



# I/O PENER

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## Farewell From Your President

Hello all!

Thank you to everyone for such a great year for SPIOP! Due to the commitment and dedication from the officers and committee members this year, we have continued to develop SPIOP into an organization which serves and meets the needs of all relevant stakeholders.

Specifically, we have increased our efforts to recruit and engage undergraduate students in our organization's activities. To this end, we have seen a record number of undergraduate students attend SIO P using funding obtained from SGA. SPIOP has also hosted several successful networking and social events this year. The first ever I/O Research Showcase allowed graduate students to present their research to the UCF Psychology community, and also inform interested undergraduates about the I/O research done at UCF. Beyond this, we have also organized the recruitment efforts for the incoming doctoral students, held fundraising events, secured a range of speakers from academia and industry to give talks to students, disseminated two newsletters, and continued to bolster our web presence.

I have been incredibly honored to serve as SPIOP President during such an exciting time in our organization's history, and I entirely owe this year's success to the efforts of the brilliant and hardworking individuals with whom I have worked. Though my time as President is coming to an end, I have full faith and confidence that SPIOP and the I/O programs at UCF will see continued growth and development, with more opportunities and collaboration among researchers and practitioners alike.

Happy summer, and go Knights!  
Alissa Gebben  
SPIOP President



# UCF

# Employee Health and Well-being (EHWB) Lab

with Dr. Jex



The Employee Health and Well-Being Lab (EHWB Lab) is led by Dr. Steve Jex. The lab has four sub-groups: incivility and mistreatment, hazardous occupations, aging and retirement, and recovery, coping, and resilience.

## AGE AND RETIREMENT

**A Qualitative Study on Encore Career:** Juseob, Alyssa, Amanda, and Emily are interested in examining the reasons why retired individuals pursue a completely new career.

**Perception of Instigated Incivility from Older Workers:** Juseob, Alyssa, Amanda, and Emily are interested in perceived incivility instigated by those who are either 50 years old or 25 years old. They expect those who are older may be less perceived as rude compared to their younger counterparts.

## RESILIENCY, COPING, AND RECOVERY

**Recovery in the Context of Achievement and Failure Experiences:** In this longitudinal study, Barret and Jenna will follow undergraduate students from the beginning of a class through the end. Multiple surveys will be distributed in order to capture achievement and failure experiences with regard to exam performance, the dynamic nature of recovery, and ultimate outcomes such as learning in the face of achievement and failure experiences.

**Social Media as Coping Methods:** Colleen and Amanda hypothesize that social media (such as Facebook, Instagram, etc.) are used as avoidance and emotional coping methods. They will be asking students about their social media use during the time they are studying for exams.

## HAZARDOUS OCCUPATIONS

**Review on Hazardous Occupations:** In this project, Rebecca, Austin, Juseob, Jenna, and Mitch are reviewing definitions in research for hazardous, critical, high stress, and high risk occupations. The purpose is to clarify discrepancies in the way these terms are used in occupational health research and provide a structural outline for future use.

## INCIVILITY

**Mistreatment Critical Incident Study:** In this project, Michael, Wheeler, Colleen, Amanda, and Barret directly measure workplace mistreatment dimensions such as severity, consensus, and visibility. They hypothesize that negative outcomes of mistreatment are mediated by attributions and appraisals of mistreatment incidents.

# Occupational Health Psychology in Practice (OHPIP) Lab

with Dr. Horan



The Occupational Health Psychology in Practice Lab is led by Dr. Kristin Horan. Her lab has focused on occupation health interventions, especially with high-risk occupations. Some of the projects that are currently running in the lab include:

## HEALTH-FOCUSED STUDIES

**Healthy Body, Healthy Mind:** Matt, Jenna, Amanda, Colleen, Barret, and Rebecca are engaged in a study that uses an online mindfulness intervention aimed at nurses as a high-stress occupation.

**Peer Mental Health Support Interventions:** Partnering with UCF Restores, Kristin and Jenna are examining how characteristics of the workplace social environment may influence participation in a peer mental health support intervention for first responders. We are currently in data collection, with stations regularly participating in the intervention and completing the surveys.

**Theory Use in OHP Interventions:** Jenna and Marissa are partnering with Jessica Streit at the National Institute of Occupational Safety and Health to perform a review aiming to investigate the utility of a theory coding scheme on workplace sleep interventions.

## HIGH-RISK OCCUPATIONS

**The High-Risk vs General Population Occupation Data Collection:** Jenna, Colleen, Rebecca, Matt, Emily are currently collecting data for a project aimed at comparing differences between high-risk occupations versus general population occupation in occupational health safety programming.

**Compromising Scale for Nurses:** After passing his proposal, the data collection for Matt's scale creation thesis is almost complete. His thesis is focused on creating a compromising conflict resolution strategy specific scale generalized to nursing populations.

## CREATIVITY

**Creativity and Mindfulness Among Nurses:** Kinjal has started her literature review on her thesis focused on creativity. Specifically, Kinjal is interested in the relationships between workload and work engagement among nurses with mindfulness as a moderator. She then wants to see how that relationship affects workplace creativity as an outcome of increased engagement.



# Work Stress in Context (WSC) Lab

with Dr. Shoss



The Work Stress in Context (WSC) Lab takes a psychological approach to understanding the relationships between work (i.e., quality, conditions, organization of work), well-being, and behavior.

## JOB INSECURITY (JI)

**Patterns of Insecurity - Predicting Job Insecurity Profiles:** Anthony, Alissa, and Michael are utilizing latent profile analysis to identify patterns in individuals' experiences of cognitive and affective job insecurity (especially profiles where these don't align) and examine how job insecurity profiles can be predicted by various factors which shape employees' reactions to job insecurity.

**Evoking JI to Experimentally Test its Impact on Stress and Generosity:** Jamie and Elaine are running an experiment funded by a NIOSH grant that examines the effects of perceived job insecurity on generous behaviors. They are looking at the impact of these perceptions of JI on both subjective and objective measures of stress along with generosity.

**The Effect of Discrepancy Between Ideal and Actual Job Insecurity on People's Well-Being:** Elaine is examining how the discrepancy between ideal and actual JI would affect people's well-being. She proposes that when ideal job insecurity exceeds actual job insecurity, there would not be any extra effect on well-being, but when actual JI exceed ideal JI, it would negatively affect well-being .

