



# I/OPENER

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# UCF

## Greetings from Your Secretary

Welcome to the first fall issue of the I/Opener! This year, we are excited to announce that you will now receive two issues of the I/Opener instead of just one each year. Since last April, the I/O Psychology Program at UCF has continued to grow rapidly. In this issue, Dr. Jex will provide a program update. Then, we will introduce you to our new students and faculty, make some exciting announcements, and receive an update from Performance Solutions. Finally, we will reflect on 2018, share the research that will be presented at SIOF 2019, and, most importantly, introduce you to the pets of the program!

We hope that you will also take a moment to look at our fundraising page and consider donating to a faculty member's campaign. The faculty member who has the most money donated to their campaign will be pied in the face! The money raised during this campaign will help fund our next SIOF Party. So, we would greatly appreciate any amount you can afford to donate. Even a small amount will help making our party great!

Lastly, I would like to thank the Newsletter Committee and who put in the work to make this Fall issue of the I/Opener possible.

Thank you,  
Charlotte Holden  
SIOF Secretary

# PROGRAM UPDATES

## A Note from Dr. Jex

The I/O program was extremely fortunate to hire three new tenure-track faculty members during the 2017-18 academic year: Dr. Kristin Horan (Ph.D., Bowling Green State University), Dr. Hanyi (Haylee) Min (Ph.D., Bowling Green State University), and Dr. Shiyang Su (Ph.D., University of Minnesota). With the hiring of these three, the I/O Ph.D. program at UCF is now close to being staffed at a level comparable to other top I/O programs. Thanks to all of the faculty and graduate students who worked very hard to recruit this excellent group of new faculty members to UCF. More information about each new faculty member is included in the newsletter.

This fall, Dr. Pace was welcomed back as the director of the master's program. She is busy updating the MSIOP space in Building 600.

Dr. Mindy Shoss recently served as I/O program chair for the 2017 American Psychological Association Convention in August.

Dr. Shiyang Su and Dr. Kristin Horan received a pilot research grant from the University of South Florida's Sunshine Education and Research Center (ERC). The grant will focus on examining the relationship between work-family-school conflict and participation in health behaviors (sleep, exercise, and diet quality) among a sample of employed college students using a daily diary study design.

In August, Dr. Barbara Fritzsche moved from the Psychology Department to the UCF Graduate College of Graduate Studies. Her new position is Associate Dean focusing on developing infrastructure, research, and business plans in support of graduate student persistence. Dr. Fritzsche will still maintain affiliations with the I/O programs and work with students.

- Steve Jex, Ph.D.  
Director of the I/O PhD Program



# 1st Year MSIOP Students



**Laura Blank**

Laura graduated from Florida State University in 2018 with majors in Human Resource Management and Psychology, and a minor in Economics. During her undergraduate experience, Laura served as an intern for ServiceMaster in Memphis, Tennessee, working in the talent development and analytics department. She is in her first year in the master's program and is excited for the chance to combine her loves of HR and psychology.

**Isabela Caicedo**

Isabela Caicedo is a graduate of the University of Central Florida. As an undergraduate psychology major she interned for UCF's Performance Solutions where she developed a passion for the field of I/O psychology. Isabela is particularly interested in the areas of diversity and inclusion as well as counterproductive work behaviors. In the future, she hopes to work as an external consultant.



**Hillary Chandler**

Hillary Chandler is a first year master's student in the I/O Psychology program at University of Central Florida. She is interested in studying the relationships between distributive and procedural justice, stress, and burnout in educational organizations, and hopes to learn if and how these factors affect student learning outcomes. In the future, she would like to inform education policy and develop programs that benefit teachers and students.

**Kinjal Chheda**

Kinjal received her B.S. in Psychology from Florida Institute of Technology. Through her involvement in RIOT lab during undergrad, she became interested in pursuing graduate school in I/O psychology. Her current research interests are stress, occupational health and employee-well being, and work-life balance. She considers herself more "O" focused and is excited to start her career in consulting. Currently, she is a Primary Assessor at Performance Solutions, UCF. In her spare time, she likes to watch movies, solve puzzles, be active.



