, Henry interviewed personnel from the Navy, Army, Marines, and Air Force and wrote test items reflecting the content of these interviews.

Besides assisting with the development of the EOA situational judgment test, Henry analyzed data collected from DEOMI's Organizational Climate Survey, which is administered to military and civilian personnel across the United States annually. The results of his data analysis were presented recently at the DEOMI Collaborative Series in Patrick Air Force Base, Florida; Henry was further recognized for his contributions by being "coined" by the

DEOMI Commandant, Colonel Mary Martin. Today, Henry continues assisting DEOMI with research and development on several projects related to discrimination and diversity.



Students at UCF are active both in research and in applied work. We want to highlight and congratulate just a few of our students' contributions to the applied field.

Student Spotlight: Working in the Field

Devin Burnell

Center for Entrepreneurial Leadership

Entrepreneurs are value-creating problem solvers who move the world forward with their innovative products and services. Mostly characterized by vision and grit, there is no question of their importance to our society. Unfortunately, the all-too-often failures are just that: all-too-often. I believe I/O psychology can be used to reduce these failures. The field is not typically thought of as an I-O topic, yet entrepreneurs and small business founders are at the lowest unit of analysis—the person. Hence, why don't we—as I/O psychologists—study entrepreneurs more? Some have recognized the role of cognitive processes, such as opportunity recognition, motivation to start a venture, and socio-political skill. However, there is an enormous gap between theory and practice. Organizations come from somewhere, and studying their origins can move I/O psychology forward. Moreover, our scientist-practitioner model can help improve people's lives and expand our economy with better small business outcomes.

The Center for Entrepreneurial Leadership (or CEL) is an on-campus UCF institution devoted to improving entrepreneurial outcomes, and is the reason I intern there with Dr. Cameron Ford. Their purpose is to engage the UCF students in the startup community and to educate future entrepreneurs. This is done through innovative student development initiatives and connectivity with various resources. For example, the project I am working on right now is a competency-based education program for entrepreneur-students, those who are working on a venture while simultaneously taking college courses.

The problem is this: sometimes UCF entrepreneur-students get so involved with their real work (e.g. pitching an idea to investors) they end up failing their courses. Traditional lecture style is effective, but maybe more so is actually practicing the craft and developing skills along the way. We want to be able to give students who show competency in their field some credit, especially if these activities relate to successful entrepreneurial performance. Actual credit hours that count towards their degree. As Walt Disney once said, “the way to get started is to quit talking and begin doing.” The CEL believes this the best way entrepreneurs learn—through doing. And job analysis is one way to identify the competencies we should train, and the duties they should practice.

Moving forward, I'd like to make this project related to my thesis, in addition to other empirical studies in the works. My goal is to apply I/O psychology to startups and innovation training to ultimately improve people's lives, organizations looking to innovate from within, and the economy as a whole.



Career Readiness Solution: Accepting Governor Scott's Challenge

By Ferry Flourimond

In December of 2015, Governor Rick Scott of Florida challenged all state universities to better align their degrees with students' opportunities to obtain gainful employment after graduation. He announced the "Ready, Set, Work" Challenge, which challenges state-funded universities to get 100% of their graduates from the top two most popular degrees full-time employment within a year of graduation. The challenge excludes those students attending graduate schools. At the University of Central Florida, psychology is the most popular major, followed by Nursing. Unlike Nursing which produces graduates who are all but guaranteed decent-paying jobs, UCF and the Psychology Department had to act in order to ensure their graduates are "Ready" and "Set" to "Work" after graduation.

The university, and the Psychology Department, accepted Governor Scott's challenge by establishing a developmental assessment center known as Career Readiness Solution (CRS). During the summer of 2016, the university assembled a task force and charged them with the mission of developing and launching the assessment center, by the Fall 2016 semester. The task force consisted of three faculty, Drs. Barbara A. Fritzsche, Austin L. Nichols and Karen Mottarella, Ferry Fleurimond as the lead graduate student, and a team of 38 MSIOP and PhD students.

The assessment center and online course conjointly train students and help them develop the competencies

identified by the National Association of Colleges and Employers (NACE) as necessary for career readiness. Currently, Career Readiness is in its last semester of a two-semester pilot stage before the online course becomes mandatory in the Fall of 2017. CRS trains master's and PhD graduate students to serve as assessors, and utilizes their input and feedback as well to become more efficient and make needed improvement.