## WORK STRESSORS

**Job Demands, Job Control, and Organizational Commitment: Does Worker Status Matter?** Jimmy is examining worker status (i.e., full-time, voluntary part-time, and involuntary part-time) as a moderator of the relationships between job demands and job control and organizational commitment.

**The Effect of Economic Conditions on the Prevalence of Abusive Supervisory Behaviors - A Cross-Temporal Meta-Analysis:** Elaine is examining how economic conditions would affect the relationship between workplace bullying and subjective health and she proposes that people who are in richer countries are more sensitive to workplace bullying. In other words, workplace bullying has a worse effect on people from richer countries.



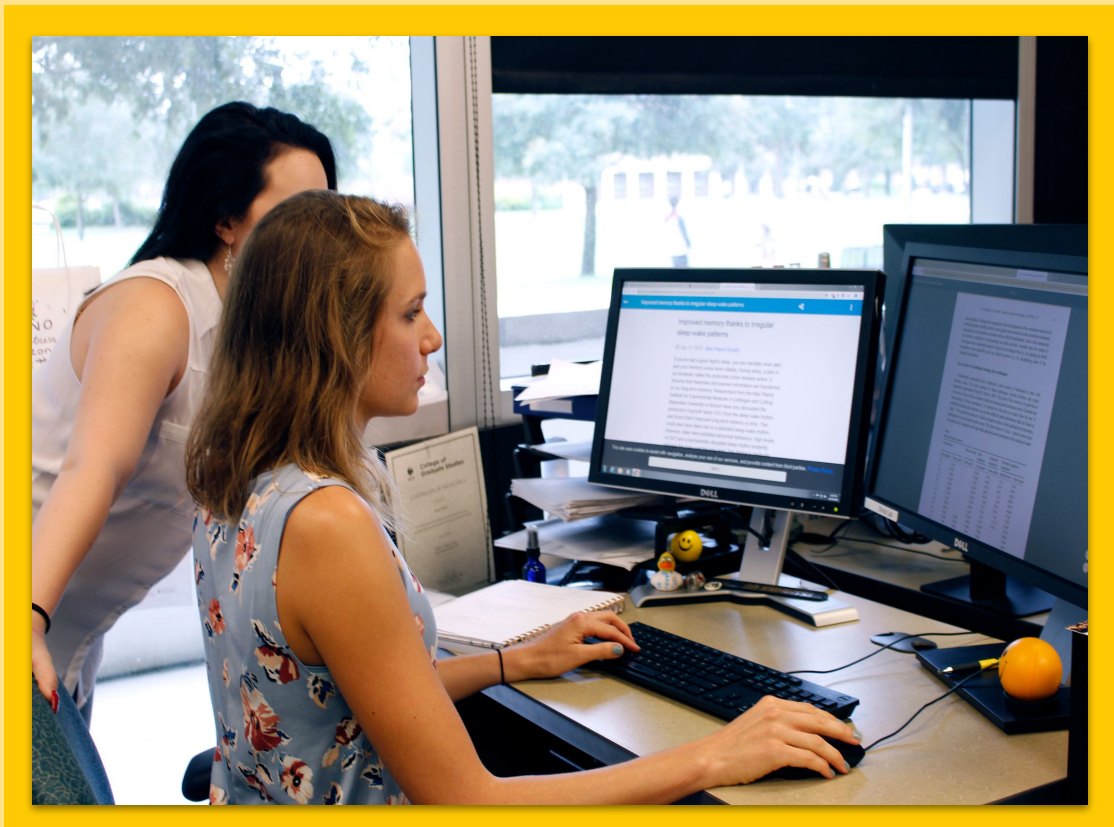
**Anticipated Changes in Workload:** Michael is working on a manuscript that makes a contribution to the work stress literature. He examined whether anticipated changes in workload impacted the relationship between current workload and emotional exhaustion. He found that this relationship was weaker when employees anticipated a workload decrease and stronger when employees anticipated a workload increase.

**Economic Stress and Workplace Discrimination:** Nikki is working on her dissertation that will examine the potential link between economic stress and workplace discrimination. The project will look specifically at two prevalent forms of economic stressors, job insecurity and financial adequacy, and their theorized connection to increased instances of discrimination against minorities at work.

## **COUNTERPRODUCTIVE WORK BEHAVIOR (CWB)**

**What Were You Thinking? An Investigation of Motives for Counterproductive Work Behavior:** Elaine and Kate are working with Dr. Shoss to identify motives for CWB using both qualitative and quantitative data. Research questions include whether the motives in literature actually reflect what is happening in the workplace and how different predictors of the organization, psychological environment, and interpersonal issues affect motives of CWB.

**Conceptualizing the Role of Severity in Counterproductive Work Behavior: Predicting Employee Engagement in Minor and Severe CWBs:** Current CWB measures account for differences in behavioral frequency, but not behavioral form, making it impossible to distinguish between behaviors that manifest in relatively minor, or severely harmful, ways. Kate addresses this limitation by developing and validating measures of low and high severity CWBs and exploring the relationship between work stressors, affect, and minor and severe behaviors.



# Psychometrics Lab

with Dr. Min and Dr. Su



Dr. Min and Dr. Su were introduced in last semester's issue of the IOpeners. Now research in their psychometrics lab is well underway.

## PSYCHOMETRIC THEORY

**Psychometric Theory-Based Analysis of Mistreatment Measures:** Anthony, Michael, and Ghada are working on a project in which they will use different psychometric theories to analyze a variety of measures within the mistreatment domain. The goal of this project is to provide better understanding of the difference and overlap in the measures studied.

**Anticipated Stressor Measurement Project:** Wheeler and Michael are exploring response scales of measures of anticipated stressors. Specifically, we are comparing how responses differ between "frequency" and "likelihood" response scales.

## LATENT PROFILE ANALYSIS

**Latent Profile Approach to Job Characteristics Theory:** In this project, job characteristics profiles are identified by using the latent profile analyses based on the respondents' responses to Hackman and Oldham's job characteristics (e.g., autonomy, task significance). The emerged profiles are examined for its concurrent criterion validity with other variables of interests (e.g., burnout).