**Jessica Crotts**

Jessica Roberts Crotts is a M.S. of Industrial Organizational Psychology degree seeking student with strong interest in leadership studies, training and development, and organizational design. She discovered her passion for I/O psychology while attending the University of Central Florida to attain a B.S. in Psychology and a minor in business administration where she graduated Cum Laude. Her professional experience includes management, training and development, and brand management.

### **Mitch Eid**

Mitch is a first year Master's student in the I/O program. Mitch also completed his undergraduate work at UCF majoring in Psychology and graduating in 2018. Mitch will be completing a thesis and is interested in research on personality, assessments, selection and job boredom. Prior to his studies at UCF he attended the Universities of Miami and Florida for accounting.



### **Breianna Engelson**

Breianna received her B.S. in Psychology with a minor in Anthropology from the University of Florida in 2017. Previously, at UF she worked in Dr. Mo Wang's HRRC lab, which explored workplace relationships in a team setting. She has also worked in Dr. Bono's Leadership Lab as a Project Manager. She is currently working in Performance Solutions as a primary assessor for Career Readiness Solutions. Her I/O research interests include employee engagement, selection and training, and work stress.

### **Tristin Halfman**

Tristin graduated from UCF in 2018 with a B.S. in Psychology. He has worked at the Institute for Simulation and Training as a Research Assistant for the past two years. He is interested in research regarding resilience in teams and team roles in extreme environments.



### **Jacob Hollander**

Jacob is originally from Cleveland, Ohio and received his bachelors of science in psychology from the University of Pittsburgh in 2017. Jacob worked as a sleep research assistant at the University of Pittsburgh Medical Center (UPMC) before joining the I/O program. Jacob is interested in studying teamwork, organizational culture, organizational development and leadership. He is interested in seeing how organizational culture and leadership influence the work environment. In his free time Jacob likes to play basketball, cook and watch the office.

### **Brandon Kmetz**

Brandon is a first year MSIOP student. He received his Bachelor's degree in Psychology from Florida State University while working as an undergraduate research assistant in a few labs and conducting an honors thesis. Brandon is currently working as a graduate research assistant with the RITE lab and hopes to get an applied internship over the summer. His professional interests include organizational culture and motivation and his hobbies are fitness and music.



### **Kira Leach**

Kira graduated from UCF in May 2018 with a B.S. in Psychology and a minor in business administration. Throughout her undergrad career, she gained research experience in 4 different labs, served as a TA for 3 courses, was a student consultant at the Faculty Center for Teaching and Learning, and held two internships: one in academic advising and the other in human resources. Currently, Kira is a Graduate Assistant for the Office of Student Involvement, a SPIOP recruitment committee member, and one of the Cohort Representatives. Her interests include diversity and organizational development.

### **Ryan Nguyen**

Ryan Nguyen is a first-year student in the Industrial-Organizational Psychology M.S. program. Hailing from Odenton, Maryland, he received his B.A. in Psychology from the University of South Florida in 2016. His goal is to become an internal consultant with a focus on employee training and motivation. Personal interests include reading, listening to music, and traveling.



# 1st Year PhD Students



## Jenna Beltramo

Jenna Beltramo received her bachelor's degree in Psychology and Writing & Rhetoric from Oakland University. One of Jenna's research interests is exploring the relations between resiliency, growth, and learning with the goal of developing training and intervention programs in order to help individuals, particularly those in high-stress occupations, recover and grow from adversity.



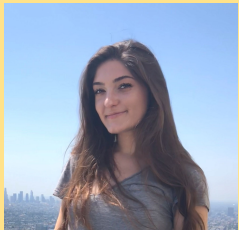
## Colleen Cui

Colleen graduated with a psychology major and statistics minor from the University of Florida in Spring 2018. She is interested in a wide array of topics, including judgment and decision making, recovery, and autonomy. She loves art, and she's actually really good at parallel parking.



## Amanda Grinley

Amanda Grinley is a first year doctoral student in the I/O Psychology program at the University of Central Florida. She received her Bachelor's degree in Psychology at the University of Florida in 2013. Her current research interests include job satisfaction, occupational health, and counterproductive work behaviors.



