

I/O PENER

The latest news and updates from UCF SPIOP



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BY ALISSA GEBBEN

The I/O Psychology program at UCF is excited to prepare for the 2018 SIOP conference in Chicago! This has been a year of growth and transition in our program as our new faculty members have been settling in and our research groups have started getting to work.

In this issue, we welcome our newest students, offer some interviews from Dr. Steve Jex, Dr. Mark Ehrhart, and Kristin Horan, describe work being done in our labs and individually by our students, document some insight from graduated alumni, and review the MSIOP program's foray into consulting: Performance Solutions. Finally, we say farewell to those who have graduated in the past year.

I would like to extend a massive thank you to the SPIOP officers, and the Newsletter Committee who made this newsletter possible!

Welcome to our new M.S. students!



“ MARIA CAMPBELL

Hi, I'm Maria! I've spent the majority of my life in central Florida and received my Bachelor's degree in Psychology here at UCF. I had my first real glimpse into the I/O world as a research assistant for Dr. Wei Wang's Computational Psychology Lab, where I helped to figure out the relationships between leadership effectiveness and the Big Five personality sub-facets. I'm interested in occupational health and selection, and I also enjoy learning about how to develop assessment tools. On top of my studies, I currently work in the Research Initiative for Teaching Effectiveness (RITE) lab, where I assist in research involving adaptive and online learning platforms. During the moments I have free time (and money), I like being active, baking, and doing crafty things.

DANIEL DURKE

I am a master's student in the Industrial/Organizational psychology program at UCF. I received my Bachelor's degree in psychology with a minor in economics from the University of Houston just before moving to Orlando to begin the master's program. My time working in a social psychology research lab as an undergraduate led me to pursue my graduate degree in I/O when I realized I wanted to apply similar theoretical concepts in an applied setting. My particular fields of interest include psychometrics, employee selection, and person-organization fit.



“ DESTINIE HOPKINS

I am a first year student in the Industrial-Organizational Master of Science program at University of Central Florida. As a native Floridian, I grew up in the Tampa Bay area and attended Florida Institute of Technology where I obtained my Bachelor's degree in Psychology. My interest in I/O Psychology first started while pursuing my undergraduate degree. However, it wasn't until after I graduated and worked a variety of jobs in different work environments that my interest in the field was solidified. My current interests are training, development, talent acquisition and diversity.

CHRISTINA JACKSON

My name is Christy Jackson, and I am a first-year student in the Industrial and Organizational Psychology M.S. program. I recently graduated from Rollins College. I was an active member at Psi Chi, and engaged in several research projects during my undergraduate career. Within the I/O field, I am interested in Organizational Culture and Development. I currently work at the Institute for Simulation and Training as a graduate research assistant. Outside of work and school, I like to stay active by rock climbing with my fellow Master's students.





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JESSE MARIKA

My name is Jesse Marika and I grew up in South Florida. I attended the University of Central Florida where I earned my Bachelor of Science degree in Psychology in 2016. I am first year student in the Industrial-Organizational Psychology M.S. program. 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. My other interests include fishing, hiking, and playing video games.

MATTHEW NG

My name is Matthew Ng, and I am a Master's Student in Industrial and Organizational Psychology at the University of Central Florida. I am interested in personality and how that impacts organizational constructs like training and work environments. I hope to work in a corporation that provides me novel and practical experience to better prepare myself for the corporate world. I do see the possibility of a PhD in the future depending on my experiences and overall satisfaction.

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LIZA PARKER

My name is Liza Parker and I am a first-year student in the I/O Psychology M.S. Program at the University of Central Florida. I received my B.A. in Sociology from Kutztown University of Pennsylvania in 2015. I am currently a graduate research assistant for the Research Initiative for Teaching Effectiveness in UCF's Center for Distributed Learning. My I/O interests include training and development, work-life balance, employee engagement, and motivation. During my free time, I love to take my pup on walks and take kickboxing classes.



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LINDSAY PATENAUDE

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 and B.S.B.A. in Management from the University of Florida in Gainesville, FL in 2014. I worked in various labs during my undergraduate career including Dr. West's Memory and Aging lab and one summer with Dr. Bono's Performance and Leader Self-Concept lab. My professional interests include selection and training, diversity, and employee wellness. I am additionally interested in how these concepts relate to the aging workforce. I'm excited to get my consulting career started and intend to obtain an internship this summer. My personal interests are attending punk rock shows (check out The Menzingers and Bayside) and running. I spent the summer of 2015 fundraising and running across America (Yup, Forrest Gump style) for the Ulman Cancer Fund's 4K for Cancer program, which provide resources to young adults battling cancer.





“ **MARISSA POST**

My name is Marissa Post and I am from the southwest suburbs of Chicago. I received my B.S. in Psychology from North Central College, a small liberal arts school 30 miles west of Chicago. While at North Central, I completed a thesis about justice perceptions surrounding Family and Medical Leave Act and sexual identity. Here at UCF, I am a Graduate Teaching Assistant and Graduate Student Coordinator for Career Readiness Solutions. I consider myself more “I” focused, and I hope to find an internship related to psychometrics for the coming summer. In my free time, I enjoy running, drinking iced coffee, and cooking.

MELISSA RIZE

Hello! My name is Melissa Rize and I am a first year Master's of I/O student. I completed my undergraduate education at the University of New Hampshire, where I earned dual degrees in Business Management and Psychology. While at UNH, I also assisted in researching negotiations and gender discrimination in the selection process, competed on the nationally ranked field hockey team, and went on several service trips. My current interests are in teams, organizational behavior and development, as well as talent management. I look forward to my next two years at UCF gaining knowledge and applied experience in the I/O field.



“ **DEVIN SAPP**

My name is Devin Michael Sapp and I am a first year Master's student in Industrial and Organizational Psychology. I am from Jacksonville, Florida, zone four baby you already know. I have a vast array of hobbies and interests. These include playing basketball, video games, lounging in my hot tub, and playing cricket. I currently work as an I/O specialist at a medium sized government contractor and I want to work as an organizational consultant in NYC after graduation. My professional interests include selection, training, and organizational development.

MEGAN SMITH

I am currently a first-year master's student in the Industrial Organizational Psychology program here at the University of Central Florida. Prior to attending graduate school, I received my bachelor's degree in psychology with a minor in communications at Florida State University. There, I worked under Dr. Roy Baumeister in a social psychology lab, and under Dr. Jesse Cougle in a clinical psychology lab. This is where I gained most of my research experience. I was also an active member for three years in the Psi Chi Honor Society. My current interests within the I/O field are not limited and include selection and training, employee engagement, and other aspects of organizational development. I love being active and spend most of my free time outdoors hiking, swimming, going to the beach, and playing with my dog.





“ ARTHUR THEODORE

Hi, my name is Arthur and I am a first-year graduate student in the M.S. I/O Psychology program here at UCF. I have lived in Florida for most of my life but left to pursue a Bachelor's degree in I/O Psychology at Southern Adventist University in Tennessee. There I fell in love with the mountains and being able to experience actual seasons. In my free time, I like to stay active by going to the gym and playing sports – particularly basketball, football, and soccer. I also enjoy traveling to new countries, hanging out with friends, and learning new languages – right now I'm working on my Spanish. My professional interests are in organizational development, teamwork, employee engagement, leadership training, and work motivation. After I graduate, I hope to work as a business consultant or internally at a company doing organizational development work.