## STRUCTURAL CHARACTERISTICS/INFORMATION PROCESSING

**The Effect of Item Scrolling Requirements on Mobile Cognitive Assessment:** This research project is Betsy's dissertation study examining the effect of device response interface, specifically item scrolling requirements, on mobile cognitive assessment. Betsy is testing tenants the Structural Characteristics/Information Processing (SCIP) Framework to investigate factors that may contribute to lower scores when cognitive ability tests are taken on mobile devices. She hypothesizes that the greater the scrolling requirements an item engenders, the more likely an item will result in differential item functioning across device types.

# Research in Employment Diversity Issues (REDI) Lab

with Dr. Fritzsche



The Research in Employment Diversity Issues (REDI) Lab focuses mainly on diversity issues with a large amount of research on the experiences of aging workers.

## THE AGING WORKPLACE

**Aging in the Workplace:** Ghada is working on a practitioner-oriented paper summarizing the aging workforce phenomenon and ageism at the workplace. The paper also describes research-backed interventions to promote and maintain the productivity of older employees.

**Job Insecurity in the Aging Working Poor:** Alissa, Alyssa, and Isabela are investigating the responses to job insecurity of older workers with incomes hovering around the poverty line.

**Age and Financial Precarity as Drivers of Job Insecurity:** Alissa's thesis will be empirically testing the role which both age and financial precarity influence perceptions of job insecurity and subsequent strain, as well as decrements to relevant well-being outcomes.

**Grandma got Passed Over by a Manager:** Alyssa's thesis examined whether age or gender or a combination of both categories had an influence on perceptions of a job applicant's qualifications and hireability based on the job content.

## VOCATIONAL INTEREST

**What Can I Do With a Psychology Degree:** Amanda's thesis is the development of a career interests measure specific to psychology-related careers. This measure will assist psychology students with career planning and introduce them to a variety of careers in psychology.

## WORK AND FITNESS

**Move your Body, Change your Mind:** Charlotte's thesis examines effects of a morning exercise routine on employees' work days. The positive emotions associated with exercise are expected to broaden thinking and lead to the accumulation of psychological resources at work.



# Research on Leadership Effectiveness (ROLE) Lab

with Dr. Ehrhart



The Research on Organizational and Leadership Effectiveness Lab is led by Dr. Mark Ehrhart. The lab primarily conducts research that pertains to organizational climate, leadership, implementation, and work stress.

## LEADERSHIP

**Leader/follower differences in perceived follower autonomy:** Ghada and Colleen are examining the implications of alignment and misalignment between leader and follower perceptions of the follower's autonomy and role overload for follower attitudes, well-being, and other outcomes.

**Implementation meta-analysis:** Ghada and Barret are working on a meta-analysis that examines the organizational context for implementation, specifically focusing on leadership, climate, and culture and their relationships with implementation outcomes.

**LMX Differentiation:** Richie, Anthony, Barret, and Ghada are examining relative Leader-Member Exchange levels and patterns within a work unit, and how those are related to employee outcomes.

**How do nurse managers cope with stress?** Sarah and Wheeler are analyzing work stress coping behaviors reported by nurse managers. Analyses seek to identify themes, patterns, and frequencies of the reported behaviors.

## ORGANIZATIONAL CLIMATE

**Stress Management Climate as a Buffer of Stressor-strain Relationships:** Wheeler and Michael examine how organizational climate, specifically stress management climate, moderates the relationship between work stress and strain (i.e. burnout, turnover intentions, and engagement).

## HELPING BEHAVIORS

**Predictors of Task Performance:** Emily is examining the relationship between personality and stress experienced while helping. Participants will complete two surveys and a LEGO task.

**LEGO My Ego:** Emily is examining the roles that self-esteem and goal orientation play on an individual's interpretation of an unsolicited offer of help as supportive or threatening. This study intends to identify situations in which providing help may be more harmful than beneficial.

**Assessing Stress Outcomes of Interpersonal Helping:** Michael's thesis draws from the challenge-hindrance framework and the transactional theory of stress to identify circumstances under which individuals will experience stress from helping others.

# Other Research Projects

## Interlab Collaborations

**The Problem Criteria in Coping:** In this examination of the current state of the literature, Kate and Jenna are reviewing how coping outcomes have been conceptualized and studied in past research. Additionally, they are making conceptual and methodological recommendations for use in future research. This is a joint project between Employee Health & Well-being and Work Stress in Context labs.

**Work-Family-School Conflict and Health Behaviors Among Employed Students:** Using a daily-diary approach, Kristin, Wheeler, Steve, and Shiyang are investigating individual and organizational factors that promote healthy behaviors in the presence of work, family, and school conflict among employed students. Matt is also involved in the training of research assistants for this project through his role as lab manager. Actigraphs are used to assess sleep and physical activity. The project is currently in the data collection phase.

**LMX Differentiation and Job Insecurity:** Richard, Mark, and Mindy are conducting a pilot study to examine the degree to which LMX and LMX differentiation interact to predict job insecurity.

**Hurricane Recovery and Resilience in the Hospitality Industry:** Using a mixed methods approach, Kristin, Alyssa, Jenna, and Amanda are partnering with other UCF labs (EHWB and WSC) and researchers from USF and UPR to study hurricane recovery and resilience in the hospitality industry in San Juan, Puerto Rico following Hurricane Maria.

## Interdepartment Collaborations

**MBA Experience Sampling Study:** Michael, Wheeler, and Emily have joined forces with Lauren Locklear and Reka Lassu from the Management PhD program at the UCF College of Business in this interdepartmental lab project. Using an experience-sampling study design, they are assessing outcomes of receiving and giving help, seeking to better understand the reciprocal relationship between giving and receiving help. This project is part of the Organizational Citizenship Behavior Research Group which is a collaboration between the IO Psychology program and the Management program.



# Dissertations

**Cross-cultural differences in applicant reactions to one-way video interviews:** Krystyn's 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. Krystyn is working under the advisement of Dr. Clint Bowers.

# Other Student Projects

**When your Interviewer Doesn't Show Up for Your Interview - The Effects of Applicant Waiting on Perceived Fairness and Organizational Attraction:** Juseob investigates the effects of applicant waiting in the employment interview context. Applicant waiting in the present research was defined as an unexpected delay in the selection process without the applicant's awareness instigated by the organization regardless of its intention. Drawing from fairness theory and signaling theory, Juseob proposes that applicant waiting is negatively related to perceived fairness of the interview and organizational attraction. This is a manuscript from a previous institution based on Juseob's master's thesis.