## Anthony Naranjo

He graduated with his bachelor's degree in Psychology from University of South Florida and master's degree in I/O Psychology from Carlos Albizu University. His research interests include social exchange relationships within the workplace, examining various employee perceptions, as well as outcomes and antecedents associated with both. Personal interests include exercising, watching movies, and watching NFL.



## Rebecca Pittman

Rebecca is from Raleigh, NC. She received a Bachelor of Arts degree in Psychology from Clemson University in May 2017. She is interested in Occupational Health Psychology in high stress populations. She is also interested in stigmatized work and organizations and the impact of stigma on work and health outcomes of employees.



## Barret Vermilion

Barret is a first year doctoral student. He graduated with departmental honors with a B.A. in Psychology from Wayne State University in 2016. His research interests include workplace mistreatment, relational ambivalence, and leadership. Some hobbies include digging for/mixing records and leisure reading.



# New Program Faculty

This fall, the I/O Program welcomed three new tenure-track faculty members: Dr. Kristin Horan (Ph.D., Bowling Green State University), Dr. Hanyi Min (Ph.D., Bowling Green State University), and Dr. Shiyang Su (Ph.D., University of Minnesota). Dr. Horan has already been at UCF for an entire year. She was featured in last April's issue of the I/O opener for her role as Director of Performance Solutions. In this issue, we are excited to introduce you to Dr. Su and Dr. Min who kindly consented to be interviewed by the newsletter committee. Together, they have started a Psychometrics Lab where they are providing current graduate students with the opportunity to practice and gain new psychometric skills (e.g. latent profile analysis). They also giving these students exposure to statistical packages (i.e. MPlus and R) that are not currently covered in our coursework.

- Charlotte Holden

## Dr. Shiyang Su

**Tell us a little about yourself and what led you to this role.**

I am an Assistant Professor in I/O Psychology. I received my Ph.D. in Measurement and M.S. in Statistics, from the University of Minnesota Twin Cities. My training in psychometrics and statistics and my interest in organizational health psychology lead me to this role.

**What are your current research interests?**

My current research interest is on methodology (psychometrics and statistics) and application of innovative methods to study topics related to employee well-being.

**Could you tell us about an interesting project you are currently working on, or have worked on?**

One project will be conducted to study people's participation in health behaviors in the presence of work stressors on a daily basis, and to assess the psychometric properties of multiple instruments in measuring health behaviors.

**What is your mentoring/teaching philosophy?**

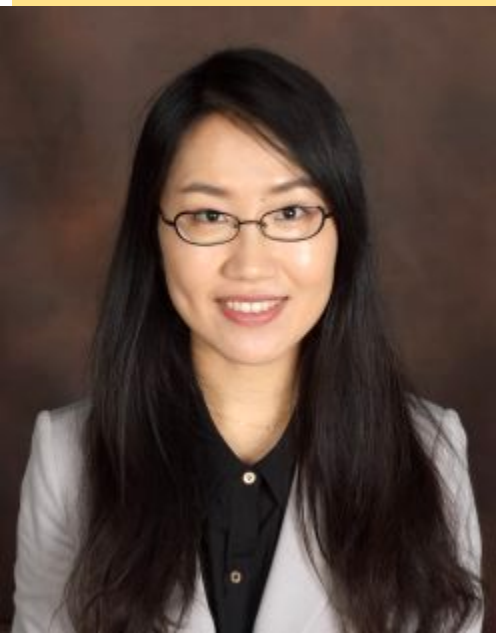
I think educators are those who build a bridge between students and new knowledge and help them develop independent and critical thinking – one of the most valuable skills in a growing field like I/O psychology. As an educator I would like to motivate, inspire, guide and help my students to be successful.

**Do you have any advice for graduate students?**

Be open minded. Start building your network. Take courses from other departments.

**What are some of your hidden talents or hobbies?**

Hobbies: Keep track of Billboard 100. Watch (horror) movies.



# Dr. Hanyi “Haylee” Min

## **Tell us a little about yourself and what led you to this role.**

I was a graduate student at Bowling Green State University (BGSU) for four years. I worked with Dr. Michael Zickar in graduate school. I have moved to Orlando in August and survived my first summer here! I enjoyed everything so far except for the heat in summer. In my leisure time, I like traveling, baking, and reading for fun.