As the name implies, Career Readiness Solution is designed to prepare students for careers before graduation. In other words, CRS' main purpose is to assist the university with their efforts to produce graduates who are marketable and skillful. To increase their level of career readiness, CRS has students undergo various exercises, and trained assessors evaluate the students using seven competencies that NACE, through a study, has deemed necessary for career readiness. These competencies include professionalism/work ethic, critical thinking/problem solving, oral/written communication, teamwork/collaboration, etc. The rest of the competencies and more information on their importance can be found in table 1 below. In order to assess these competencies, CRS designed multiple exercises allowing for the evaluation of the students' resumes, cover letters, social media presence, interviewing skills, and their ability to work effective in a group.

continued on next page...

Career Readiness Solution: Accepting Governor Scott's Challenge

By Ferry Flourimond

Table 1. How essential are these competencies?

Competency	Percent (%) of Respondent
Professionalism/Work Ethic	97.50%
Critical Thinking/Problem Solving	96.30%
Oral/Written Communications	91.60%
Teamwork/Collaboration	90%
Information Technology Application	72%
Leadership	55.90%
Career Management	45%

***Results from NACE's Career Readiness survey showing the level to which respondents from company's believe these competencies are essential**

Lastly, not only do students complete self-assessment evaluations regarding their performance, but they also attend a final feedback session at which point they meet with their assessors, discuss their performance (strengths and weaknesses) on the exercises, set goals, and receive a detailed, 27-page feedback report with resources on how to improve specific behaviors. Many students have shared success stories during their feedback sessions, and CRS will continue to develop the undergraduate psychology students and look forward to many more success stories.

MEET OUR LABS

Research in Employment Diversity Issues

(REDI)

Dr. Barbara Fritzsche

Brandon Scholar

Alyssa Perez

Alissa Gebben

Richard Currie

Charlotte Holden

Ferry Fleurimond

Ghada Baz

Lana Kaplani

Students in the REDI lab continue to study various topics geared toward diversity and inclusion in employment practices. Alyssa Perez is studying individual reactions to multi-group members in order to confirm the existence of archetypes over single category salience. She intends to further examine how group membership impacts individual experiences on the job. Brandon Scholar is nearing completion of a study featuring a 6-week motivational intervention intended to help sedentary, older workers overcome their barriers to exercise and become more physically active, while examining the impact that this increased physical activity has on workplace-relevant outcomes such as workplace affect and stress. Charlotte Holden is also focusing on the effect of exercise with research aimed at examining the effects of exercise before work as it relates to individual's mood and stress-resiliency at work with the belief that it could improve both job satisfaction and psychological well-being for employees. Ghada Baz co-authored a chapter with Dr. Barbara Fritzsche which aimed to examine challenges brought by the aging workforce while focusing on the role of leaders, both young and old, in developing high quality interaction with older subordinates. The chapter analyzed current literature in leadership behaviors, provided an overview of research on age-related stereotypes and workplace ageism, as well as presented research-based ideas for building high-quality leader-member relationships with older subordinates. Richard Currie is currently conducting a study that examines the ways in which culture influences the values of a society and if it makes its members more or less likely to engage in age-based stereotyping, prejudice, and discrimination; specifically as it pertains to organizational culture as well.

On April 6th, 2017, Brandon Scholar successfully defended his dissertation. Congratulations Dr. Scholar.

MEET OUR LABS

The Work Stress in Context (WSC) Lab

The Work Stress in Context (WSC) Lab takes a psychological approach to understanding the relationships between work (i.e., quality, conditions, organization of work), well-being, and behavior. Our name, Work Stress in Context, conveys two key features of our research. First, we incorporate various elements of context (including individual, interpersonal, national, and temporal contexts—akin to the reporter’s questions of who, what, where, and when) into our research. Doing so allows us to understand work-related perceptions, reactions, and behaviors in the context in which they occur. It also allows us to understand how elements of context shape important well-being and behavioral outcomes. In short, our work shows that context matters. Second, our acronym “WSC” is pronounced “whisk” in a reflection of the changing nature of work. Changes in the nature of work, such as those sparked by the globalization, technologicalization, and financialization of work, yield new challenges for organizations and employees. We seek to better understand these challenges and their impact on the well-being of workers and on the performance of organizations.

The goal of the lab is to promote an intellectually stimulating, supportive environment in which to produce high-quality research that explores timely and practically useful questions related to the issues described above. Research in the lab occurs at the intersections of I/O Psychology, Occupational Health Psychology, Human Resources (especially the Sustainable Human Resource movement), and Organizational Behavior. We also draw from works in Economics, Sociology, and Political Science. We use a variety of research methods, including large archival databases, field data collections, and lab studies.