**Delegation as a Process:** Charlotte, Elaine, Ghada, Jamie, Richie, and Sarah are working on a theoretical paper that describes delegation as a process, summarizes relevant literature, and introduces a model that describes the major elements of delegation. This is an independent project based on work completed for Dr. Shoss' I-Psych 2 class fall 2018.





# 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.



## Interested in what we do?

**We are here to:**  
Problem Solve  
Provide Strategy  
Produce Success  
P.S. We do it better!

Performance Solutions aims to improve the workplace. Our training and proficiency in sound research methods and cutting-edge analyses allow us to provide expert advice in the following categories:

Selection,  
Recruitment,  
Training,  
Development,  
Performance Appraisal/Management,  
Employee Engagement,  
Preventing work-related injuries,  
Promoting well-being,  
Program Evaluation,  
and much more!

**Don't be shy, Alumni!**

Find out how we can help you by emailing [performancesolutionsucf@gmail.com](mailto:performancesolutionsucf@gmail.com) with your organizational concern and learn how we can help.



# Announcements

## Grants

Some students and faculty members were fortunate enough to get grants for their research projects.

Jamie and Elaine received the USF ERC (NIOSH) grant for their study: Evoking Job Insecurity to Experimentally Test its Impact on Stress and Generosity.

Dr. Su and Dr. Horan received the Sunshine ERC PRP Program (NIOSH) grant for their study: The Work-Nonwork Interface & Health Behaviors.

Dr. Horan and Dr. Maria received the AECR grant for their study: Work Breaks, Health, and Performance.

Nikki received the UCF Doctoral Research Support award for her dissertation: The Effects of Economic Stress on Workplace Discrimination.

## Awards

This year, two of our faculty members were given awards for their research and contributions to the field of I/O psychology.

Dr. Ehrhart and his colleagues received the Wiley Award for Excellence in Survey Research for their study: Assessing the Organizational Context for Evidence-Based Practice Implementation in Health and Social Service Settings.

Dr. Jex was named a Fellow of the Society for Industrial and Organizational Psychology (SIOP). He is one of 20 distinguished I/O psychologists to be awarded SIOP Fellow status at SIOP this year.



# Thesis Defenses

Congratulations to the following PhD students who passed their thesis defense during the fall and spring semesters! Please wish them the best of luck on their dissertation!



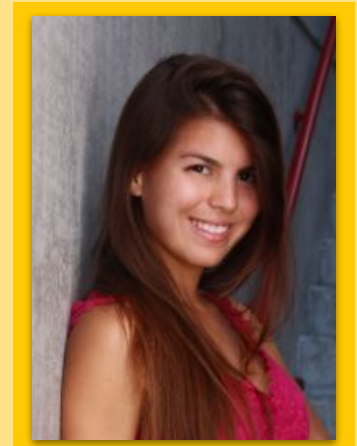
**Nikki Carusone** passed her thesis defense on August 31, 2018. Her thesis is titled: *Is Proactive Behavior Always Positive? An Examination of Leader Reactions Based on Employee Gender and Organizational Crisis*



**Jimmy Zheng** passed his thesis defense on September 14, 2018. His thesis is titled: *Predicting Counterproductive Work Behavior with Explicit and Implicit Measures of Conscientiousness, Agreeableness, and Emotional Stability*



**Richard Currie** passed his thesis defense on February 8th, 2019. His thesis is titled: *Group Composition Characteristics as Predictors of Shared Leadership: An Exploration of Competing Models of Shared Leadership Emergence*



**Alyssa Perez** passed her thesis defense on February 27th, 2019. Her thesis is titled: *Grandma Got Passed Over by a Manager: The Intersection of Age and Gender in Hiring.*



# Spring 2019 Events

## 1/12 Beach Bonfire



SPIOP kicked off the semester by hosting a bonfire event to bring the master's and PhD programs together for a fun evening on the beach! We roasted hot dogs and s'mores, played games, splashed in the water, and enjoyed each other's company. Thanks to the Social Committee, who planned this event!

## 2/19 Paws in the Park

Some of our students and their dogs attended Paws in the Park, a pet festival and fundraiser in downtown Orlando. There were food trucks for the humans and events for the dogs, such as Dock Diving and agility courses. It was a beautiful day, and everyone had a great time. We love Orlando!



## 2/14 Senate Meeting



SPIOP members show support at UCF Student Government Association's Senate meeting, where we successfully requested and received funding for SIOP!



## 2/19-2/22 Hospitality Event at USF



UCF, USF, and Sunshine ERC hosted a joint event at USF. This hospitality-focused event shed light on issues in the industry and inspired future research. UCF students learned about the topic, networked with researchers, and toured Busch Gardens! Faculty members Dr. Jex, Dr. Shoss, and Dr. Horan served as panelists for a discussion on Psychosocial Stressors & Needs Assessment.

## 3/21 Research Showcase

UCF SPIOP hosted our first-ever I/O Psychology Research Showcase! At this event, students from all PhD and MSIOP cohorts presented their research to undergraduate students, graduate students, and faculty.



## 3/23 & 4/06 GSA Events



Several of our students attended social events hosted by the UCF Graduate Student Association, including kayaking at Lake Claire and an end-of-year formal gala!