KARA TORTORIELLO

Hi! My name is Kara Tortoriello and I was born and raised in Jupiter, Florida. I received my B.S. in Psychology and a minor in Communication Studies from the University of Florida. At UF I worked in two research labs, which is where I found my passion for Industrial/Organizational Psychology. I am so happy to be a first year student in the Industrial/Organizational Psychology M.S. program at the University of Central Florida. Within the I/O field, I am very interested in motivation, leadership, and teamwork and eventually hope to excel at a career in internal or external consulting. I believe that these career goals align very well with my I/O related interests, but I'm open to many things and can't wait to see where this program can lead me!



“ ANDREW WHITE

Hello, my name is Andy White. I graduated from the University of South Florida majoring in psychology with a minor in Entrepreneurship. During my time at USF, I assisted in psychology research as an undergraduate and secured an internship with a company that ended up turning into a consultation contract. Prior to choosing to pursue Industrial-Organizational psychology I owned a small business for 5 years, worked as a commercial diver for a maritime salvage company, and served in the U.S. Navy as an aircrewman. The program at UCF has been just as fulfilling as it is challenging. I plan to complete a thesis and hopefully find employment inside a medium to large-sized organization while continuing my education. Outside of academic life, I spend my time paddling the springs that surround Orlando and enjoying what the city has to offer.



Welcome to our new Ph.D. students!



“ EMILY BROKSCH

Before attending UCF, I received my B.S. in Psychology with a minor in Business Administration from the University of Florida. While at UF, I served as lab manager for Dr. Mo Wang and interned at UF Advancement in the Talent Management department. Through my experiences, I found that I had a strong interest in I/O Psychology and the impact I can have on employee well-being. More specifically, my research interests include occupational health, implementation climate, and work stress. In my spare time, I enjoy watching *New Girl*, doing puzzles, and going to the pool.

MICHAEL DISTASO

My name is Michael DiStaso, and I am a first year I/O Psychology doctoral student. I earned my bachelor's degree from The College of New Jersey, where I completed a double major in Psychology and International Relations. Before coming to UCF, I interned with Education Testing Service and subsequently worked for two years in the field of assessment development. I'm interested in measurement and assessment, employee selection, organizational climates, subjective well-being, and job attitudes.

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“ ALISSA GEBBEN

My name is Alissa Gebben. In addition to being your current SPIO secretary, and the head of the Newsletter and Website committee, I am also a new Ph.D. student. I earned my B.S. from UCF, and completed one year of our M.S. program before being admitted to the Ph.D. program. I work with Dr. Barbara Fritzsche in the REDI lab. I'm currently working on a project focused on job insecurity and social class, as well as my M.S. thesis, which looks at the differences in age-based stereotypes that people make on the basis of age group membership and organizational culture. I'm also interested in job insecurity, selection, marginalized workers, and psychometrics.



WHEELER NAKAHARA

Howdy! My name is Wheeler Nakahara. I am from Dallas, TX and attended undergrad at Texas A&M University (Whoop!) where I completed my B.S. in Psychology. Through my involvement in I/O research labs at Texas A&M and leadership roles in student organizations, I became interested in pursuing graduate school in I/O psychology. Currently, I am a first year I/O PhD student and I am incredibly grateful to pursue higher education at UCF. As of now, I am involved in Dr. Ehrhart's lab, as well as Dr. Jex's lab. I look forward to the incredible learning opportunities UCF has to offer and cannot wait to enhance my knowledge of our incredible field!

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Introducing our new PhD Program Director, Dr. Steve Jex!

Tell us a little bit about previous and current roles. You were the director of the I/O Psychology PhD Program at Bowling Green State University.

Well, I was at one time. One of the IO faculty members, Mike Zickar (*at Bowling Green State University*), became the chair of the department and he was the director of the program at that time. So, I took over and I was director of the program for about five years.

The other things that I did at Bowling Green – I was the director of the Institute for Psychological Research and Application for about four years. I also was an academic advisor for the undergraduate program – they had a system, where four faculty members served as academic advisors for undergraduate students. So, I was an academic advisor for about seven years. The other thing I did for the whole 15 years when I was there was directing the Occupational Health Psychology Research Group.

My role here is mainly the director of the PhD program.

As director of the I/O Psychology PhD program at UCF, what are you exactly in charge of?

More than I thought. [*Laugh*]. First, student recruitment. I do a lot with that – I get a lot of inquiries from potential students. And program evaluation – we have different levels of evaluation at the university, so I'm responsible for that. I am also responsible for anything related to curriculum issues – if students have a question about the curriculum or anything like that. Also, I'm in charge of getting comps together, designing comp questions, and administering the whole process. So those are the main things. If there's ever a problem in the program with a student or something like that – I am responsible for resolving the problem a lot of times.

What are your current research interests?

I would say there are three areas. One is a

general sense of stress in the workplace – that's something I've been doing about 30 years. And right now, my focus is on negative interpersonal behaviors in organizations and how those behaviors impact people. I'm also interested in individual differences that impact how people perceive interpersonal mistreatment. Because a lot of it is based on perception and how people react to different forms of mistreatment. One of the things that I want to do – this is a continuation of work that I did at Bowling Green – is to look at sleep as an outcome of mistreatment because that's one thing that I think is a link to physical health. I'm really interested in doing that. And you guys (*his students*) are playing with the actigraphs now, so hopefully we'll measure the sleep more objectively than just asking how much sleep they had. The other area I'm interested in is how people make decisions about retirement. And that's something I haven't done a lot of research on yet. I've written a couple of chapters on it, but I'm really interested in this area because probably I am closer to that event than most of the other faculty here [*Laugh*] but it's a real interesting area that IO people have gotten into fairly recently. So, I am interested in looking at how people decide about retirement, how people adjust to being retired, and things like that because nowadays the post-retirement period is much longer for most people.

What is your mentoring and teaching philosophy?

That's a good question. I think a lot of people tend to use the style their mentor used. As a graduate student I was given a lot of freedom to do what I wanted to do. And I like to give the students freedom to come up with their own ideas and things like that. One thing that I do like is having frequent contact with students because I think research ideas get a lot better if you talk about the ideas and it forces you to think about things, so I like frequent contact, but I don't need to be really direct with the students.

What's your definition of success for MS or doctoral students?

That's a good question too. For the Master's students, and again, I am the director of the Ph.D. program, but for the Master's students, obviously – doing well in your courses. Another thing – this is probably the same regardless of whether you are Ph.D. or master's student – getting involved in research. That's critical for the Ph.D. students. Getting involved in research and getting involved soon. I think with the Master's students – doing work outside in organizations, internships, practicum, things like that. That's probably more important for them because most of the Master's students are probably going to seek out jobs after they complete their degree. I think I'm kind of jumping around master's and Ph.D., but with the Ph.D. students, the research is really the key. I also think, having a lot of contact with faculty – not just formal contact, but informal contact – because you know, we can teach you a lot of things about research, about professional development, and just things like that more informally. A lot of my learning in graduate school with Paul (*Spector*) was really informal – just talking to him about things. So, I think frequent contact and being in the department on a regular basis are very important.