Topics of Research Projects

Job demands, control, and commitment: does full-time status matter?

*How do part- and full-time employees differ in their responses to work-related experiences? Can psychological contract theory be used to explain why differential reactions to job demands and job control exist between employees with different types of employment (full-time, involuntary part-time, voluntary part-time)?

Job insecurity

- * What factors lead to employees' feelings of job insecurity? What events are most important and how do they manifest into feeling insecure?
- * What are consequences of job insecurity? Can we study job insecurity in an experimental setting in order to better isolate outcomes?

Job relocation

- * To what degree does job insecurity impact the relationship between job relocation and extra-organizational outcomes? When individuals relocate, does job insecurity impact their decision to set roots within their new community?

Proactive behavior

- * How do outcomes of proactive behavior differ for employees of differing demographics? What organizational circumstances may impact these outcomes?

Work-school conflict

- * How do the effects of students working off-campus versus those working on-campus compare to one another? Does work-school conflict act as a mediator between job location and outcomes such as burnout and effort at school and work?

Dr. Mindy Shoss

Jimmy Zheng

Nicole Carusone

Uriel Ronquillo

Katherine Ciarlante

Jamie Striler

Xinyue (Elaine) Zhao

MEET OUR LABS

Computational Psychology Lab

Dr. Wei Wang

Tanner Kluth

Henry Young

Xin Peng

Juseob Lee

The Computational Psychology Laboratory utilizes and develops cutting-edge quantitative methods to tackle the most frontline research questions in I/O Psychology—including applied psychometrics, social network analysis, advanced latent structural modeling and multilevel analysis, meta-analysis, text analysis, etc. The Computational Psychology Laboratory has no limit on content areas. During the past years, this lab produces publications and professional national conference presentations on various topics such as job emotions (stress, happiness, well-being) and health, employee engagement, leadership, turnover, personality, social capital, culture, organizational justice, etc. At the SIOP conference last year, Dr. Wang organized and chaired a symposium on big data (“Making Big Data Smart: Challenges in Measurement, Analysis, and Validity”) and it became the most popular symposium at the conference with over 350 attendees. This year, the Lab has organized and chaired a symposium on social network analysis (“Social Network Analysis: Advances in Methodology, Theory, and Application”), and it is expected to be another huge success.

MEET OUR LABS

ETHOS Lab

The Emerging Technology for Hiring and Organizational Science (ETHOS) laboratory works to inform research and practice regarding the use of technology in organizations. The major focus of ETHOS is the development and evaluation of empirical evidence for the application of current and future technologies to personnel assessment and selection.

Over the last year, ETHOS has initiated a number of new and exciting research projects related to the hiring process. For example, the laboratory is investigating the use of virtual reality in realistic job previews and its effect on applicant reactions and employee turnover. In the area of technology-facilitated assessments, ETHOS is evaluating the measurement equivalence of mobile and computer-based tests across cultures (United States, Turkey, South Korea) and applicant populations (disabled, non-disabled). Finally, a number of other projects focus on the different factors that may impact how video interviews are rated, as well as variables that influence the ratings of participants in virtual leaderless group discussions conducted as part of online assessment centers.

More broadly, ETHOS is also examining the role of big data in I-O psychology. Several papers are underway that discuss the legal and ethical issues associated with using big data algorithms to evaluate applicants and make hiring decisions, as well as critical issues related to the use of big data by organizations (e.g., privacy, data security). In a related area, ETHOS is preparing a paper that considers the implications of recent developments in artificial intelligence (AI) for organizations and the practice of I-O psychology.

In just its first year, the ETHOS laboratory is proud to have so many exciting projects underway. Moving forward, ETHOS plans to further develop these research streams, and is hoping to begin working with organizations to provide evidence-based recommendations for integrating technology into their personnel assessment and selection processes.

Dr. A James Illingworth

Betsir Zemen

Krystyn Ramdial

Austin Carter

Sarah Rabon

Robert Slabik

Jonathan Cowan

Joelene Goh

MEET OUR LABS

TRACE Lab

Dr. Shawn Burke

Ryan Howell

Claudia Hernandez

Alyssa Perez

Nicole Carusone

Palak Shah

Douglas Monsky

Rachel Cockins

The TRACE lab (Team Research & Adaptability in Complex Environments) is located at the Institute for Simulation and Training at the University of Central Florida. The lab's primary focus is on maximizing individual and team performance in complex environments through a team-centered approach to training, learning, and assessment. This is accomplished through a mixture of basic and applied research which uses multiple methodologies to investigate issues related to areas such as: team leadership, distributed teams, team adaptation, multicultural teams, and teams-of-teams. All work is conducted with an eye towards fostering resiliency and adaptation within teams performing in mission critical environments. Work at TRACE lab has been funded by NASA, Army Research Institute, Army Research Laboratory, Office of Naval Research, Army Research Office, and the National Science Foundation.