# SIOP 2019 Highlights



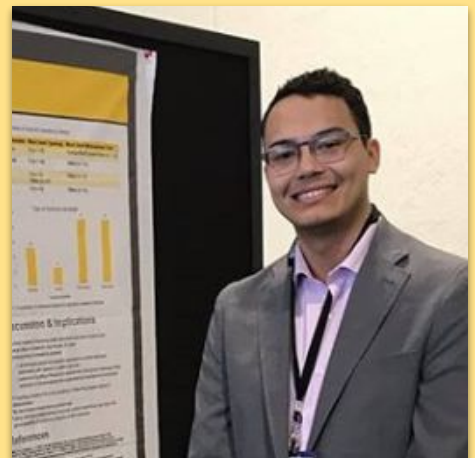
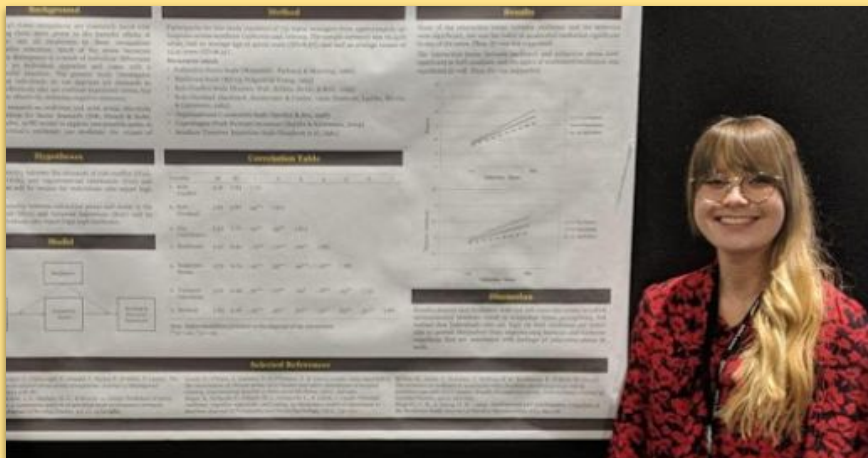
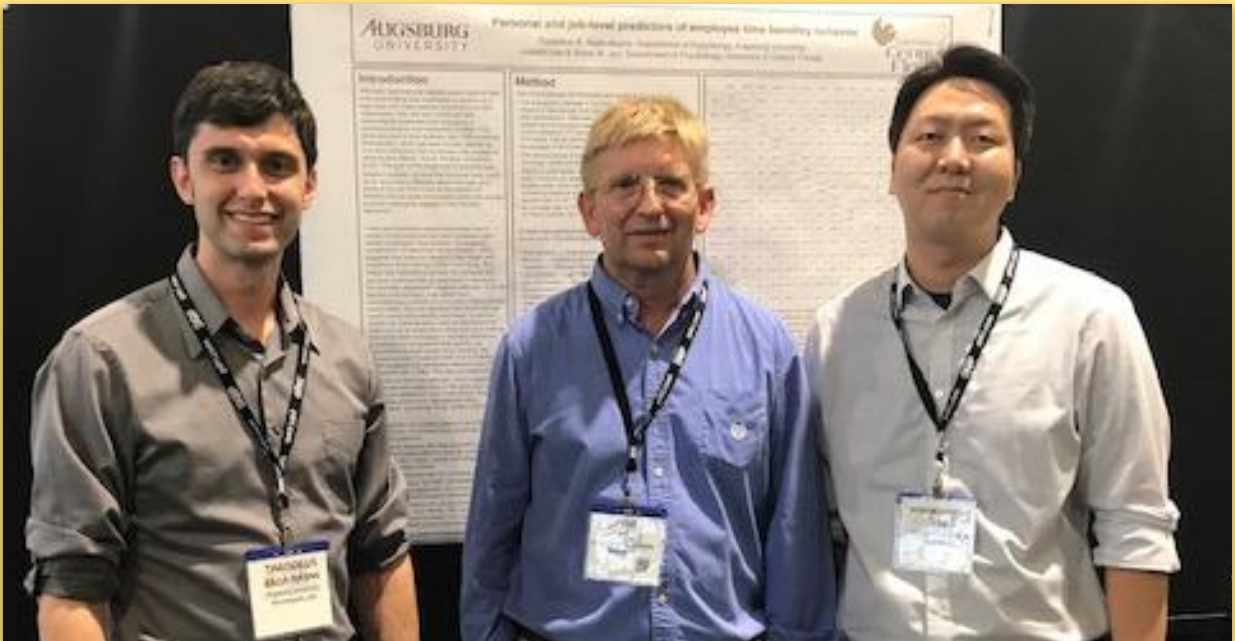
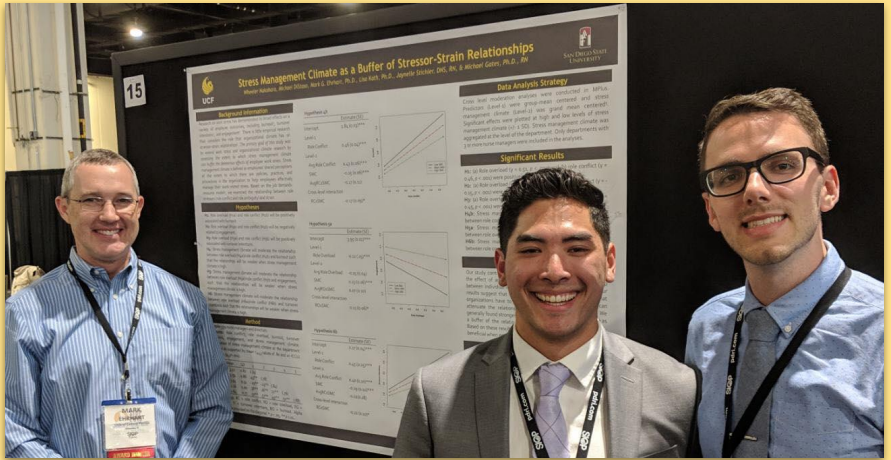
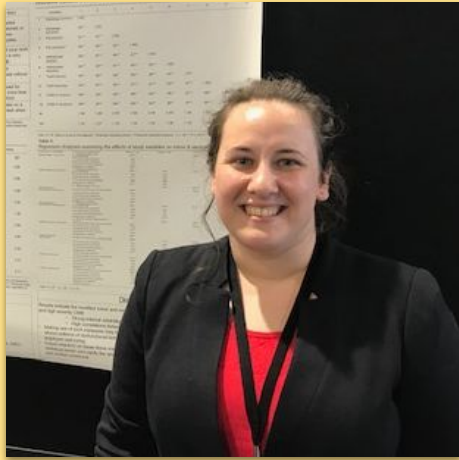






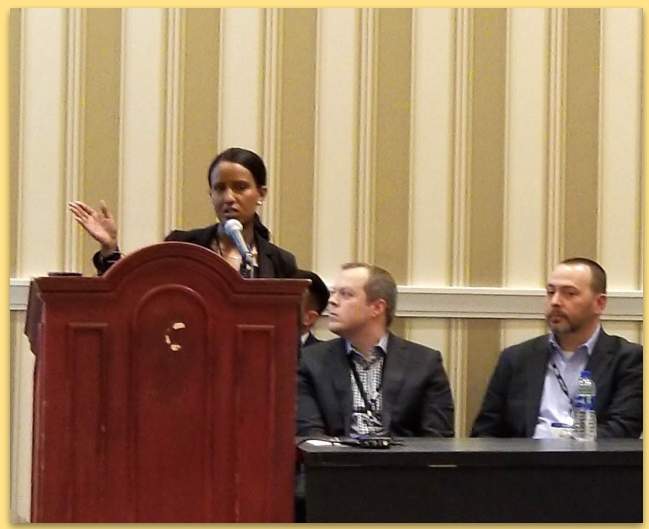
# SIOP 2019 Presentations

## Posters





# Sessions





# SIOP 2019 Party









# SPieOP Fundraiser



As you may know, this year we held a SPieOP fundraiser in which donations could be made in the name of any of our professors and the professor with the most money donated in his or her name would be pied at the end of the year. Through this fundraiser, we were able to raise \$544! The winning professor was none other than Dr. Barbara Fritzsche, with \$177, and Dr. Mindy Shoss came at a close second with \$166. Special thanks to Dr. Fritzsche, and all our faculty, for being great sports about this contest.



