



I/O PENER

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UCF

A Note From the Director

I would first like to thank all of the I/O UCF Alums for their generous support of the program over the past year. Whether it's financial support, mentoring current students, or serving as a brownbag speaker, your support is greatly appreciated and essential to the success of our program.

As you'll see in the Newsletter, there are many exciting things happening in our I/O Program here at UCF. I don't want to repeat them all here, but I think there are a couple worthy of mentioning. The Targeted Research Training (TRT) program, which is being led by Dr. Shoss, represents an important collaboration between our program and the NIOSH-funded Sunshine Education and Research Center at the University of South Florida and provides valuable student support. It also makes us the only I/O doctoral program in the U.S. with a focus on employee health and well-being in the hospitality industry. This makes our program unique and makes a lot of sense given our location in Orlando.

The other thing worthy of mentioning is that we awarded the first John Mattone Graduate Scholarship for Executive Coaching and Leadership to Kira Leach (2nd Year MS Student). We congratulate Kira on this award, and I would especially like to thank John for providing the financial support for the scholarship. He is a great friend to our program, and to the entire UCF community.

In closing, I would again like to thank all of the alumni for their important contributions to our program. Please keep in touch and stay connected to our program!

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

1st Year PhD Students



Kenzie Dye

Kenzie graduated in 2018 from Saint Louis University. There she majored in Psychology, minored in Spanish and International Business, and worked in Cognitive and I/O Psychology labs. She then worked in HR at an architecture and design firm. Kenzie's research interests broadly include occupational health and safety, the work-life interface, burnout, and workplace boredom.



Emily Macias

Emily graduated from the University of South Florida with a Bachelor of Arts degree in psychology. While attending USF, she worked on many research projects pertaining to occupational health psychology topics and gained HR experience from her employment with the Muma College of Business. Her current research interests broadly include leadership, followership, affect, and stress.



Matt Ng

Matt graduated from the University of Florida majoring in Psychology with a minor in Linguistics. He then received his Master's of Science in Industrial and Organizational Psychology right here at UCF. His master's thesis was a scale creation project focused around conflict resolution among healthcare workers such as nurses. His research interest currently include conflict, conflict resolution, lexical issues within measurements, as well as interventions.



Moses Rivera

Moses completed a Bachelor of Arts degree in Psychology at the University of Florida. He brings with him a STEM skillset due in part to his years as a Computer Engineering major at UF. His research interests include leveraging data science (particularly machine-learning) to study teams, performance, and helping people thrive at work and in life.



Ann Schlotzhauer

Ann Schlotzhauer grew up in Kansas City before attending the University of Tulsa, where she majored in Psychology, English, and Spanish. After graduating in 2017, she worked in Admissions at Wichita State University for two years. Ann's research interests include organizational culture, stress, and personality in the workplace.



Saba Tavooosi

Saba got her Bachelor's degree in Psychology from San Diego State University. While there, she got experience working in a quantitative psychology laboratory. After her graduation she worked as a research assistant at the Office of Research, Planning, and Institutional Effectiveness at San Diego Miramar College. Her main research interests include using data science methods to study I/O topics.



1st Year MSIOP Students



Matthew Bartek

Matthew Bartek is a first year MSIOP student. He obtained his bachelor's degree in Public Health from the University of Florida. His research interests include organizational development, work-life balance, citizenship behaviors, training and development, and work motivation. After graduating from the MSIOP program, he hopes to pursue a consulting position where he can apply the knowledge learned at UCF to better the climate of an organization.

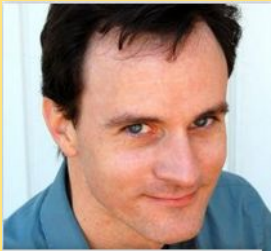
Angela DeKruif

Angela graduated from the University of Central Florida double majoring in Psychology and Organizational Communication. She currently is a first year Master's Student on the thesis track, working at the Institute of Simulation and Training with Dr. Shawn Burke. Her research interests include team performance, resilience, and leadership. After graduating with her master's, she plans to pursue internal consulting. In her free time, Angela enjoys cooking, playing video games, and petting her cat Pepper.