Within the lab, projects range from those that examine basic science (primarily contributing to theory development) to those that are more applied in nature. However, work at TRACE lab is predominantly driven by real world problems. Many projects are based on requests from companies, requiring expertise in areas such as training evaluations and recommended methodological approaches to work that already exists. Other projects are of longer duration and require full study design and collection of data to answer specific research questions. The approaches to such questions vary from lab studies, field studies, analog environments, historiometric analyses, SME interviews, and meta-analyses.

TRACE lab is specifically interested in exploring and understanding how to cultivate leaders and teams to be resilient and successful in complex environments. Given this emphasis on mission critical environments, our research is focused on settings such as healthcare, military, and long-duration space exploration missions. Recently, these efforts have been predominantly based on NASA-funded research, with 2-3 year projects focused on facilitating NASA's Mars mission, planned for 2035.

The first project examines leadership over time, using both laboratory and analog settings to collect data. This project is uncovering the degree to which team members share leadership responsibilities and to what extent these leadership behaviors vary over time. The second project is targeted at understanding the task and social roles that are essential during long-duration space missions. For this project, astronaut interviews and also data collected in an analog environment are being used to detect functional team roles.

Two other NASA driven projects which are in their infancy deal with: 1) understanding the impact that cultural diversity has on teams and 2) the relationship between individual and team cognition within the context of long duration, distance exploration missions. Both employ a mixture of methodologies and the resulting products will be countermeasures that the crew can use to facilitate team performance – with one focusing on team cognition and the other focusing on countermeasures to facilitate the use of the cultural diversity present within the crews as a synergistic force.

UCF AT SIOOP



Listed are all posters and presentations by UCF faculty and students, which can be seen at the 32nd annual SIOOP conference in Orlando, Florida, April 27th-29th

- Cao, M., Carter, N. T., Mead, A. D., Scherbaum, C. A., & Wang, W. (2017). Practical Guidance for Developing and Implementing Ideal Point. Panel Discussion presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.
- Ciarlante, K., McCord, M. A., & Joseph, D. L. (Accepted). *Measurement equivalence of the DANVA 2 across gender*. Poster submitted for the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Dhanani, L.Y., & Wolcott, A.M. (2017, April). *Measurement equivalence of the organizational tolerance for sexual harassment inventory*. Presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Fritzsche, B. A., Marcus, J., Sevgili, F., & Fleurimond, F. (2017, April). Implications for Turkey's Aging Workforce. In S. Ran & L.A. Marchiondo's (Chairs), The Aging Workforce and Sustainable Workplace around the World. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Illingworth, J., Carter, A., Slabik, R., Cowan, J., Meyer, A., Moon, S. (April, 2017) *Impact of Disability on Mobile Assessment Outcomes*. Poster being presented at the 32nd Annual Conference for the Society of Industrial and Organizational Psychology, Orlando, FL.
- Kluth, T. A., Wang W., & Tian, T. (2017, April). Engineering team performance: In-group bonding capital vs. out-group bridging capital. In W. Wang (Chair), Social network analysis: Advances in methodology, theory, and application. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Kueny, C. R., Shoss, M. K., Robertson, M. (2017, April). Tending and befriending through emotion sharing: Increasing affiliation at work. Poster presented at the annual conference of the Society for Industrial & Organizational Psychology, Orlando.
- Labat, L., Erb, K., Shoss, M. K., & Meriac, J. P. (2017, April). I learned it from you: Parental influences on work ethic. In J. P. Meriac & M. K. Shoss (Chairs), New developments in work ethic research: Antecedents, impact, and distinctiveness. Symposium presented at the annual conference of the Society for Industrial & Organizational Psychology, Orlando.
- Marcus, J., Fritzsche, B. A., Smith, N. A., Gebben, A., Sahin, C., Emiroglu, E., & Martinez, L. R. (2017, April). "One size doesn't fit all": Initial evidence on prejudice archetypes. In L. Finkelstein's (Chair), Stereotypes and Discrimination: Fresh Looks at an Age-Old Issue. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Mihm, D.C. & Smith-Jentsch, K.A. (April, 2017) *VIE-ing for the position: Expectancy theory and applicant faking*. Poster to be presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Continued
on next page...