It is only through your generous donations and continued support that we can host events, fund students, and continue to thrive as a student organization, so for that we would like to say

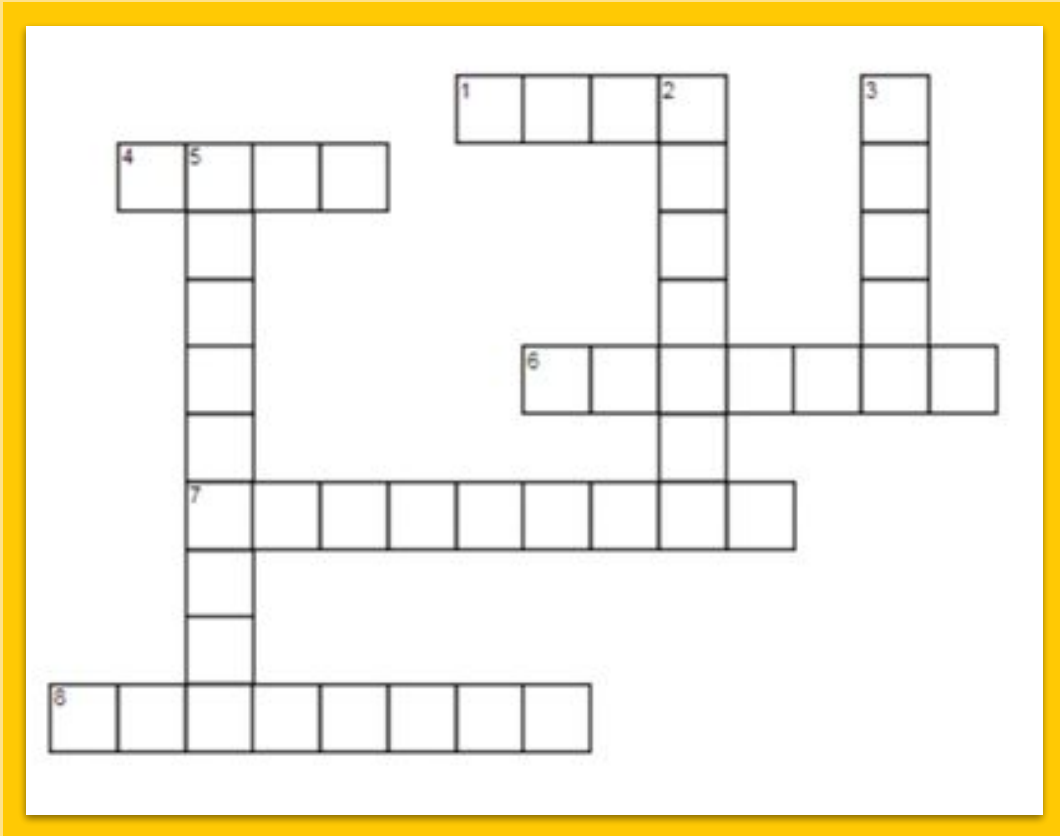
**THANK YOU!**



# Faculty Crossword

## Do you know your Faculty?

Test your knowledge and see how well you know the current I-O faculty!



### ACROSS

- 1 This Faculty member took charge of the I-O Master's program for the 2018-2019 year. Dr. \_\_\_\_
- 4 You will less frequently see Dr. Barbara Fritzsche wandering around the halls of the psychology building because she was recently promoted to associate \_\_\_\_!
- 6 The actor Jason \_\_\_\_ would most likely be cast for the role of Dr. Jex in a live action Movie
- 7 Dr. Shiyang Su joined our UCF faculty after moving down from which state? (Hint: it's at least 5000 times colder than Florida)
- 8 Dr. Haylee Min brought her expertise in measurement and the application of item \_\_\_\_ theory to our I-O program this year!

### DOWN

- 2 Have an issue with your company's safety climate? This is your guy! Dr. \_\_\_\_
- 3 Looking for a more exciting way to workout that not only burns calories, but also improves your rhythm? Try Dr. Horan's \_\_\_\_ class!
- 5 Ever wonder why Dr. Shoss is so good at math? Her background includes not only I-O psychology, but applied statistics and computation along with \_\_\_\_.

**ANSWERS ARE PROVIDED ON THE LAST PAGE**

# Alumni Advice

This year, we tracked down several alumni from both the Master's and PhD I-O Psychology programs at UCF. These alumni graciously answered our questions and bestowed useful advice for current students and recent graduates. Below are some highlights from their responses.

## What has changed since you graduated?

"Since I don't travel for work, my life is much more structured compared to being a student. Pros: being able to plan activities and find a rhythm. Cons: not being able to grocery shop in the middle of the day." - Sam Orelove

"It seems like everything – I can't believe it's been over 10 years since I graduated. The campus has surely changed (the growth is incredible!), along with life in general. I've grown personally and professionally, experienced major life events such as home ownership and the loss of a parent, navigated a career and taken risks outside of my comfort zone. All of which have allowed me to discover more about myself, how I want to live, and what I love. Most importantly, I think I've really grown into a space of authenticity; meaning being yourself and staying true to who you are and what you value." - Vanessa Mazurek

"I have worked for NASA and Disney, started my own company and spent the last year traveling around the world! I'm a TEDx speaker and have also spoken at South by Southwest (SXSW), SIOP, and other respected conferences." - Laura Gallaher

"I've held responsibilities in learning and development, change management, training project management and program management. Most of my career has consisted of defining and implementing the learning strategy for large-scale, complex projects to grow the business." - Allison DeTitto