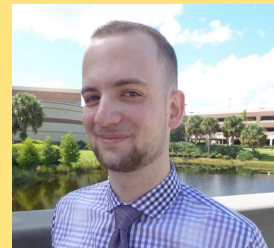
Kenneth Ingraham

Ken Ingraham has more than 15 years of experience in research and production of immersive media and interactive performance. Ken has developed training simulations for a wide range of industries, and has produced five city-wide interactive films. In 2009, Ken was hired by Walt Disney Imagineering to produce an experimental play-test for the Magic Kingdom theme park and resorts. In 2011, Ken founded Interactor Simulation Systems (ISS), the first company of its kind that explicitly leverages Interactive Performance to create human behavior simulations for training and entertainment. In 2019, Ken began the Master's Program in Industrial & Organizational Psychology at the University of Central Florida in hopes to gain more background in the area of I/O psychology.



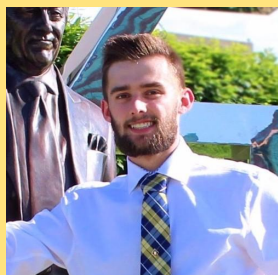
Niko Kartvelishvili

Niko Kartvelishvili holds a BA in psychology from Baruch College in NYC, along with an MS degree in cognitive psychology from Florida State University. In his previous graduate program at FSU, he was involved in neuroscience research looking at the relationship between brain activity, sensory processing, and anxiety. In his current I-O psychology MS program at UCF, he hopes to build upon his previous knowledge in psychology and apply it in a more practical fashion to help improve the quality of the workplace. His research interests include personnel selection, training, and organizational development. After graduation he would be open to working for corporations as well as the government. Outside of school and psychology, he enjoys martial arts, meditation, reading, travelling, and personal growth.



Tasso Lake

Tasso earned his Bachelor's of Arts in Psychology along with a minor in Political Science from West Virginia University. Broadly, his interests are pulled from the industrial and the organizational side and include performance management as well as work-life balance. In his free time, Tasso enjoys golfing and watching the Tampa Bay Lightning.



1st Year MSIOP Students

Justin Lee

Justin Lee is a first-year MSIOP student on the thesis track. He received his undergraduate degrees from the University of Georgia with a BS in Psychology and a BA in Communication Studies. He is currently working as a GRA with the Institute for Simulation and Training for the Army Research Laboratory. His research interests include the hospitality industry, teams, innovative technologies, and organizational culture. After graduation he hopes to work as an external consultant and eventually transfer into an internal consulting position. In his spare time, he likes to hike, swim, kayak, swing dance, practice photography, play ukulele, woodwork, and cook. He also has a cat, Beaugard, who he loves to show off.



Alexandra Lyew

Alexandra Lyew is a first-year international student on the thesis track in the MSIOP program. She was born and raised in Jamaica. She pursued her bachelors at Florida International University where she double majored in Psychology and Criminal Justice. Her research interests lie in Occupational Health, Counterproductive Work Behaviors, Diversity, and Leadership. She currently is the Graduate Assistant for the Academic Advancement Programs at UCF. After she graduates, she hopes to work as an internal consultant or pursue teaching. In her free time she likes to play video games and watch K-dramas.



Edgar Metke

Edgar Metke obtained a bachelor of science in psychology from the UCF prior to joining the MSIOP program. His research interests include work engagement, leadership, teamwork, and organizational citizenship behavior. Upon graduation from the MSIOP program, he intends to perform in-house consulting in the Central Florida area.



Alec Niccum

Alec is a non-thesis Masters' student. He graduated from the University of North Carolina at Chapel Hill with a Bachelor of Art in Psychology and a minor in Anthropology. His current areas of interest are in the theory of training, teams, and culture. After graduating, he plans on entering the workforce to focus on the application of psychological principles to optimize business and training. In his spare time, Alec writes novels and trains in a variety of martial arts from different cultures. Within Tomiki Style Aikido he has been a national champion across a variety of events since 2016. Since 2017 he has been a member of Team USA.



Alexis Rodriguez

Alexis is from Miami, FL. She graduated with her Bachelor of Science in Psychology from Florida State University, and minored in General Business. She completed her undergraduate thesis in Individual Differences and Sources of Motivation in Cosmetic Surgery Patients. Currently, she serves as the Graduate Assistant and acting Campus Liaison for the Office of Diversity & Inclusion's peer mentorship program called CREAR Futuros. She trains undergraduate mentors and develops professional development seminars for their mentees. After graduation, she hopes to continue on an applied path of IO Psychology and start a career as a consultant focusing on team building.



1st Year MSIOP Students



Kira Schneider

Kira Schneider is a first year in the MSIOP program. Prior to attending the University of Central Florida, she earned her BA in Psychology and Sociology from the University of Missouri. She was involved in research throughout her undergraduate career, which influenced her research interests of employee well-being, diversity, and gender. In addition to being a student, she is also a graduate teaching assistant for the university and the first year representative for SPIOP. After graduation she would like to return to the Midwest so she can be closer to family.