UCF AT SIOP



*Henry Young's SIOP submission won the 2017 Flanagan Award, which recognizes the best student poster at the SIOP conference. Congratulations, Henry!

- Mihm, D.C. (April, 2017) To Catch a Faker: The "Ideal Employee Factor" as an index of applicant faking. Poster to be presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Monsky, D., Hernandez, C., Shah, P., & Burke, C. S. (April, 2017). Examining shared leadership in space exploration: An analog perspective. In J. L. Wildman (Co-Chair). *Cutting edge perspectives of shared leadership networks*. Symposium being presented at the 32nd Annual Conference for the Society for Industrial Organizational Psychology, Orlando, FL.
- Peng, X., Wang, W., Stillwell, D., & Kosinski, M. (2017). Facebook User Personality Measurement Equivalence: A Same-Language Difference-Culture Case. The 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.
- Perry, S. J., Callison, K., Forsman, J. W., Hanvey, C., Hunter, E. M., Lasson, E. D., Malka, A. A., Milam, A., Rubino, C., Shoss, M. K., & Stewart, R. W. Dos and don'ts: Thriving as PhD, master's, and undergraduate students. Alternative session presented at the annual conference of the Society for Industrial & Organizational Psychology, Orlando.
- Scandura, T. A., Mourino, E. L., Cogliser, C. C., Fritzsche, B. A., Hurley-Hanson, A., & Tejada, M. J. (2017, April). Leadership & diversity: Implications for organizations in the 21st century. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL
- Shoss, M. K. (2017, April). Discussant. Going beyond the behavior: Systematically understanding consequences of proactive behavior. Symposium presented at the annual conference of the Society for Industrial & Organizational Psychology, Orlando.
- Wang, W., Newman, D. A., Dipboye, R. (2017). The Effect of Network Types on Job Satisfaction and Turnover. The 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.
- Wolcott, A.M. (2017, April). *The relationship of safety climate and behaviors with organizational commitment*. Presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Young, H., Glerum, D., Wang, W., & Joseph, D. L. (2017). Leadership and Subordinate Engagement: A Meta-Analytic Review. The 32nd Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.
- Zheng, J., & Shoss, M. K. (2017, April). Job demands, control, and commitment: Does full-time status matter? In B. J. Hoffman (Chair), The changing nature of work: Empirical trends and organizational responses. Symposium presented at the annual conference of the Society for Industrial & Organizational Psychology, Orlando.

Program Updates!

Looking Forward

The 2016-2017 academic year has introduced some exciting new changes and developments at UCF's I/O department. At the start of the Fall Semester, we welcomed the newest member of our faculty, Dr. James Illingworth. Now, we look forward to Fall of 2017 bringing even more growth to the program

We are very excited to announce that we will be welcoming two new full professors in the fall; Dr. Steve Jex and Dr. Mark Ehrhart.

Dr. Steve Jex will be joining us from Bowling Green State University as our new department chair. His research focuses on occupational stress, with special interest in abusive supervision, interpersonal mistreatment, workplace incivility, and individual differences in stress. Further, Dr. Jex will be working on our up-and-coming consulting firm.

Dr. Mark Ehrhart will be joining us from San Diego State University. Dr. Ehrhart studies organizational climate and culture, justice, and citizenship behaviors. He has also studied leadership, stress, and teams. We are excited to welcome our newest faculty in the Fall of 2017.

We are happy to also welcome one of Dr. Jex's students from Bowling Green University, Kristin Horan, who will be joining Dr. Jex in bringing our consulting firm to fruition. The consulting firm, UCF Performance Solutions, will be an excellent opportunity for students to gain more applied experience in our field.

FAREWELL FRIENDS

Congratulations and best of luck to our recent graduates!