## How do you like to spend your free time?

"Nearly all of my free time is dedicated to my family: my wife, 2 small boys, and our golden retriever. When I have some time to myself, I will occasionally escape to go fishing. Currently, I'm joining a local group to learn how to become a beekeeper." - Nic Bencaz

"Spending time exploring Richmond with my almost 3 year old and husband." - Deborah Diaz Granados

"Watching Oklahoma football, working out, traveling, spending time with my three dogs, and hanging out with my friends and family." - Stephen Gunter

"You'll most likely find me golfing, working out, meditating or making weekend plans (and yes, that planning starts on Monday)." - Sam Orelove

"When I'm not working, I can be found spending quality time with my family and friends – so important, and good for the soul! I also love adventure and travel; to explore, meet new people, see new places, and experience different cultures" - Vanessa Mazurek

"I love spending time with friends, and doing outdoor adventurous things (like rappelling down a waterfall, white water rafting, zip-lining, etc.)" - Laura Gallaher

## What is one special memory you have from grad school?

"Studying for comps every weekend, holed up for hours in the psych building, determined to get it done. I was rich with knowledge, but the stress and self-doubt was consuming. Was so proud to pass and get past that milestone, but it is all about enjoying the journey. There is no destination, I promise you. There is no there, there. - Laura Gallaher

"I'll always remember my time spent in Dr. Smith-Jentsch's lab, or "the trailer", as we affectionately called it. We were a very close knit group of graduate students who were all very passionate about changing the world of work for the better. One particular memory was getting to act in an assertiveness role play training video we developed, where I played the role of Rick the sexual harasser. My research included googling many cheesy pick-up lines. - Nic Bencaz

"A special memory for me was when I successfully passed my dissertation defense. I prepared a lot for the defense, but wasn't really nervous for it. The defense was my time to pass the final obstacle and reach my goals. When I passed the defense I was relieved and happy that I had done it. Then I went to work at my new job the very next day. - Stephen Gunter

"I remember the happy hours on Fridays at Underground Bluz after a long week. I remember building lifelong relationships with friends there and enjoying being at UCF. - Deborah DiazGranados

## What advice do you have for current students?

"Be ok with exactly where you are. Don't pretend to know more than you do, and don't let your ego get in the way. Think about competence as your ability to figure things out, rather than what you 'know.'" - Laura Gallaher

"Take advantage of applied opportunities during school - internships, consulting, mock interviews during SIOP, and join local professional associations (e.g., GOOD, ISPI, ATD, SHRM)." - Nic Bencaz

"First and foremost, don't stress too much about finding the first job or even the "perfect" job right out of the gate. Be kind to yourself, and allow space to follow your curiosities; really discover what it is you love, how you want to spend your time, and how you want to contribute to the world. One of the things I love about I/O is that there is so much under its umbrella - so many ways in which we can apply the KSAs we've acquired. Also, know your worth and don't be afraid to speak up. Take your seat at the table; be humble, kind, professional, and most importantly be YOU." - Vanessa Mazurek

"Regardless of the job you take, try to get as much context on your organization's processes, goals and history as possible. It is tempting to want to jump right in, but understanding how your role fits in with your department and other disciplines will make your life easier from the get-go. You are going to have to ask LOTS of questions to accomplish this. If you've heard, "internships are the time to ask questions", I would ignore that (still ask questions during internships....). It can take years for people to understand the business they are in. Also, after I graduated, I wish I learned more about what other grads in our program were doing in their jobs and what they were experiencing during their transition (particularly my cohort and the one before us). When we do talk I am amazed at how similar our experiences are in trying to navigate those first years out of school. Those conversations are really cathartic. - Sam Orelove

"Spend time now getting as much exposure to the careers you have interest in to set yourself up on the best path forward. Connect with professionals, be selective with internship opportunities, and even volunteer your time. It pays in spades!" - Allison DeTitto



## Any additional words of wisdom?

“Enjoy the time at UCF, connect with students, build relationships.” - Deborah DiazGranados

“As often as you can throughout your career - stretch yourself out of your comfort zone! This is where you will grow exponentially and ultimately gain fulfillment.” - Allison DeTitto

“Allow yourself to go all in, to experience it and really harness the opportunities before you – the learning environment, the comradery... Less than 7% of the world’s population holds a college degree - embrace your unique position. Soak it all in and enjoy this special time – it goes so quickly! One of my favorite quotes is “Don’t fear failure. Fear being in the exact same place next year as you are today.” Don’t be afraid to reinvent yourself, and don’t settle for “okay”. Do what you love – that thing that gives you butterflies and goosebumps. Take risks, focus your time and energy on work that matters, and have FUN – enjoy the work!” - Vanessa Mazurek

“Grad school is an endurance contest. There's a lot to do. There's a lot to read. There's a lot to learn. I think the key is to keep moving forward. Everyone will get stressed or overloaded at some point. Just keep moving forward.” - Stephen Gunter

“Some jokingly say UCF stands for "Under Construction Forever" - I say take that same approach in your studies and into the workforce. Keep a growth mindset, and open mind, and you will find yourself on the right path.” - Nic Bencaz