Do you have any other specific advice for graduate students?

Being engaged in the program and trying to learn from each other are both important. As a graduate student at USF I probably learned almost as much from other students in the program as I did from the faculty. So, I think, trying to learn – but really, just try to get everything out of the program that you can. I'm more than willing to sit down and talk to any student even if they're not my students if they have questions about things, because I've been around a long time. I think faculty have a responsibility to spend time with the students, and help them – that's what mentoring is all about.

Do you have any nicknames that you're aware of? Either from students or colleagues?

The only nickname I can think of is when my older son Garrett started calling me Big Hoss about

5 years ago. It was when I was about 25 pounds heavier than I am now, but even after I lost weight it kind of stuck and I think it's really funny. He's the only one who calls me that, though. But again, I'm sure there are probably have some unprintable nicknames that I'm unaware of.

Could you please describe yourself in three words?

I would say, agreeable, focused, and collegial – which is probably close to agreeable.

What kind of hobbies do you have? Is there anything that you like to do outside of work?

Probably the biggest thing is that I work out a lot. I like physical activity. I'm not sure I am at Barbara's level, getting up to work out at 4:00 in the morning. But I am pretty physical active for my age. I also really like to watch sports – especially baseball. Actually, I go watch the UCF baseball team practice once in a while and plan to go to most of their games in the Spring. [I heard they (*UCF Baseball Team*) are good.] Yeah, they're very good – and they have an excellent young coach. I also really enjoy spending time with my wife and my two boys – my son Travis came down to visit in September, and my son Garrett is flying down from Pittsburgh for a visit next week.

Is there anything else you'd like to share?

I'm truly honored to be the director of the Ph.D. program at UCF. This is really an outstanding program and I'm very grateful for the opportunity to lead it.



INTERVIEW BY JUSEOB LEE

Welcome, Dr. Mark Ehrhart!

Tell us a little bit about previous and current roles.

I was at San Diego State University for 16 years, where I was the Master's Program Advisor and Associate Chair. I performed the usual teaching, service, and research, with additional administrative responsibilities including overseeing the master's program, making TA assignments, coordinating the class schedule, and reviewing part-time faculty.

Here at UCF, I'm a full professor, and my responsibilities span the normal categories of teaching, service, and research.

What are your current research interests?

Broadly speaking, I would frame my research as studying the influence of the organizational context on organizational effectiveness and well-being. I specifically focus on organizational climate, leadership, and OCBs, and the integration of those three. And more recently, I've focused on how those three influence the implementation of change in health and health service settings.

Can you share any interesting projects that you're currently or have previously been involved with?

One example would be a recent paper we have based on a sample of military Teams. We looked at how the leader's role modeling of learning behaviors resulted in denser advice networks within a team, which essentially means more cooperation or helping within a team. We then showed how those dense networks resulted in improved mental models within the team for task accomplishment, which was then related to overall team performance.

As another example, my colleagues at the University of California, San Diego and I have

developed measures of implementation leadership, climate, and citizenship behaviors.

We also created training to improve first line supervisors' implementation leadership, and are testing whether that training results in more effective implementation outcomes relative to a control group getting basic leadership training. That work is being funded by the National Institute on Drug Abuse, and is being conducted in substance abuse treatment organizations.

What is your mentoring or teaching philosophy?

For mentoring, my main goal is to give students hands-on research experience that is aligned with their interests and that will help them develop their research skills, while at the same time helping students to develop as professionals.

For teaching, my approach varies based on the level. For undergraduate and master's students, I focus on providing a strong foundation in science and research that they can build on through their applied careers.

At the doctoral level, it's more focused on the research side and providing an understanding of current research, how it's done, and how to formulate new research questions to contribute to the literature. I emphasize the integration of research across articles and topics, while at the same time staying connected to the applied value of research.

What would you say your definition of success is for Master's and Doctoral students in graduate school?

Most master's students will go into applied positions, so I would want them to be differentiated from their peers as they move forward, and ensure they have skills and a

(continued)

foundation of knowledge that's based on the science and evidence.

The PhD is a research degree, so even if you're going into an applied job, you're still training researchers, so in that case the focus is more on developing good theoretical questions, designing research to test those questions, analyzing data, and effectively reporting the findings.

For students interested in going into an academic job, then all of that is done within a program of research that they're going to build throughout their academic career.

For students planning on going into applied jobs, it's more about having the research skills that they can use in their work that will differentiate them from their peers.

Do you have any advice for the current graduate students?

One main piece of advice is to live in the now and enjoy being a student, because it's a unique time in your life. Although students obviously need to work hard and keep moving forward in the program, students can focus too much on just getting past this stage in their lives, and then they start their careers and wish they had enjoyed graduate school more.

Another piece of advice would be to embrace I/O psychology to the greatest extent possible, whether it be finding topics that they enjoy and are passionate about, pursuing development opportunities, or getting involved in professional organizations. Students should take advantage of opportunities to connect with the larger I/O community and with those who have shared values, interests, and perspectives on how to improve science through practice.

That's why I encourage students to attend SIOP so they can stay connected with the latest

research and practice and network with other I/O psychologists.

Can you describe yourself in three words?

Intellectually-curious, detail-oriented, and tired (because I have two young sons).

What hobbies or activities do you like to do outside of work?

I play adult men's baseball, primarily as a pitcher and outfielder. I used to golf and play tennis, but when I had kids I had to narrow it down to just one sport. Since having kids, I spend a lot more time building Legos, racing Hot Wheels, and playing with the boys in the swimming pool.

Is there anything else you'd like to share?

I'm excited to be part of the UCF I/O program, and I'm excited to work with students and possibly alumni on lots of exciting new research!

Welcome, Kristin Horan!

Tell us a little bit about previous and current roles.

During my time as a graduate student at Bowling Green State University, I was a student consultant for the Institute of Psychological Research and Application (IPRA). As a student consultant, I provided IO consulting services under the supervision of faculty. My responsibilities included writing project proposals, developing assessments to collect both quantitative and qualitative data, data analysis, facilitation of group training, and report preparation and presentation.

I currently serve as a Research Associate in the UCF IO Psychology program. My role involves two major responsibilities. The first involves developing the infrastructure and client base of Performance Solutions, an applied research group that allows graduate students in the UCF IO Psychology Program to complete IO consulting under faculty supervision. I coordinate administrative aspects of the management of this group, such as developing standardized policies and procedures for Performance Solutions operations. I oversee the efforts of the teams that are developing our marketing plans, marketing materials, and templates of all client-facing materials. I also network with organizations and professionals in the Orlando community to get the word out about Performance Solutions. Finally, I coordinate student consultant development opportunities and provide feedback on student consultant competency development.