Lauren Seltzer

Lauren earned her B.A. in Psychology from the University of Tampa. At UT, she was a Research Assistant on a project investigating sexism in perspectives of sexual harassment in an academic context. Here at UCF, she has a graduate assistantship for which she is a GTA to undergrad Psychology courses. After graduating from this program, Lauren hopes to work in consulting and help organizations solve problems related to the human resources side of business.



Carolina Silva

Carolina received her undergraduate degree in Psychology from the University of Central Florida. Her primary research interests are innovative styles of employee selection, job analysis and training. She plans on becoming an external consultant upon graduation. In her free time she enjoys producing micro-budget short films that focus on I/O psychology. Her hobbies include traveling to small picturesque towns across the globe with her partner and experiencing nature. She has two black cats; Meowsy & Kevin and a 15 year old dachshund named Fry.



Jack Yazgoor

Jack Yazgoor is a proud UCF alumnus with a major in psychology and a minor in business. His research interests include motivation and how it ties into job satisfaction, as well as reinforcement theory and how people value rewards. He plans on joining a team to do external consulting after graduation. He also loves music, and has played drums in a local band called Rocko English for the past three + years. In his free time he enjoys watching baseball and playing video games.

New ABD Students

Richard Currie

I am so thankful for the support of my family, friends, this graduate program, and my faculty advisor, Dr. Mark Ehrhart, that aided my transition into doctoral candidacy! In the months following candidacy exams, I have kept myself occupied by serving as President of SPIOP, teaching an undergraduate course on Organizational Psychology, and solidifying plans for my doctoral dissertation project. While I am still working out some of the finer details, I can say that my dissertation will examine the role of attributions in explaining the relationship between employee information-seeking behavior and knowledge transfer outcomes. Upon graduation, I intend to secure a position as a research professor or as an applied organizational researcher studying topics such as leadership, knowledge transfer, and intraorganizational competition. Please do not hesitate to reach out to me if you would like to know more about my past, current, or prospective research. Charge on y'all!

Juseob Lee

As I get closer to graduation, I am preparing myself for academic positions where research, teaching, and mentoring skills are essential. I am grateful that I can now focus my full attention on getting research projects and conference papers ready for manuscript submission. One of the current projects that I am very excited about is investigating the consequences of incivility in recruitment contexts. I am also thrilled about projects on investigating what people mean by saying that they are burned out and examining the effects of sleep quality on helping behaviors. My research interests revolve around occupational stress, especially how employees react to various types of stressors. I will be looking for jobs in Fall 2020 after I have made substantial progress on my dissertation in which I will investigate the mechanisms by which people experience recovery from work.



Alyssa Perez

Passing onto doctoral candidacy has re-ignited excitement for my career. Over the past few years, I have become passionate about the importance of "science translation," which is done through strong empirical research combined with resources that research accessible and understandable to those who can use it. I have personally worked on translating science as an active researcher, a consultant, and as a teacher. Teaching has become my greatest passion, and I plan to pursue a career as a professor with focus on teaching and research. I find it rewarding to design and instruct courses that engage students and promote critical thinking and an appetite for knowledge. I have also done applied work focusing on coaching and training as a consultant and analyst with the talent management firm Human Capital Growth. In research, I have studied workplace diversity issues in age, race, gender, and culture. My research has recently moved into creativity and innovation at work, which is the topic of my dissertation. As I complete my dissertation, I plan to pursue a career in academia.

Betsir Zemen

Since passing my doctoral candidacy exams, I successfully proposed my dissertation which focuses on examining the measurement equivalence of mobile-delivered cognitive ability assessments. Under the supervision of Dr. Shiyang Su and Dr. Clint Bowers, I am investigating if item-level scrolling is significantly related to differential item functioning for mobile-delivered, adaptively-administered cognitive ability assessment items. In addition to completing my dissertation, I am also preparing to move to New York City in 2020 for a position I recently accepted with Facebook's Global Talent Selection team. I was fortunate enough to have amazing internship experiences with Facebook and IBM over the past two years, and I look forward to applying my knowledge and experience to help improve the efficiency of Facebook's talent selection processes.



Maryana Arvan, Ph.D.

Tell us about yourself and what brought you to the role of Director of Performance Solutions.