## **What are your current research interests?**

My major research interest is psychometrics, such as applying new techniques in item response theory to understand personality testing. My research interests also include group differences in workplace, such as gender and race differences, and negative interpersonal interactions, such as counterproductive work behavior and interpersonal distrust.

## **Could you tell us about an interesting project you are currently working on, or have worked on?**

I am currently leading a project applying psychometrics tools to compare four widely used work-family conflict (WFC) measures that utilize the similar definition of WFC but differ in terms of their psychometrics features, including scale length, response scale (agreement versus frequency), and dimensionality. This study answers the question of whether the four widely used WFC measures can be used interchangeably, and provides potential explanations about why the literature is replete with conflicting results regarding the relationships between WFC and its antecedents or outcomes.

## **What is your mentoring/teaching philosophy?**

As a mentor, I am supportive to my students' career goals. I support my students to explore the multiple potential career path in graduate school and make decision based on their experience. For example to engage in research projects as well as to participate in performance solution projects. Once the student decided what they want, I will provide support and guidance based on their career goals. I also like to stimulate independent thinking in my mentoring and teaching, for example to make sure students can see the big pictures and can actively generate solutions to problems.

## **Do you have any advice for graduate students?**

IO is a small field, so show respect to your faculties and peers. The person sitting next to you can be the person referencing you to a new position in ten years. There will be ups and downs during graduate school. When the down moments happen, talk to people and get the social support you need. You will eventually get there and get the degree you deserve. Last, this is mainly for PhD students, research is IMPORTANT regardless of you want to go academia or applied.

## **What are some of your hidden talents or hobbies?**

I learnt classical Chinese dancing for nine years when I was a kid. Also, my husband said I made the best Tiramisu he had ever had, which may or may not be true.

## **Is there anything else you would like to share with us?**

I am excited to be part of the UCF IO program! I look forward to collaborating with the faculty members and students here. I also look forward to my first winter in Orlando and to sharing a lot of pictures with my friends in northwest Ohio.



# Congratulations

## New Associate Dean of Graduate Studies



“My goal is to be of service to the UCF community so that all graduate students feel valued, successful, supported and connected to UCF”

-Dr. Barbara Fritzsche

After many years serving UCF’s I/O program as an associate professor and a program director, Dr. Fritzsche assumed a new role as associate dean for the College of Graduate

Studies on August 6, 2018. She now leads the student services team, working to develop methods to bolster graduate student persistence. Her work seeks to increase graduate enrollment, improve graduation rates, and ensure a positive and productive experience for graduate students.

## 2018 SIOP Fellow

Dr. Ehrhart was named a fellow in the Society for Industrial and Organizational Psychology (SIOP) at the 2018 conference. According to the SIOP Fellowship Committee:

“Dr. Ehrhart has made significant contributions in the areas of organizational climate, organizational citizenship behavior, and leadership. In particular, his research has demonstrated how these constructs integrate across levels of analysis to influence worker well-being and organizational effectiveness. In recent years, he has bridged industrial-organizational psychology and healthcare in his NIH-funded research addressing the role of the organizational context on the implementation of evidence-based practices in health and health services settings. This research includes the Leadership and Organizational Change for Implementation (LOCI) intervention, which trains leaders to more effectively lead implementation efforts. Dr. Ehrhart’s work includes more than 50 peer-reviewed articles and 11 book chapters, in addition to being lead author on the scholarly book *Organizational Climate and Culture: An Introduction to Theory, Research, and Practice*. He currently is on the editorial boards for the *Journal of Applied Psychology* and *Academy of Management Journal*. In 2003, he won the S. Rains Wallace Dissertation Award.”





# New ABD Students



**Nicole Carusone**

Since becoming ABD, I have been focusing on applying the knowledge and skills I have gained through the program to my goals in research and practice. Broadly, my research focuses on the dynamics of workplace diversity, the experiences of minority workers, and the changing nature of work. My dissertation is going to be examining causes and outcomes of job insecurity, particularly regarding how widespread job insecurity may impact racial and ethnic minority workers. This research is in line with my professional goals of helping organizations utilize empirical findings to create fair, positive, and productive workplaces for their employees. I hope to apply my background in organizational theory and applied research to a career with an organization as committed to learning, growth, and equality as I am.