My second major responsibility involves overseeing the operation of Career Readiness Solution, a developmental assessment center designed to increase the career readiness and employment rates of undergraduate psychology majors at UCF. This responsibility primarily involves project management, as I coordinate the efforts of the Assessor Team, the Training Team, the Communication Team, the Evaluation Team, teaching assistants and interns.

What are your current research interests?

My research interests broadly relate to occupational health psychology (OHP), a research area within IO Psychology that aims to better understand and improve health, safety, and well-being in the workplace. Specifically, my research interests relate to strengthening interventions in OHP, better understanding OHP as it relates to high-risk occupations (I've worked with firefighters, healthcare employees, and food services employees), and understanding the relationship between health behaviors and work.

Could you share any interesting projects that you're currently or previously involved with?

I'm currently working on my dissertation, which examines how the delivery of an OHP intervention can promote or inhibit participant autonomy. For my last two years at BGSU, my assistantship involved coordinating research efforts as part of a grant that aimed to better understand and improve injury rates among nurses and nurse aides in long-term care settings. At BGSU I also started collecting data on treadmill desks and their influence on performance, which is a line of research that I am interested in continuing in Dr. Jex's Employee Health and Well-Being lab.

What's your mentoring/teaching philosophy?

In my mentoring or teaching style, I try to embrace a facilitative approach. This means that my style is supportive of student initiative, and my role is primarily to provide resources and guidance. To sum it up, I try to help a student discover how to do something rather than telling them what to do. I also try to embrace that post-secondary education has the power to be transformative. I learned so much about myself, not only as a researcher and a practitioner, but as a citizen and a human-being during my post-secondary education. I would love to facilitate that same kind of holistic and positive experience for the students that I work with.

What is the definition of academic success for Master's and doctoral students?

I would define academic success for a master's student as building as many competencies, hard skills, and soft skills as possible. These competencies and skills can be developed in many ways, but I believe that the best way is through hands-on applied experience such as consulting projects, internships, and practicum experiences.

I would define academic success for a doctoral student based on their ultimate career goals. For those considering going into applied roles, my advice would be the same as for master's students. However, I would place an increased emphasis on decision-making based on current theory and research, as consultants with a Ph.D. are more likely to be in a role performing internal research or making big picture decisions.

For doctoral students that see themselves in a research-focused academic job or a research institution, my advice would be to focus on research and grant-writing. Your research, whether it be with your advisor, senior students in their lab, or other faculty, should initially involve developing your proficiency in certain methodologies or analyses and should eventually evolve to accommodate your independent research interests. For doctoral students that see themselves at a teaching-focused university, I would define academic success as teaching as an instructor of record and staying up to date on contemporary approaches in education (i.e. emphasis on experiential activities to complement didactic education, innovative practices such as flipped classrooms, etc.)

Do you have any advice for the current graduate students?

I tend to take a behavioral approach to the way I work and the way I conducted myself in graduate school. This involves a strong emphasis on goal-setting, scheduling consistent time dedicated to goal striving, and objective self-monitoring. Essentially you set an overall goal and smaller process goals, then treat your daily habits as data that tell you about your progress toward that goal. I also like to find ways to keep "my reason" in mind while I

work. By "my reason," I mean the reason why I chose this career and the impact that I hope to have through my work. These two approaches have worked very well for me and I encourage the current graduate students to give them a try!

Do you have any nicknames that you're aware of that you'd like to share with us?

Some of my colleagues from BGSU call me "Leslie" because they say that I remind them of Leslie Knope from Parks & Recreation.

Is there anything else you would like to share with the current I/O graduate students or alumni?

I would like to add that I have loved my time in the program so far! I have thoroughly enjoyed the opportunity to work with the students and faculty here.

I'd also like to add that Performance Solutions is very eager to form working relationships with UCF IO Psychology alumni. We are actively developing collaborations with alumni and local organizations, and we welcome more inquiries. We will have a plaque commissioned that displays the name of the alumni and their organization that will be hung in Performance Solutions new home, the Orlando Technical Center. For more details, email Kristin.Horan@ucf.edu.

Research in Employment Diversity Issues (REDI) Lab



The R.E.D.I. Lab, led by Dr. Barbara Fritzsche, is at the forefront of all things diversity and inclusion in the workplace. This lab specifically focuses on the aging workforce with issues like stereotypes and discrimination,

intersectionality, and successful aging at work. The lab is also focused on interventions designed to promote employee health and wellbeing. The members of this lab are involved in a myriad of these topics such as:

Alyssa Perez-Shapiro is working on her MS thesis which investigates the emergence of archetypes that are based on the race/age/sex intersection and its impact on hiring. Additionally, Alyssa is investigating the extent to which counterproductive work behaviors differ across culture such as time banditry with Dr. Jex.

Ghada Baz is working on examining age-inverse leader member dyads, as well as OCBs and employment outcomes in an academic

setting.

Charlotte Holden is working on her master's thesis which involves examining positive emotions as a mediator to explain the effect of morning exercise on broadened thinking at work. Her work is centered around the theory of Broaden-and-Build theory of positive emotion.

Michael DiStaso is working on evaluating the utility of selection ratios and statistical significance tests that are used to determine possible adverse impact within selection procedures and determining how individuals understand these factors.

Alissa Gebben is working on her master's thesis by looking at investigating mechanisms involved in the expression of age-based discrimination within organizations while examining cultural factors like tightness/looseness and individualism/collectivism. Additionally, she is looking at the relationship social class has with job insecurity and other job attitudes.

Amanda Matioli is working on her master's thesis on the development of a career interest inventory for psychology majors using Holland's Vocational Interests theory. Her work should give psychology students a better idea of what careers within psychology best fit their interests and skills.



Dr. Barbara Fritzsche

Alyssa Perez

Ghada Baz

Charlotte Holden

Michael DiStaso

Alissa Gebben

Amanda Matioli

Kira Leach

Work Stress in Context (WSC) Lab



The Work Stress in Context Lab, led by Dr. Mindy Shoss, focuses on understanding the relationships between work (i.e., quality, conditions, organization of

work), well-being, and behavior. 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. Here are some of our current projects:

Nikki is examining reactions to employees' proactive behavior and the potential impact of employee's gender and

organizational context as part of her thesis. Nikki is also working with Elaine and Uriel on a longitudinal study of antecedents, triggers, and outcomes of job insecurity.

Jimmy is examining how perceived work ability and job insecurity interact to predict job satisfaction and life satisfaction among aging workers. He is also looking at how the relationships between job demands, job control, and organizational commitment differ across part-time and full-time employment types.

Elaine and Jamie are working on a study that attempts to manipulate perceptions of job insecurity. Both students are also involved on a project with Kate that looks at the motives underlying CWB.

Elaine is also studying how macro environmental context, such as economics, affect the prevalence of abusive supervision while Jamie is focusing on the work stress experience of temporary workers.



Dr. Mindy Shoss

Katherine Ciarlante

Uriel Ronquillo

Nikki Carusone

Jimmy Zheng

Jamie Striler

Elaine Zhao

Employee Health and Well-being Lab



The Employee Health and Well-being Lab, led by Dr. Steve Jex, is one of two new labs that have been added to the I/O research team at UCF. This lab focuses on concepts such as abusive supervision, aging and retirement, counterproductive

work behavior, occupational stress, and workplace incivility. With such a diverse array of topics to include, the projects done similarly have a wide range of topics including:

Dr. Jex is involved in both a study on the impact of workplace incivility and sleep and health complaints, as well as a study on time banditry and elder care.