I graduated from USF in August with my Ph.D. in I-O Psychology. My research interests fall under three broad umbrellas: occupational health psychology, overqualification, and customer service occupations. I studied under Dr. Paul Spector, so Dr. Steve Jex and I share that in common! In fact, I first heard about this opportunity when Steve and I were chatting at Paul's 70th birthday party.

Much of my training has been academically focused (by choice). During my last year of graduate school, I took a one-year position as a full-time instructor at the University of Tampa. Teaching management majors was eye-opening. It convinced me that a better alignment of our language, assumptions, and "marketing" when teaching and interacting with the (future) HR / OD workforce is critical for our profession to grow and thrive. The experience made me determined to sharpen my "practitioner" skills, so when this opportunity arose at UCF, I couldn't resist.

What attracted you to UCF?

There's the obvious career reasons: UCF has an excellent, well-rounded I/O program, and it's growing leaps and bounds. There are so many exciting things happening in the program: the new hospitality grant, for instance; the top-tier faculty recruited in recent years; outstanding students at both the Ph.D. and Master's level; and of course, Performance Solutions. What might not be as obvious to an outsider is how fantastic its culture is. The faculty have been incredibly welcoming and supportive, and the students are bright, enthusiastic, and engaged. I've loved working here.

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

My colleagues and I recently published a paper on overqualification and job attitudes. The literature largely assumed that overqualified workers are unhappy due to their underutilized skills. However, these conclusions were drawn almost exclusively from self-report, cross-sectional data that only captured employees' perceptions of overqualification. We therefore reexamined these relationships using (1) objective

overqualification (measured via job analysis) and (2) a longitudinal panel study. Our conclusion across two studies was that perceived overqualification was actually an outcome of job dissatisfaction, rather than the reverse. This adds an important caveat to the literature. Being (objectively) overqualified isn't necessarily a bad thing.

What are some of your hidden talents or hobbies?

I am a rabid, lifelong Star Wars fan. I actually flew to Chicago this past spring to attend Star Wars Celebration, and my husband and I have cosplayed as Rey and Kylo Ren multiple times. UCF's proximity to Galaxy's Edge (at Disney World) is a huge job perk, if you ask me. I'm going for the first time later this month!



Performance Solutions

Interview with Maryana Arvan, Ph.D., about Performance Solutions

What is Performance Solutions?

Performance Solutions is the UCF I/O Program's applied research initiative, and a great example of how the Program "walks the talk" when it comes to the scientist-practitioner model. Performance Solutions offers companies and select nonprofits assistance and solutions on topics / concerns pertaining to human talent and organizational effectiveness. A sample of the services we offer our clients include assistance in selecting the right employees, measuring and improving employee morale, training and development, and performance management. We're staffed by teams of student consultants under faculty supervisors. We provide companies with custom solutions on any organizational / HR-related concern that falls within our faculty's wide-ranging expertise.

What are your visions and goals for PS for this upcoming year?

My goals for this year are threefold. My first goal is to increase student involvement and ownership in Performance Solutions- after all, PS is first and foremost a developmental opportunity for students, and I want them to take advantage of it! My second goal is to move PS into a sustainable structure that can effectively and efficiently meet the needs of its clients while providing students with valuable hands-on applied experiences. My third goal is to increase the visibility and reputation of Performance Solutions, and the UCF I-O Program more broadly, in the local business community in Orlando.

How will PS be different now that you are the director?

Dr. Horan did an incredible job setting up the infrastructure of PS, building its services, learning about the business environment, and securing us contracts that comprise our initial portfolio. I am attempting to build on her excellent work by increasing the developmental sides of PS, and helping it transition to a more sustainable, I-O program-integrated structure.

What kind of projects and experiences can students expect to get exposed to?

The projects and experiences will vary widely. First, students will work on one of four infrastructure teams: Business Development, Networking and Prospecting, Approach Documents, or Marketing / R&D. These teams work on tasks as varied as delivering a webinar on work-family balance, writing blog posts on I-O topics for the PS website, researching and summarizing the services PS can provide on "hot" industry topics like gamification, and organizing alumni meetups.

There are also potential opportunities to work on projects with clients—mostly on a pro-bono basis, though we do have a couple of active paid projects. Some active projects include scale development and validation, researching "best practices" in performance management and assisting with an organization-wide transition into a new PM system, and job analysis.

How can students get involved in PS?

A call will go out at the beginning of each academic year for sign-ups. Even if you are not using PS to meet a degree requirement, students are strongly encouraged to commit to each team for an entire academic year. However, under certain circumstances, you may be able to join a team later. Just shoot me an email and we'll chat!