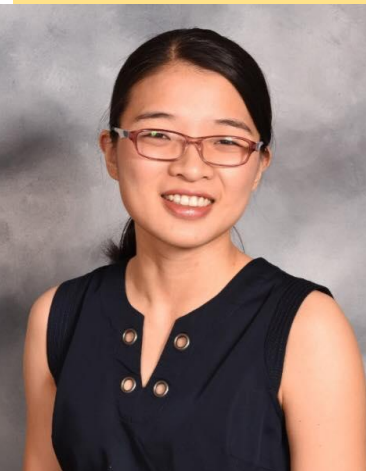
**Jimmy Zheng**

Since passing my doctoral candidacy exams, I have spent much of my time raising an extremely rambunctious golden retriever puppy. Although I currently do not have a specific dissertation topic in mind, it will most likely touch upon one or more of my research interests, which include occupational health psychology (e.g., stress, well-being), personality, and counterproductive work behavior. I have been fortunate enough to have two applied internship experiences. My internship with the Army Research Laboratory allowed me to apply my knowledge and skill in research design, data analysis, training design and training evaluation, whereas my HR internship with Orange County Government provided work experiences in employee compensation and benefits. After graduation, I would like to pursue an applied career that will allow me to apply what I have learned throughout my educational and work experiences as well as opportunities to further my professional development.



**Xin Peng**

My name is Xin Peng, a doctoral candidate in I/O psychology. My research and career interests generally fall under two main areas. First, I am interested in workplace mistreatment, which is also what my dissertation is touching upon. Specifically, under the supervision of Dr. Steve Jex, I am investigating the antecedents of instigated incivility and the underlying theoretical mechanisms. My second main interest is assessment and I am fortunate to learn from the best in the field at my current internship with IBM Talent Management Solutions team. Some of my duties include survey analysis, assessment validation, and competency modeling analysis. When I graduate, I will pursue an applied career in selection and assessment.



**Krystyn Ramdial**

Now that candidacy exams are over, I am excited to focus on my dissertation and gain applied experience. My dissertation will investigate potential cross-cultural differences in applicant reactions to one-way video interviews, and the impact that those reactions have on applicant perceptions of the organization. I am preparing for a career in the applied world and have been fortunate to serve as a Talent Management Intern for ServiceMaster. I will also be living in Cincinnati from January to August 2019 so that I can intern with Proctor and Gamble's I/O Psychology team. After having such wonderful applied experiences, I am confident that I will have the skills to be successful in either an internal or external position. In an ideal world, I would begin my career in a position in which I do applied research on technology applications in global selection, with the opportunity to travel nationally and internationally.



# Performance Solutions

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.

“ In addition to our various infrastructure teams, we are working with a local non-profit theater organization on a project titled “The Employee Empowerment Solution”. This organization is currently updating its corporate sponsorship materials. The goal of this project is to make the corporate sponsorship more focused on the benefits of corporate sponsorship related to employee empowerment.

We are also working with Career Readiness Solutions to address the need for scalable training and feedback materials to use in Career Readiness Solution. Specifically, the consultants working on this team are creating (1) standardized digital training materials to train new Career Readiness Assessors and (2) a standardized feedback session video that will explain to undergraduate students how to interpret their feedback report.

Finally, we are working with an organization to build online training for for their website as well as conference presentations.

- Lindsay Patenaude



## Lindsay Patenaude

Lindsay is a second-year Master's student. She serves as the Assistant Director of UCF Performance Solutions. She assists the I/O faculty in seeking funded projects by maintaining Performance Solutions marketing materials and building networking connections with members of the business community. She also manages client relationships, from initial contact to final product delivery, by facilitating the selection of faculty supervision and faculty-student labor for each project, assisting the project team in creating the scope of work, and documentation and delivery of work. However, at the current stage of development, the most important thing she does is maintain the infrastructure of Performance Solutions procedures by maintaining the group's Policies and Procedures and resources (e.g. project templates).