## Thank You Alumni!



**Sam Orelove**  
Class of 2016



**Vanessa Mazurek**  
Class of 2007



**Deborah  
DiazGranados**  
Class of 2011



**Nic Bencaz**  
Class of 2008



**Stephen Gunter**  
Class of 2010

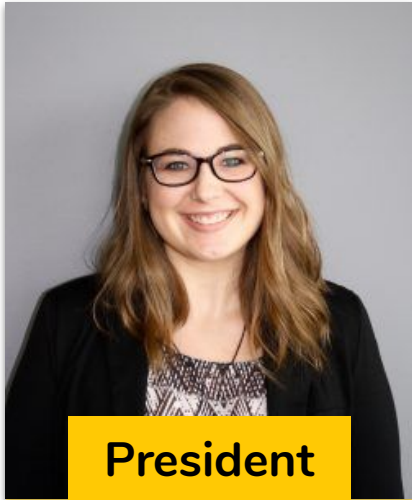


**Laura Gallaher**  
Class of 2010



**Allison DeTitto**  
Class of 2006

# SPIOP Officers



**President**

Alissa Gebben



**Vice President**

Juseob Lee



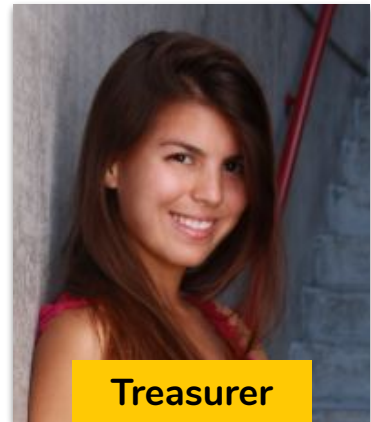
**Social Chair**

Richard Currie



**Secretary**

Charlotte Holden



**Treasurer**

Alyssa Perez



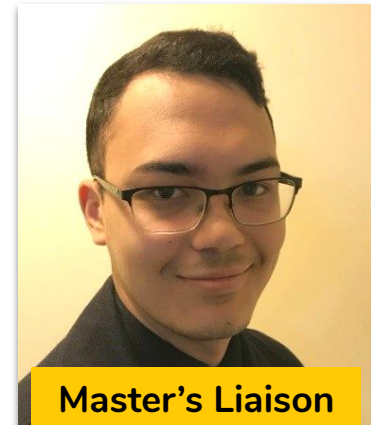
**Co-Historian**

Melissa Rise



**Co-Historian**

Marissa Post



**Master's Liaison**

Matthew Ng

# Newsletter Committee

This edition of the I/Opener was made possible by...



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**Laura Blank**



**Colleen Cui**



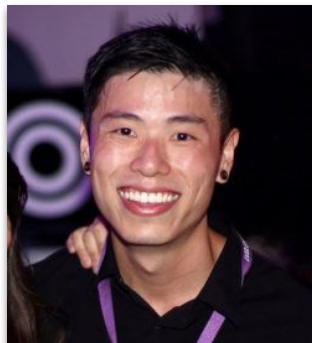
**Jamie Striler**



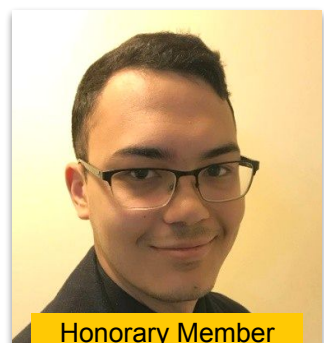
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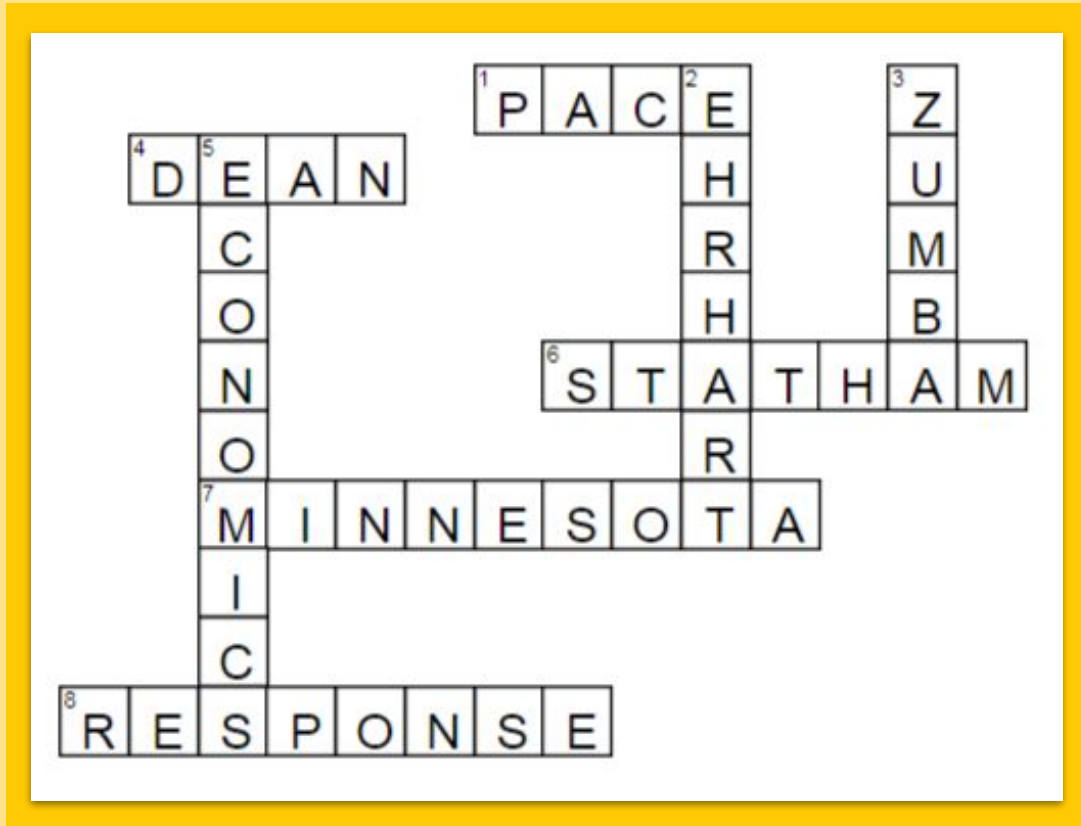
**Matt Ng**



# Crossword Answers

## Do You Know Your Faculty?

Test your knowledge and see how well you know the current I-O faculty!



### ACROSS

- 1 This Faculty member took charge of the I-O Master's program for the 2018-2019 year. Dr. **PACE**
- 4 You will less frequently see Dr. Barbara Fritzsche wandering around the halls of the psychology building because she was recently promoted to associate **DEAN!**
- 6 The actor Jason **STATHAM** would most likely be cast for the role of Dr. Jex in a live action Movie
- 7 Dr. Shiyang Su joined our UCF faculty after moving down from which state? **MINNESOTA**
- 8 Dr. Haylee Min brought her expertise in measurement and the application of item **RESPONSE** theory to our I-O program this year!

### DOWN

- 2 Have an issue with your company's safety climate? This is your guy! Dr. **EHRHART**
- 3 Looking for a more exciting way to workout that not only burns calories, but also improves your rhythm? Try Dr. Horan's **ZUMBA** class!
- 5 Ever wonder why Dr. Shoss is so good at math? Her background includes not only I-O psychology, but applied statistics and computation along with **ECONOMICS**.

**How did you do?**