- Broksch, E. A., Locklear, L. R., Ehrhart, M. G., Whiting, S. W.** (2020, April). *A new hope: The light side of helping prevails*. Poster presentation at the 35th annual conference of the Society of Industrial and Organizational Psychology (SIOP), Austin, TX.
- Cui, C., Grinley, A. & Horan, K.** (2020, April). *Hazard exposure and organizational justice on ERI in high-risk occupations*. Poster to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Currie, R. A., Baz, G., Naranjo, A., Vermilion, B., Kath, L. M., Stichler, J. F., Ehrhart, M. G.**, (2020, April). *Job demands and burnout: The buffering role of relative leader-member exchange*. Poster to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Haidar, S. S., Yankov, G. P., Kumar, S., & **Zheng, J.** (2020, April). *Using machine learning to classify assessment center text data*. Poster to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Holden, C. & Fritzsche, B.** (2020, April). *Move Your Body, Change Your Mind: Physical Activity Before Work*. Poster to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Lavigne, K., Jundt, D. K., **Shoss, M. K.**, & Whitaker, V. (2020, April). *Making sense of change: A regression tree approach to contextual predictors of AP*. Poster to be presented at the 35th annual conference for the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Lee, J., Jex, S. M., & Shoss, M. K.** (2020, April). *Consequences of experienced and observed recruiter incivility*. Poster to be presented at the 35th annual conference for the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Lee, J., Rada-Bayne, A. M., Holden C. & Jex, S. M.** (2020, April). *Perpetrator-targeted reciprocated incivility: Moderating role of agreeableness*. Poster to be presented at the 35th annual conference for the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Lee, J., Su, S., Broksch, E. A. & Jex, S. M.** (2020, April). *Sleep on helping through positive affect: Moderating role of recovery*. Poster to be presented at the 35th annual conference for the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Nakahara, W. H., DiStaso, M., Lassu, R. A, Ehrhart, M. G., & Whiting, S. W.** (2020, April). *Helping type, hostile attribution bias, and state self-esteem at the daily level*. Poster to be presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Naranjo, A., Beltramo, J., & Jex, S. M.** (2020, April). *Physical consequences of experienced incivility: The role of perseverative cognition*. Poster to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Peng, X. & Young, H. R.** (2020, April). *How job autonomy and occupational skill variety influence employee well-being*. Poster to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.

Striler, J., Zhao, X., & Shoss, M. K. (2020, April). Evoking job insecurity to experimentally test its impact on stress and generosity. Poster to be presented at the 35th annual conference of the Society of Industrial and Organizational Psychology (SIOP), Austin, TX.

Vega, D., **Dye, K.**, & Lavigne, K. N. (2020, April). *Work-family spillover: Revisiting motivational control theory*. Poster to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.

Whitaker, V., Lavigne, K., **Shoss, M. K.**, & Jundt, D. K. (2020, April). *Context matters: Moderators of the effect of neuroticism on adaptive performance*. Poster to be presented at the 35th annual conference for the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.

Zheng, J. (2020, April). *Talent management effectiveness: Engagement and turnover intention at the unit level*. Poster to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.

Symposia

Broksch, E. A., Engelson, B., & **Horan, K. A.** (2020, April). Risk on and off the job: Exploring participation in health risk behaviors based on occupational risk. In S. Huang (Chair), *The many faces of work and well-being: Untangling relations between work and health*. Symposium to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.

Burke, C. S., **Moavero, J.**, Driskell, T., Driskell, J., & Salas, E. (2020, April). Antecedents of team role enactment in isolated, confined environments (ICE). In H. E. Yang, T. Burns, & K. Bezrukova (Chairs), *Trapped together: Teamwork in isolated, confined, and extreme contexts*. Symposium to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.

Ciarlante, K., **Zhao, X.**, **Shoss, M. K.**, & Barber, L. (2020, April). What Were You Thinking? Personality & Motives for Counterproductive Work Behavior. In C. L. Barratt (Chair) *Naughty by Nature: An In-depth Look at Personality's Role in Employee Deviance*. Symposium to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.

Halfman, T., **Szabo, K.**, **Burke, C. S.**, Smith, H., & Wiese, C. W. (2020, April). Trust in leadership: Looking across levels and time. In A. Thayer & J. L. Wildman (Chairs), *Cutting edge approaches to studying trust in organizations*. Symposium to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.