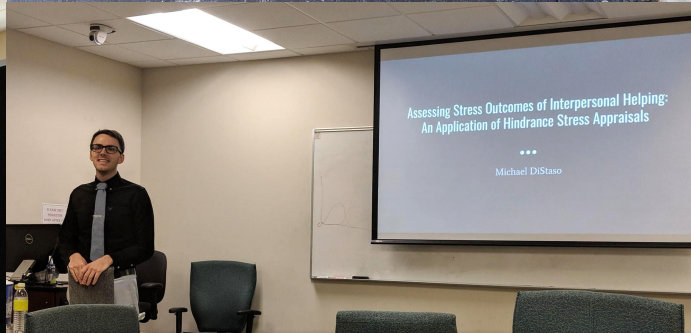
# SIOP 2018

## Highlights from Chicago



# 2018 Highlights





# SIOP Party 2019 Fundraising

## The Party

As you may know, every year, UCF hosts a social networking party for all of the friends of the program. These parties are a great success, providing us all with a great chance to catch up with old friends and colleagues, find academic and professional connections, and have a good time! In Orlando in 2017, the party included a rooftop bar and glow-in the dark yoga. In Chicago in 2018, our party was hosted at Lucky Strike, where guests could bowl and play pool right by the bar. This year, in D.C., we hope to match the success of our previous parties, but we need your help!



## Pie a Professor!

SPIOP is hosting a fundraiser to help cover the costs of our networking event. Our goal is to reach **\$3,000!** To help us get there, our professors have graciously volunteered for a face-pieing competition! When you donate, nominate a professor to be pied. The professor with the most donations at the end of the campaign will receive a pie to the face! Not only will your contributions help us make 2019 a success, but video of the pie-ing will be recorded and available to those who donated!



## Choose Your Victim

|                   |               |
|-------------------|---------------|
| Steve Jex         | Kristin Horan |
| Mark Ehrhart      | Hanyi Min     |
| Mindy Shoss       | Shiyang Su    |
| Barbara Fritzsche | Victoria Pace |

## A Special Thanks to Last Year's Donors

Sarah Evans, Adriana Ferreira, Andrew Marcinko, David Mihm, Daniel Schmerling, and Brandon Young

**Thank you for making last years SIOP party a success!**



## Posters

# SIOP 2019

- Beltramo, J. M. D., & McLarnon, M. J. W.** (2019, April). What doesn't kill you makes you stronger: Resilience and PTG in the military. Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Broksch, E. A., Nakahara, W., Ehrhart, M. G., Kath, L. M., Stichler, J. F., & Gates, M.** (2019, April). Stressors, stress appraisals, and strains: The buffering role of resilience. Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Ciarlante, K., & Shoss, M. K.** (2019, April). Linking intra-behavioral severity & CWBs: The development of minor & severe measures. Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Currie, R. A., Farah, L., Wieselthier, H. J., Ehrhart, M. G.** (2019, April). Negative outcomes of a competitive workplace: The role of envy. Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- DiStaso, M. & Shoss, M. K.** (2019, April). Anticipatory exhaustion: How anticipated workload shapes the workload-exhaustion link. Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Horan, K. A., Sholar, B. E., & Fritzsche, B. A.** (2019, April). Complimentary intervention tools: Use of theory and process evaluation. Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Lavigne, K. N., Jundt, D. K., **Shoss, M. K., & Whitaker, V. L.** (2019, April). Fostering employee adaptation and well-being in turbulent times. Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Lavigne, K. N., Whitaker, V. L., Jundt, D. K., & **Shoss, M. K.** (2019, April). When do job insecure employees adapt to change? Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Lee, J., & Shoss, M. K.** (2019, April). Motivated to learn at a time of uncertainty: Job insecurity on skill development. Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Marcus, J., Kahraman, F., & **Fritzsche, B. A.** (2019, April). Work experiences of older workers in Turkey: The role of culture and values. Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Min, H.** (2019, April). The Reconceptualization and Measurement of Workplace Interpersonal Distrust. Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Nakahara, W. H., DiStaso, M., Ehrhart, M. G., Kath L. M., Gates, M., & Stichler, J. F.** (2019, April). Stress management climate as a buffer of stressor-strain relationships. to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Ng, M. A., Post M. L., Rize, M. C., & Horan, K. A.** *Conflicting Views: A Practitioner or Researcher's Guide to Conflict Resolution.* Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Perez, A. & Fritzsche, B. A.** (2019, April). *Grandma got passed over by a manager: The intersection of age and gender in hiring.* Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Su, Shiyang., & Jex, S. M.** (2019, April). *Inside the Workplace Incivility Spiral: Moderating Roles of Gender and Civility Norms.* Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.