Dr. Shiyang Su is a visiting professor at UCF. She is currently I have been working on utilizing online technology to deliver the clinical assessment with an adaptive approach for hospitalized patients. I am interested in adaptive learning and training,

especially their application in the field of I/O psychology, based on technology-driven approaches such as machine learning methods.

Kristin Horan is working on a project focused on participant preference in occupational health psychology interventions.

Xin Peng is working on the impact of physical activity while working on creative performance with Kristin.

Juseob Lee is looking into predictors of time banditry in organizations as well as a seminar project on recruiter incivility and organizational attraction.

Wheeler Nakahara is working on his master's thesis about moderating effect of coping style on job stress and sleep quality

Emily Broksch is involved in cross-laboratory research with Dr. Ehrhart's lab with a study on helping behaviors and sleep.

Dr. Jex is also actively working with two undergraduate students on their Honor's theses. Mitch Eid is working on a project involving the relationship of job characteristics and personality traits to workplace boredom, and Andres Acosta is studying the effects of ACT intervention on Colombian healthcare workers' well-being.



Dr. Steve Jex

Dr. Shiyang Su

Kristin Horan

Austin Carter

Xin Peng

Juseob Lee

Emily Broksch

Wheeler Nakahara

Andres Acosta

Mitch Eid

Research on Organizational and Leadership Effectiveness (ROLE) Lab



The Research on Organizational and Leadership Effectiveness (ROLE) lab, led by Dr. Mark Ehrhart, focuses on fostering innovative research in areas

such as organizational climate and culture, organizational citizenship behavior, leadership, implementation, and work stress. Current projects include the following:

Emily Broksch is conducting a meta-analytic review of the literature on implementation climate and leadership.

Michael DiStaso and Wheeler Nakahara are examining the extent to which stress management climate acts as a resource that results in decreased stress, exhaustion, and employee burnout.

Sarah Rabon is studying how organizations' social media policies address coworker harassment.

Richard Currie is exploring competing models of group composition as predictors of shared leadership in work groups.

Looking forward, here are some of the upcoming projects that are in the works:

Sarah plans on exploring the relationship between employee social media use and employee perceptions of their workplace, with a focus on the impact of cyber-harassment among coworkers.

Michael plans on determining which individual difference traits impact whether employees appraise the act of helping coworkers as a hindrance stressor.

Michael and Wheeler will also be collaborating on a project which examines the antecedents, outcomes, and explanatory mechanisms of receiving and initiating helping behaviors.



Dr. Mark Ehrhart
Richard Currie
Sarah Rabon
Emily Broksch
Michael DiStaso
Wheeler Nakahara

Team Research and Adaptability in Complex Environments (TRACE) Lab

The TRACE lab's primary focus is on maximizing individual and team performance in complex environments through a team-centered approach to training, learning, and assessment. We accomplish using 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. Our work 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, we have projects ranging from those that examine basic science (primarily contributing to theory development) as well as those that are more applied in nature. However, the predominant amount of our work is driven by real-world problems. Some projects are based on requests from companies, requiring our expertise in areas such as training evaluations and recommended methodological approaches to work that already exists. Other projects are of longer duration and require us to fully design studies and collect data to help answer specific research questions.

Recently, our efforts have been predominantly based on NASA-funded research, with different 2-3

year projects aiming to answer questions that will help facilitate NASA's Mars mission, planned for 2035. One of these projects is targeted at understanding the task and social roles that are essential during long-duration space missions, while another project explores cultural diversity in space crews. We have used both astronaut interviews and also rely on data collected in an analog environment to help us detect functional team roles and develop countermeasures to facilitate the use of the cultural diversity present within the crews as a synergistic force.

Currently, we are collecting data for the roles project using teams in an Antarctic station, while cultural diversity is examined within Russia's NEK analog. Additionally, an Army Research Institute funded project is targeted at understanding the dynamics of team adaptation and team resilience, which enable teams to overcome challenges in complex, dynamic, and extreme environments. This project's methods include historiometric analysis, which is the analysis of archival or historical data sources, as well as interviews and meta-analysis.

Under the guidance of Dr. Shawn Burke, and with the help of our graduate and undergraduate research assistants, the TRACE lab is answering critical research questions and helping make advancements in the field.



Dr. Shawn Burke
Claudia Hernandez
Ryan Howell
Lauren Campbell
Tristin Halfman
Justine Moavera
Jessica Romero
Deja Patterson
Gabriela Batista
Vanessa Gonzalez

Other Student Projects



KRYSTYN RAMDIAL

Krystyn is a 4th year PhD student currently working on two projects:

Impact of Background Cues on Video Interview Ratings: This study aims to investigate the impact of background cues during video interviews on interview ratings. A job applicant whose background cues suggest that they are conscientious may be perceived differently than a job applicant whose background cues suggest that they are not conscientious, and this non-job related information may potentially bias ratings of interview performance.

Survey of Faculty Involvement in Diversity and Inclusion: I am working with the Office of Diversity and Inclusion to collect data which will assist the office in designing and implementing campus-wide initiatives aimed at helping the university become more diverse and inclusive.



BETSY ZEMEN

Betsy is a 4th year PhD student currently working on several projects:

The Effect of Item Scrolling Requirements and Item Types on Mobile Cognitive Assessment: Dissertation project investigating the impact of item scrolling requirements and item types on mobile-delivered cognitive ability assessments

The Future is Now: Virtual and Augmented Reality in Organizations: A SIOP presentation and paper with Dr. James Illingworth about the impact of virtual reality technology on recruitment, personnel selection, and training

Cross-Cultural Measurement Equivalence of the Wong and Law Emotional Intelligence Scale (WLEIS): Research project with Dr. Dana Joseph examining the measurement equivalence of the WLEIS across collectivistic African and individualistic American cultures

Book Chapter: Chapter with Dr. Dana Joseph about the training of emotional intelligence skills.

UCF Performance Solutions

P.S. We do it better!

When you think about the Industrial and Organizational Psychology graduate program at the University of Central Florida, there are several things that should come to mind. Integrity, Resilience Perseverance, and Drive are just a few qualities that encompass the program. Performance Solutions is just one way the program aims to manifest all these qualities and more.

Performance Solutions is the University of Central Florida's applied research group who seeks to improve productivity and performance for organizations and strengthen the quality of work life for employees. Performance Solutions accomplishes this with the latest technology and research, providing a fresh perspective on business procedures with UCF's faculty and graduate students in the Industrial and Organizational Psychology program leading the way. By providing students with an opportunity to experience what work is like in the "real world" in their own field, these same students will leave graduation with a foot already in the door. This project's reach goes further than just its own student preparation however. The mission of Performance Solutions is to deliver evidence-based organizational solutions that enhance the workplace, including the organization and its employees. This mission is accomplished by incorporating a range of diverse perspectives from fledgling graduate students to veteran industry experience from our esteemed faculty.