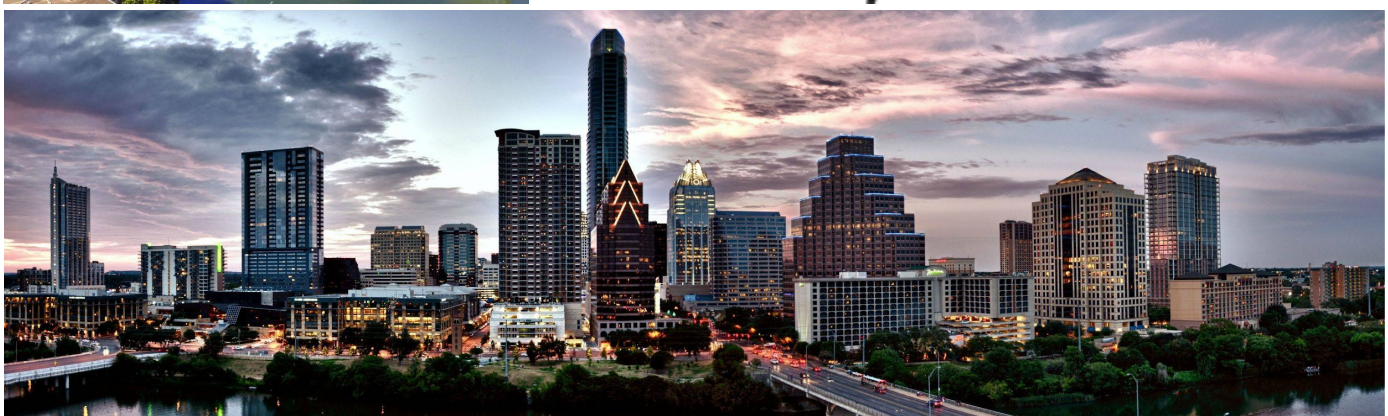
Horan, K. A., Bowers, C. B., Marks, M. R., Ruiz, J., & Cunningham, A. (2020, April). Team and organizational factors as context for intervention outcomes. In **K. A. Horan**, & L. B. Hammer (Chairs), *Level up: Exploring implementation level in intervention research*. Symposium to be presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.



- Horan, K. A., Su, S., & Jex, S. M.** (2020, April). Too little, too much, or just right: Sleep, fatigue, and exercise. In Bowling, N. A. & **Horan, K. A.** (Chairs), *Research advances in the situational and person predictors of CWB*. Symposium to be presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Macias, E., Steele, L. M., Jorgenson, J., & Arvan, M. L.** (2020, April). The good, the bad, and the ambivalent: Female leaders' daily identity asymmetry experiences. In K. L. Merlo's (Chair), *Why is work so hard? Exploring the roles of work stressors on health and well-being*. Symposium to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Naranjo, A., & Shoss, M. K.** (2020, April). Examining predictors of cognitive job insecurity: A machine learning approach. In **M. K. Shoss, & A. Naranjo**, (Chairs) *Addressing job insecurity across the globe: The role of resources*. Symposium to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Striler, J., Jex, S. M., & Shoss, M. K.** (2020, April). A longitudinal examination of constraints among temporary workers. In N. Bowling (Chair), *What's stopping you? Organizational constraints as a major work stressor*. Symposium to be presented at the 35th annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
- Zheng, J., & Shoss, M. K.** (2020, April). Predicting CWB with implicit personality: The role of situational context. In N. A. Bowling & **K. A. Horan** (Chairs), *Research Advances in the Situational and Person Predictors of CWB*. Symposium to be presented at the 35th annual conference of the Society of Industrial and Organizational Psychology, (SIOP), Austin, TX.

Panel Discussion

- Finegan, J. E., **Fritzsche, B. A.**, Major D. A., Thomas, K. M., & Williams J. (2020, April). *Applying I/O to academic administration: Female faculty experiences* (J. L. Kisamore, Chair). Panel discussion to be presented at the annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.