Torres, E. M., **Ehrhart, M. G.**, McKnight, A., Kath, L. M., & Aarons, G. A. (2019, April). *Cross-validation of three implementation context measures in nursing*. Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.

## Symposia

- Carusone, N., & Shoss, M. K.** (2019, April). Job insecurity, financial stress, and workplace discrimination. In M. Debus & S. Dumani, (Chairs) *Jobs without Thorns? New Findings in the Field of Economic Stressors*. Symposium to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.
- Kiewitz, C., Restubog, S. L. D., Garcia, P. D., & **Shoss, M. K.** (2019, April). Who reacts to subordinates' poor job performance with abusive supervision? Narcissists do. In S. Restubog & W. Wang (Chairs), *Abusive Supervision at Work*. Symposium to be presented at annual conference of the Society for Industrial & Organizational Psychology, Maryland.
- Kueny, C. & **Shoss, M. K.** (2019, April). The Changing Importance of Intrinsically Motivating Work: 1989-2016. In B. Hoffman (Chair), *Changing nature of work: Implications for organizations*. Symposium to be presented at annual conference of the Society for Industrial & Organizational Psychology, Maryland.
- Min, H.**, (2019, April). Dovel, J., Guo, F., Zickar, M., & Highhouse, S., Examining Video-based Situational Judgment Test with Explanatory Item Response Theory. In T., Sun & F., Drasgow, *Advance in Item Response Theory II*. Symposium to be presented at annual conference of the Society for Industrial & Organizational Psychology, Maryland.

## Panel Discussions

- Behrend, T., Hoffman, B., Kanfer, R., **Shoss, M. K.**, & Wegman, L. (2019, April). Panel discussion: *The Changing Nature of Work and Workers* (B. Hoffman & L. Wegman, Chairs). Panel discussion to be presented at annual conference of the Society for Industrial & Organizational Psychology, Maryland.
- Flores, C., Doverspike, D., **Horan, K. A.**, Howald, N., McClure, J., & **Patenaude, L.** (2019, April). The ins and outs of university-based consulting centers. Panel discussion to be presented at annual conference of the Society for Industrial & Organizational Psychology, Maryland.

## Alternative Sessions

- Ramdial, K.** (2019, April). *One-Way Video Interviews: Bridging the Research-Practice Gap*. Alternative session to be presented at annual conference of the Society for Industrial & Organizational Psychology, Maryland.
- Longabaugh, J., **Zemen, B.**, Vaughn, D., Leutner, F., Ferrell, J., McCook, K., Impelman, K., Lowe, J., Codreanu, S. (2019, April). *Mobile Assessments: Big Considerations for Small Screens*. Alternative session to be presented at annual conference of the Society for Industrial & Organizational Psychology, Maryland.