Performance Solutions is still a fairly new project within the Industrial-Organizational

Psychology program and yet, it already has results to show. In the past, Performance Solutions has conducted work for a local branch of Red Lobster and more recently has started an assessment center in response to the governor's challenge of increasing employment rates of students in the most popular undergraduate majors, which at UCF, is Psychology. Performance Solutions has taken a special role in preparing UCF undergraduates for the work world with a set of courses called Career Readiness Solution. Career Readiness Solution or CRS is a set of courses all undergraduate psychology students are required to take in which the students are taught to properly market themselves and enter the workforce after graduating with their bachelor's degree. This project serves as both a growing opportunity for the undergraduate students as well as the Industrial-Organizational graduate students by giving them applied assessment experience which simulates assessment centers in the real work environment.

Performance Solutions provides a unique experience to graduate students that not only ameliorates the industries concerns of graduate program drawbacks but also provides developmental guidance with limited exposure in a field they may find themselves in after graduation.

Performance Solutions is very eager to form working relationships with UCF IO Psychology alumni. For more details, email Kristin.Horan@ucf.edu



Insight from Alumni

Dr. Dana Kendall, 2007 PhD Graduate

What were you like as a graduate student?

I was a hard worker. I enjoyed the learning process, but looking back, I was also too worried about performing well. This anxiety probably used valuable cognitive resources that could have been put toward deep learning of the material. Also, I was a bit hesitant at times to ask questions in class because I didn't want to look silly. In hindsight, I wish I would have cared less about how people viewed me in that regard. I worked with Eduardo Salas and Kim Smith-Jentsch.

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

I am an Associate Professor and Director of Research at a Masters and PhD program in I-O Psychology at a small, private university. I teach social psychology, research methods and stats, program evaluation, and selection and performance management. I supervise a research lab with 8-10 Ph.D. students and serve as chair on dissertations.

How did you find the transition from graduate school into academia?

There were a couple of aspects of the transition that were challenging. First, I found the responsibility for advising and guiding students intimidating. In graduate school I was always the recipient of the guidance; but as faculty, I was suddenly expected to provide all the guidance. I was grateful for the experience of investing in undergraduates who helped me with my dissertation process in graduate school, so I received some practice in mentoring before becoming faculty. The second challenge is the practice of being an effective instructor. Speaking easily about methods and statistics in particular is a skill I'm continually honing. I recommend anyone wishing to go into academia to take the opportunity to practice teaching in graduate school to gain the fluency and comfort with the concepts that you don't necessarily obtain simply by performing well in classes. Verbally articulating difficult concepts many times is the only

way to mastery.

What's a typical day like in your work life?

A typical day involves research meetings, teaching a class, committee meetings (service to the university), and providing copious amounts of feedback on student quizzes, assignments, and dissertation drafts. In between, there is continual reading to keep up on the latest research, and having ongoing conversations with colleagues and students via texting, email, or Voxer (a smartphone app for having a phone conversation when you cannot schedule a phone conversation). I have found that a sustainable way for me to provide detailed, personalized feedback to students is via screen casts that are uploaded to Youtube. The students access the feedback by clicking on a private link. In the screen casts, I talk through the document. It saves my tired fingers from typing too much, and it allows me to provide a whole lot of feedback that helps students improve their deliverables.

What advice do you have for current graduate students to get an applied position similar to yourself after finishing graduate school?

I am currently in an academic position, but our program mostly prepares students for practice. I suggest obtaining applied experience as soon as possible. Opportunities for practical experience should be built directly into the curriculum of your program. Also, industry is changing, due to the introduction of big data techniques and the prevalence of databases. Also, SPSS is too expensive for many companies to buy for your use. This means that if you want jobs involving data analytics, you will have to learn R, Tableau, and Excel (including Visual Basic for writing macros), which is beyond most I-O programs' curricula. Academia lags behind practice, generally. I hope this changes in the future, but until then, you will have to take time beyond your classes to invest in your future. You also should have familiarity with how most businesses store data and how to write simple queries using SQL. For

(continued)

better or for worse, I-O is merging with tech to the degree that even some programming training will be helpful if you are a practitioner dealing with data on a regular basis.

Is there anything that you wish you did as a graduate student that you may have missed out on?

At the time I attended UCF, there weren't many opportunities for applied experience. Also, I wish I could have learned R, but when I was in graduate school (2003-2007), it was likely still in the development stages.

When you have free time, what are some hobbies that you like to do?

My position does involve some stress and lots of sitting in front of a computer screen. These factors are not ideal for health, so I try to combat any harmful effects with frequent yoga, dancing, and other physical activity. I also try to keep my diet and sleep dialed in because my job is difficult enough when I am completely healthy. It becomes impossible if I'm sleep-deprived or sick. I also enjoy spending time with my husband, pet parrot, and extended family. I like to work with my hands, doing crafty things such as knitting or coloring to remain in touch with my creative side. I am always listening to audio books and podcasts to stay up-to-date in the field and current events. I listen while I work on crafts, commuting, and doing household chores. Over the years, I have become an expert at combining my calling and vocation with leisure, relaxation, and fun.

Do you have any other words of wisdom?

Those just starting out in I-O have substantial challenges in front of them that prior generations didn't necessarily face, including the imminent threat of climate change, insane costs of healthcare, and massive student debt. I think it's going to take much courage to critically question the status quo of how things have always been done—both at the micro level (i.e., interpersonal relations in the workplace) all the way up to the macro (e.g., societal priorities).

In graduate school, don't be afraid to appear ignorant if it's for the sake of true learning and understanding. Ask lots of questions, and then listen carefully. Especially listen to those in groups who have not historically held the majority of the economic/social capital in the US (this includes women, ethnic and religious minorities, immigrants, LGBTQ, and differentially-abled individuals). Ask them what they need to feel genuinely heard and included in organizations.

In general, it's important to reflect on why most of the individuals who hold the power in our field (and the funding money) are still mainly white and mostly male. What is it going to take to ensure that the power and access to opportunities are more evenly distributed in organizations? What are the broader policies/norms in our culture that perpetuate an unhelpful status quo? How are we, in our little corners of influence, helping to either dismantle damaging systems or passively and unknowingly uphold them? We can expect pushback when we challenge the status quo, but that doesn't mean that it is not a goal worth pursuing. I wish I had asked these kinds of questions much earlier in my life. I'm inspired to see many young people who care about these matters and are courageously working for positive change!



Dr. Dana Kendall is an Associate Professor of I/O Psychology and the Director of Research at Seattle Pacific University, and has held a position there since 2010.

Insight from Alumni

Dr. Christopher Wiese, 2015 PhD Graduate

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

I'd like to say that I was one of the hardest working graduate students. When I was an undergraduate, I was working in four different research labs including Dr. Eduardo Salas' and Dr. Kimberly Smith-Jentsch's Lab. When I was admitted to the PhD program, I chose Kim as my major advisor as she did work with teams as well as assessment - two of my research interests, however, I split my time between Ed and Kim's lab. Ed and Kim were close collaborators, so I was lucky enough to get the benefits of working in Ed's lab (grant experience, additional funding) and Kim's lab (pure experimental research, teaching classes).