Congratulations to our PhD graduates

Psychology PhD	Industrial & Org Track	David	Glerum	Spring 2016
Dissertation title: The Attitude-Engagement Model Within-Persons: An Experience Sampling Study of Job Attitudes and Behavioral Engagement				
Psychology PhD	Industrial & Org Track	Bridget	McHugh	Spring 2016
Dissertation title: Weight Discrimination Through Social Networking Sites: The Moderating Effects of Gender, Occupation, BMI, and Stereotype Consistency				

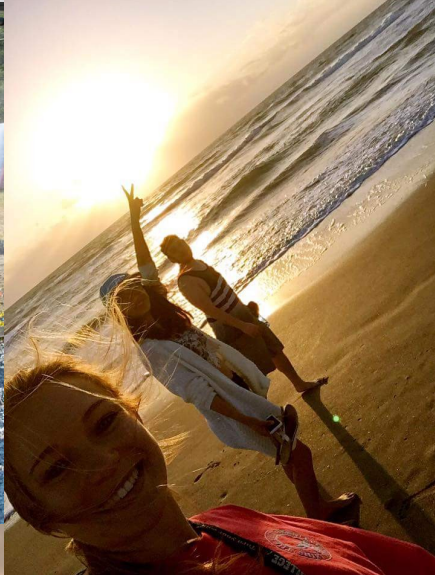
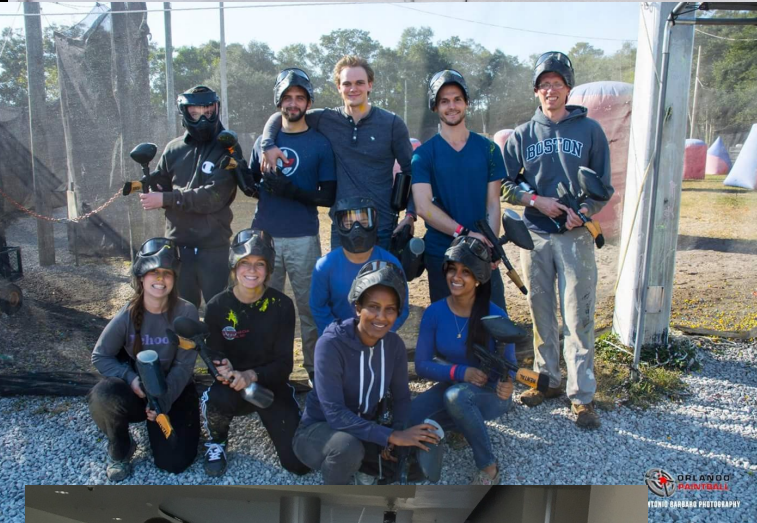
Congratulations to our Masters graduates

Industrial Org Psychology MS		Connie	Ordaz	Spring 2016
Industrial Org Psychology MS		Carlos	Saldarriaga	Spring 2016
Industrial Org Psychology MS		Kelsey	Hohman	Spring 2016
Industrial Org Psychology MS		Kristin	Marcelle	Spring 2016
Industrial Org Psychology MS		Betsir	Zemen	Spring 2016
Industrial Org Psychology MS		Michael	Kushner	Spring 2016
Industrial Org Psychology MS		Alyssa	Nathan	Spring 2016
Industrial Org Psychology MS		Miranda	Pelkey	Spring 2016
Miranda's Thesis: She's Not Fit for the Business World: An Examination of Age, Sex, and Weight				
Industrial Org Psychology MS		Marissa	Daher	Spring 2016
Industrial Org Psychology MS		Ashley	Thompson	Spring 2016
Industrial Org Psychology MS		Christopher	Marsh	Spring 2016
Industrial Org Psychology MS		Samuel	Orelove	Spring 2016
Industrial Org Psychology MS		Daniel	Cosentino	Spring 2016
Industrial Org Psychology MS		Stefanie	Gisler	Summer 2016
Industrial Org Psychology MS		Andrea	Hermsdorfer	Summer 2016
Andrea's Thesis: Emotional Intelligence in Organizational Social Networks				
Industrial Org Psychology MS		Diane	McDaniel	Fall 2016

Highlights from the Year!



Highlights from the Year!





UCF

SPIOP BOARD

President—Tanner Kluth

Vice President— Henry Young

Treasurer— Krystyn Ramdial

Secretary — Alyssa Perez

Historian— Uriel Ronquillo

Social Chair—Jimmy Zheng

Masters Liason— Duncan Evans

Would you like to advertise in the next issue of I/O opener or at the UCF SIOPIOP Social?
Contact us at UCFSpiop@gmail.com Check us out online!

UCF I/O Psychology PhD Program: <http://psychology.cos.ucf.edu/graduate/ph-d-industrial-organizational/>

UCF I/O Psychology MS Program: <http://psychology.cos.ucf.edu/graduate/ms-io/>

UCF Psychology Department: <http://psychology.cos.ucf.edu> <https://www.facebook.com/pages/Psychology-at-UCF/130896643601267>.