Targeted Research Training

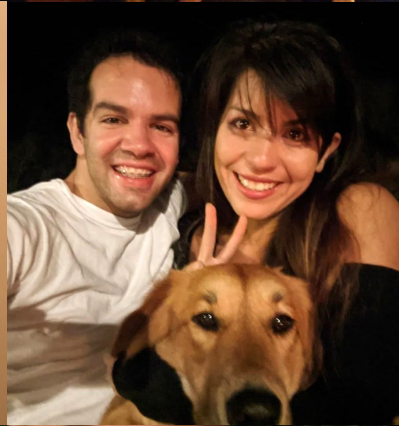


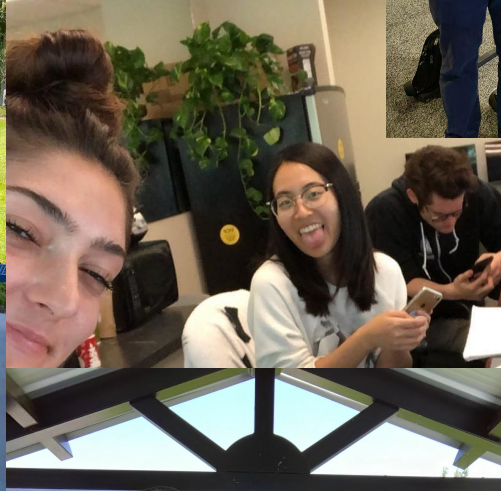
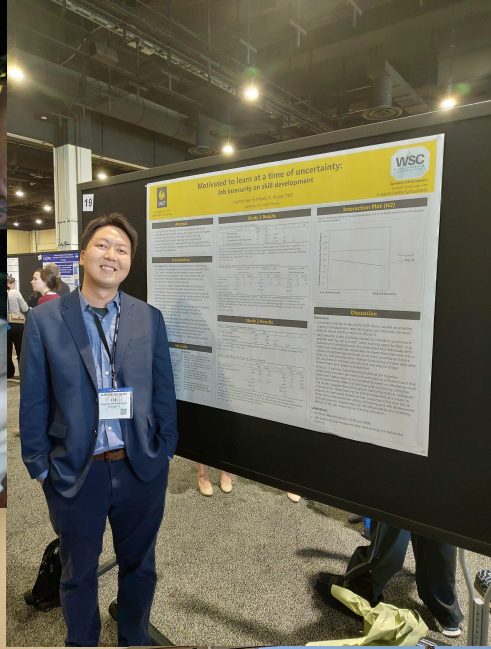
In response to concerns about the health and safety of the hospitality industry workforce, a collaboration between researchers at the University of Central Florida, Embry-Riddle Aeronautical University, the University of Puerto Rico, as well as several major hospitality employers throughout central Florida was established this past semester. The Targeted Research Training (TRT) program aims to respond to the new challenges posed by the changing nature of work and develop innovative approaches to improving workplace safety and health by translating research to practice. Spearheaded by UCF faculty, including Dr. Mindy Shoss, Dr. Kristin Horan, and Dr. Steve Jex, the TRT program also trains graduate students to perform interventions to improve the health, safety, and well-being of hospitality employees. Throughout the Fall 2019 semester the TRT program and its current trainees—Jenna Beltramo, Katherine Ciarlante, and Amanda Grinley—have organized a number of events and research projects in relation to the program's goals.

Among meeting with an advisory board comprised of university researchers, government researchers, hospitality human resources professionals, general managers representing international hotel organizations, and union leadership, the TRT trainees also observed hotel employees in the greater Orlando area, attended local and national conferences, and hosted a Fall workshop on the topic of aging and hospitality work on November 22nd. The TRT program has also established an Interdisciplinary Research Group (IDRG) with the goal of bringing graduate students and faculty from a range of fields including I-O psychology, occupational health nursing, occupational exposure science, and safety management to address a range of hospitality-related issues. Three research subgroups have been determined: Healthy Work Design, Future of Hospitality Health and Safety, and Illness & Injury Prevention & Treatment. Team members include students and faculty representing UCF, USF, and Embry-Riddle Aeronautical University. These groups aim to begin research and intervention projects pertaining to a wide range of important issues in the hospitality industry.