One doesn't think about the work-life balance too much with regards to graduate students, but family time is something that I tried to prioritize during the latter parts of my graduate school tenure. This was especially important to me because my wife, Christine, and I had our first child while I was still in graduate school. Liam Spencer Wiese was born on July 4, 2013 ~ about two years before I officially graduated. In fact, it was in the middle of my dissertation data collection. After he was born, work-family balance became much more of a priority for me.

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

Presently, I'm a post-doctoral fellow at Purdue University. It's actually a joint appointment with Louis Tay here at Purdue University and Angela Duckworth at the University of Pennsylvania. Post-doctoral fellowships usually last for two to three years

and are primarily research based. The general idea is that during your time as a post-doc, you will do all the research you possibly can to improve your CV so that you may get an academic position as an assistant professor. So a normal day of work consists of everything in the publication process. Everything from cleaning and analyzing data, to writing up papers, to writing grant proposals, and the like. Since it is a temporary position, there is some external time pressure to get pubs out.

Typically these types of positions do not require any teaching or service as the general idea is that you're preparing yourself to be an assistant professor.

What advice do you have for current graduate students to get an applied position similar to yourself after finishing graduate school?

I wouldn't necessarily recommend getting a post-doctoral position as a general rule of thumb. In my mind, graduate school should be a vehicle not to discover the content of work you want to do - you're in a IO psych program for a reason - but to discover what type of work you want to do. Whether that be consulting, applied or government research, a teaching-focused academic position, or a research academic position - Discovering how you want to apply the science is what graduate students should be focusing on. Hence, you should test the waters and see what feels best to you. Do an internship, talk to alumni, work with faculty who apply for grants. Once you figure out how you want to apply the science, make every effort in graduate school make yourself a competitive job candidate.

Is there anything that you wish you did as a graduate student that you may have missed out on?

Not really no. I was lucky enough to have to opportunity to work as a consultant as a graduate student, do federally funded research, conduct experimental research, and teach classes. Honestly, the opportunities to do what you want are out there. You just need to put the effort into finding them.

When you have free time, what are some hobbies that you like to do?

As I mentioned earlier, I prioritize family. So the first thing I do when I have free time is spend time with family. However, some of my hobbies include playing guitar, reading science fiction novels, and cooking.

Do you have any other words of wisdom?

One thing that's defined how hard I work is a quote from Calvin Coolidge. In life, we're constantly faced with challenges and failures. Whenever these things arise, I keep this quote in mind:

“Nothing in the world can take the place of Persistence. Talent will not; nothing is more common than unsuccessful men with talent. Genius will not; unrewarded genius is almost a proverb. Education will not; the world is full of educated derelicts. Persistence and Determination alone are omnipotent.”

The slogan “Press On” has solved and will always solve the problems of the human race.

Update:

Dr. Christopher Wiese will be an Assistant Professor in Georgia Institute of Technology's I/O program starting August, 2018. Congratulations!



Insight from Alumni

Ashley Thompson, M.S., 2016 MS Graduate

What were you like as a graduate student?

I was one of the quieter students in my cohort but, I was very involved. I was a teaching assistant, research assistant, and a member of SPIOP and UCF SHRM. I also held several internships and tried to participate in any networking/development opportunities that became available.

Who did you work with primarily in the program?

I worked with Dr. Burke for 3 semesters doing research on teams for NASA's 2030 Mission to Mars. It was a really great experience.

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

I work at Booz Allen Hamilton as a Human Capital Consultant. As a consultant, I support public sector clients in solving their people related challenges. In the 1.5 years that I've been with company, I've had the opportunity to develop competency models, career paths, and Human Capital Strategic Plans. I've also updated numerous position descriptions.

How did you find the transition from graduate school into applied work?

There was definitely a learning curve. I had a great foundation, but I still needed learn to a lot of the work products like career pathing, strategic planning, training maps, etc. which were all new to me. Also, there was a lot of adapting because a lot of time things can't be done the way we are

taught in graduate school due to time constraints. Aside from all of that, it was a challenge to understand the public sector as well as how to efficiently manage different clients.

What's a typical day like in your work life?

No day is ever the same. I am on two projects, so I'm always balancing and prioritizing tasks. Typically I'm developing decks for clients, conducting data collection through interviews, analyzing qualitative data, briefing clients on findings and recommendations, meeting with my project team to discuss next steps, and doing administrative tasks like scheduling meetings. Occasionally I work on firm related tasks like proposal work and market work. Lately, I've had the opportunity to travel a lot, so that's been a great experience.

What advice do you have for current graduate students to get an applied position similar to yourself after finishing graduate school?

My biggest advice is to take advantage of the placement center at SIOP. That's how I got my current position. You have to pay for it, but the return is worth it. You get the opportunity to apply for and interview with several companies at SIOP. This is especially useful if the company you're interested in working for is in another location.

Is there anything that you wish you did as a graduate student that you may have missed out on?

I have no regrets about my graduate school experience. If I had to do it all again, I'd probably learn more about human capital concepts earlier on.

When you have free time, what are some hobbies that you like to do?

I love to read, spend time with my family, do some photography, and go to food truck festivals in DC with my friends.

Do you have any other words of wisdom?

Try to absorb as much as possible in graduate school and don't feel obligated to decide on an area of focus right away. Enjoy all of the opportunities given to you and have fun!

Ashley Thompson is a Senior Strategic Human Capital Consultant at Booz Allen Hamilton, based in the Washington D.C. Metro Area. She has held this position since June 2016.