# Pets of the Program



Shadow Leach



Persephone "Sephy"  
Cookie Butter Perez



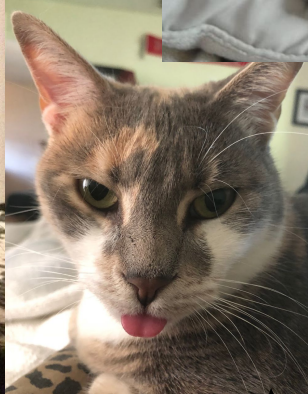
Chow Mein Zheng



Emmy Pittman



Theo & Fiona Gebben



Zatuna Baz



Clyde Blank



Tonks Rabon





**Irma Gallagher**



**Indie & Sadie Matioli**

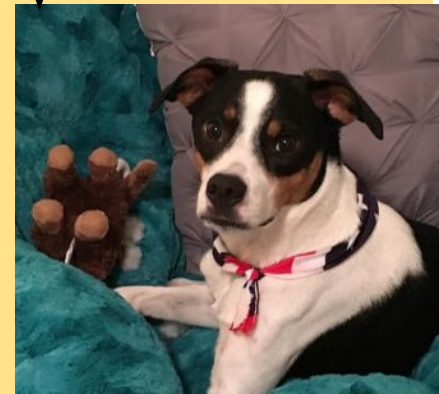


**Copper Smith**

**Gendry Holden**



**Bauer Parker**



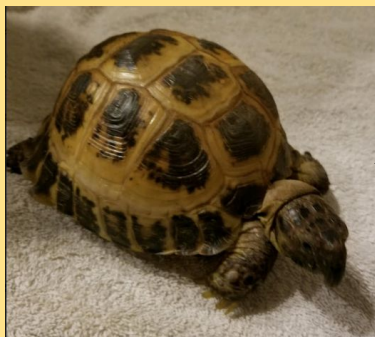
**Raven Carusone**



**Taffy Zemen**



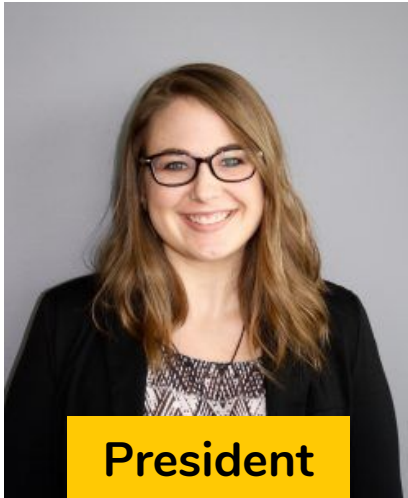
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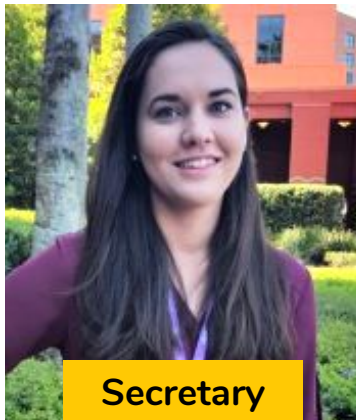
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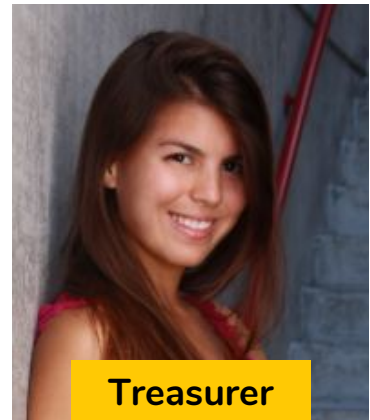
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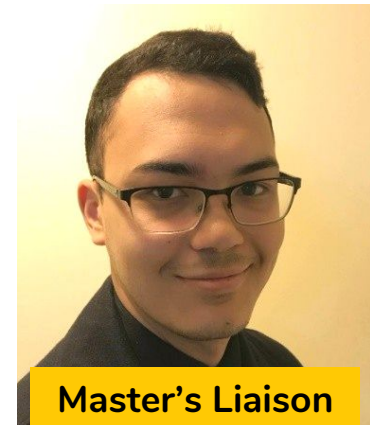
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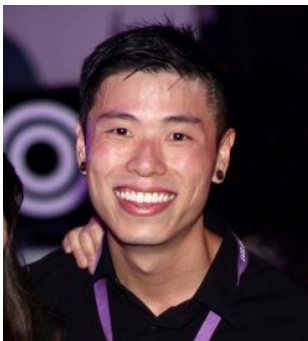
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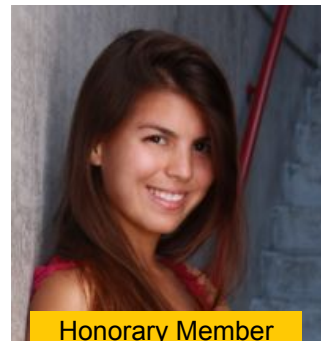
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