SIOP

UCF representation at SIOP 2018

- Burke, C. S.** (2018, April). Presenter in DeChurch, L. A., & Niler, A. (Chairs) in A question of time: Multidisciplinary approaches to understanding team dynamics. Presentation to be given at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Carusone, N. & Shoss, M.** (2018, April). Triggers of Job Insecurity: A Qualitative Examination. Paper to be presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Cowan, J., Carter, A.** (2018, April) The Power of Words: New Applications of Text Analytics in I-O Psychology. Symposium conducted at the Society for Industrial and Organizational Psychology, Chicago, IL.
- Currie, R. A., Ramdial, K., Shoss, M. K.** (2018, April). Antecedents and outcomes of perceived coworker support. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Devlin, N., & **Ehrhart, M. G.** (2018, April). Gender role stereotyping in organizations: The perceptions of followers. Poster to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Driskell, T., Driskell, J., **Burke, C. S.**, Salas, E. (April, 2018). Measuring team roles in mission-critical environments: An analog study. In Modern methods for assessing team composition variables. Symposium session to be presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ehrhart, M. G.** (2018, April). Panelist in S. J. Weaver (Chair), I-O for the greater good: Funding your science with the National Cancer Institute. Panel discussion to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Goh, J.**, Truman, B., & Barber, D. (2018, April) Investigating the Role of Cognitive Load in Virtual World Training Programs. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Hernandez, C., Burke, C. S.**, Shuffler, M. (2018, April). The role of healthcare supervisors in event reporting: Moderators and mediators. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Hernandez, C., Howell, R., Wiese, C., Burke, C. S.** (2018, April). Team learning behaviors: A meta-analysis of direct effects and moderators. Poster presented at 33rd annual meeting of Society for Industrial and Organizational Psychology, Chicago, IL.
- Hwang, J., & **Ehrhart, M. G.** (2018, April). Asian American leadership: Does leadership style matter? Poster to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Illingworth, J. A., **Zemen, B.**, Akhtar, R., Howard, M. C., Lux, D., Dominguez, K. M. (2018, April). The Future is Now: Virtual Reality in Organizations. Panel session presented at the Society for Industrial and Organizational Psychology, Chicago, IL.
- Johnson, R. A., & **Ehrhart, M. G.** (2018, April). Ambivalent supervision: Negative outcomes and cross-domain buffers. Poster to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Paoletti, J, **Monsky, D., Burke, C. S., & Salas, E.** (April, 2018). Personality and team roles in long-duration astronaut teams. In *Fresh thinking on forgotten issues: Critical issues in dynamic team composition*. Symposium session to be presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Peng, X.**, Young, H.R., & Wang, W. (2018). Big five personality measurement equivalence across intelligence: A MIMIC approach. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Peng, Y., Xu, X., Zhang, W., **Jex, S. M.** (2018, April). Transformational leadership and deviance: The role of leaders' performance pressure. In Reynolds Kueny, C. A. (Chair), *Leaderships' influence on CWBs: How headers hurt and help CWBs in organizations*. Symposium session to be presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Perez, A.M., Carusone, N. I., & Burke, C. S.** (2018). The influence of culture on team decision making. In *How Teams Decide: Factors Influencing the Process and Outcome of Team Decisions*. Symposium session presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL
- Ramdial, K. J.** & Illingworth, A. J. (2018, April). Co-Chair with A. J. Illingworth (Chair), A Cross-Cultural Conundrum: Applying Western I-O Around the World. Panel discussion at the 33rd annual conference of the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Savage, N. M., Shuffler, M. L., Verhoeven, D. C., **Burk, C. S.**, Zaccaro, S. J. (April, 2018). Another online profile? Profile analytics for composing virtual team leadership. In *Fresh thinking on forgotten issues: Critical issues in dynamic team composition*. Symposium session to be presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Shoss, M. K.** (April, 2018). Panelist in E. E. Bowen (Chair), Advancing dialogue between aviation and healthcare to improve system safety. Panel session to be presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Young, A., & **Ehrhart, M. G.** (2018, April). Leader personality, leader coproduction of leadership beliefs, and outcomes. Poster to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Zheng, J., Shoss, M. K., & Rudolph, C.** (2018, April). Examining the conditional effects of work ability and job insecurity on well-being. In R. S. Rauvola & C. W. Rudolph (Chairs), *New frontiers in work ability: Theory, research, and practice*. Symposium session to be presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.



Join us for UCF's 2018
SIOP Networking Social,
hosted at Lucky Strike on
April 20th at 9PM!
Please [RSVP on our website](#)

Farewell, Friends!

Good luck to all of our recent graduates

PhD Graduates

DAVID MIHM

Dissertation: “VIE-ing for the Position: An Examination of the Motivational Antecedents of Response Distortion”

AMANDA WOLCOTT

Dissertation: “Not Woman Enough Harassment: Scale Development and an Integrated Model From Antecedent to Outcomes”

MALLORY MCCORD

Dissertation: “Theory and Measurement of Perceived Introvert Mistreatment”

LINDSAY DHANANI

Dissertation: “From Tunnel Vision to Bird’s-Eye View: The Development of a Broad Harassment Construct”

BRANDON SHOLAR

Dissertation: “Getting the Work Out of Workouts: Evaluating the Effectiveness and Outcomes of a Physical Exercise Motivational Intervention for Older, Sedentary Workers”

MATTHEW LAPALME

Dissertation: “Affective Chickens and Performance Eggs: A Longitudinal Meta-Analysis”

MS Graduates

HENRY YOUNG

Thesis: “Leadership and Subordinate Engagement: A Meta-Analytic Examination of Its Mechanisms Using Self-Determination Theory”

- Henry will join the Doctoral program for Management at Michigan State University in Fall 2018

TANNER KLUTH

HOLLIE GARCED

KRYSTYN RAMDIAL (MS en route)

LANA KAPLANI

RACHEL COCKINS

DARNEE LAWRENCE

JONATHAN COWAN

JESSICA ROHANI

DUNCAN EVANS

PALAK SHAH

ALEXIS FAWCETT

ROBERT SLABIK

FERRY FLEURIMOND

Words from the SPIOP President

Alyssa Perez-Shapiro

Hello everyone,

This year has been a great year of change – for the better. While we are all busy graduate students, myself and the other SPIOP officers have been working hard to build this student organization bigger than it was in years prior, into a community that helps to meet the needs of students at all levels in a variety of activities.

Some of our accomplishments this year include: a bill that secured \$15,000 dollars in funding from SGA to take 34 students to SIOP, a food drive for the Knights Pantry that brought in boxes of items for underprivileged students, a graduate student panel for undergrads on what to expect in applying to graduate school, finding RA positions for undergrads within our labs, social and networking events, and fundraising to help our students secure more opportunities in research, conferences, and applied work.

I have been honored to serve as president of our student organization this year, and the people I've worked alongside are a testament to the bright future of our students: brilliant, hardworking, and an inspiration to work with. I hope that in the coming years, we will see even more growth and opportunities for the I/O program at UCF. Please continue to support UCF and expect bigger and better things from us. While I'm fading out of my role here at SPIOP, I anticipate that the coming years will bring more fun, more fundraisers for grants and travel, and more collaboration in both research and practice among our students and a variety of professionals in the field.

The I/O program at UCF is still growing, and with the rise of performance solutions and the tireless work of our faculty and students alike, great things are certainly to come.



Happy summer and go Knights!
Alyssa Perez-Shapiro
SPIOP President

Highlights

2017-2018







Thank you to our donors!

SPIOP quite simply cannot succeed without the generous support of the larger UCF I/O community. As such, we would like to recognize the following individuals for their generous support to SPIOP. We extend our sincere thanks to:

RANDOLPH ASTWOOD

DEREK BROWN

BARBARA FRITZSCHE

CAMERON KLEIN

JUSTIN MARCUS

CURRAN MERRIGAN

VICTORIA PACE

ROBERT PRITCHARD

ANTHONY SCHULTZ

DANIEL SCHMERLING

KEVIN STAGL

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 I/O Psychology.
- Promote the education of future I/O Psychologists
- Promote public awareness of the field of I/O Psychology

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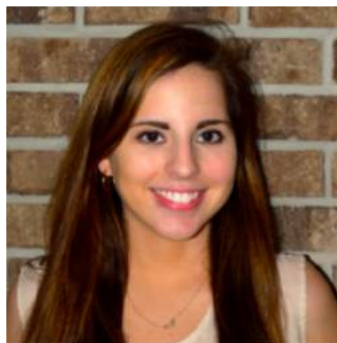
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