-Amanda Grinley, Jenna Beltramo, & Kate Ciarlante

Highlights





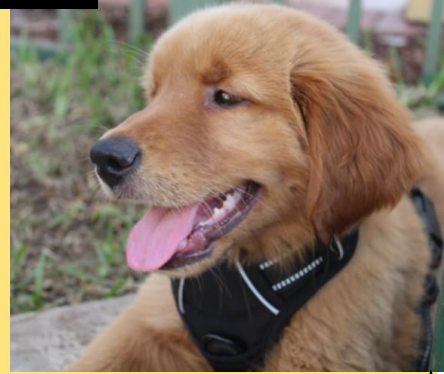
Pets of the Program



Slim Shady



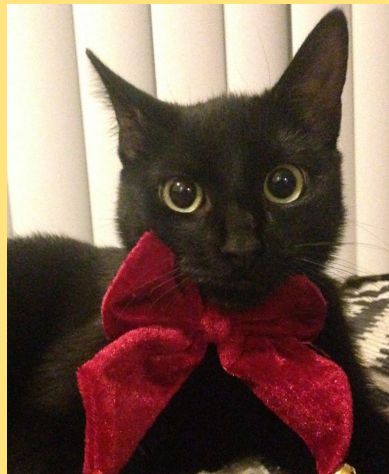
Persephone "Sephy"
Cookie Butter Perez



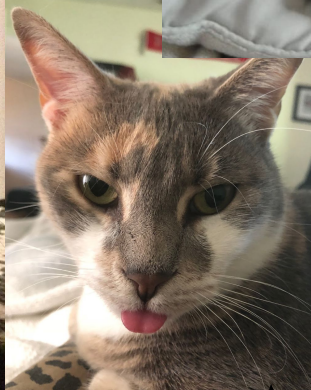
Chow Mein Zheng



Emmy Pittman



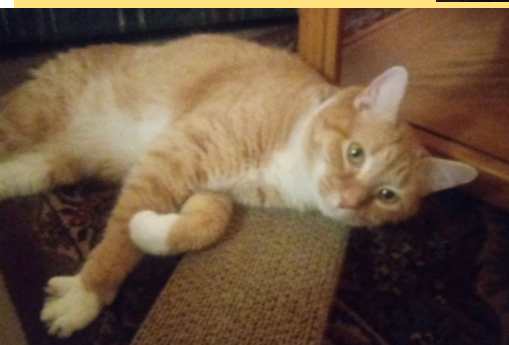
Theo & Fiona Gebben



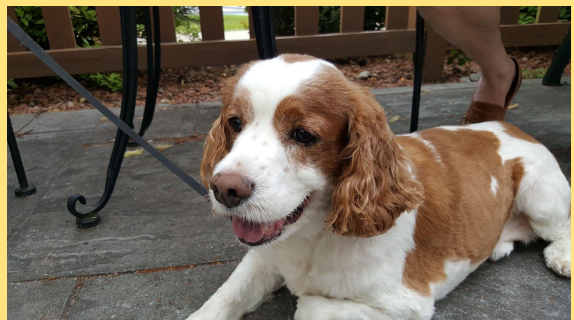
Zatuna Baz



Apollo



Tonks Rabon





Gendry



Fry



Nico Dye



Noir Ng

Cicero Beltramo

Sashi Grinley



Pepper



Meursault



Clyde



Beau



Bosko



Alumni Advice

This fall, we brought back asking alumni of both the MSIOP and PhD I/O program a variety of questions and we were lucky enough to receive great answers from all of them! Here are some of the highlights!

What are you doing now?

“I lead a team called Assessment, Measurement, and Evaluation (AME) at JetBlue University, using data to help make improvements to our training programs. The ultimate goal of the AME team is to proliferate a culture of evaluation, making purposeful data collection and use a habit across JetBlue. I feel very lucky that I get to play with data all day and help others understand the power data-driven decision making.” - Lauren Kramer

“The company I work for provides employee engagement and retention solutions to other organizations. I oversee solution implementation, analyze survey data, and provide recommendations.” - Breanne Kindel

“Currently, I'm an Instructor, split between the Department of Marketing & Supply Chain Management and the Department of Management in the Fogelman College of Business and Economics at the University of Memphis. I teach online courses in marketing, strategic management, and business communication. I also do some consulting as well.” - Dr. Wendy Bedwell

Best experience in grad school?

“Presenting the oral defense of my dissertation. In that moment, I could feel the whole-hearted support and pride my committee experienced by preparing a new colleague to make our world a better place. Kudos to you if you are reading this, Dr. Fritzsche!” - Dr. Kara Colangelo

“Meeting all of the amazing people in my cohort! Went from having colleagues in IO to having family in IO.” - Nathaniel Pope

“There are just so many!! One of the best was going to the Orlando airport and picking up an astronaut from one of the private hangers, who had just flown in on a small jet. He was giving a talk at a workshop we had coordinated as part of the NASA grant I was working on. The workshop itself was fantastic, but picking him up at the hanger with the jet he had flown in on right there was pretty incredible.” - Dr. Wendy Bedwell

Alumni Advice

Know now, wish you knew then?

“Python for data science! It's a lot more accessible than people usually think, and a lot more likely to be available during one's career than SPSS.” - Nathaniel Pope

“Really cherish the time you have in grad school with your cohort. We spent so much time together and now, we rarely see each other. We still keep in touch all the time, but I miss grabbing a drink with them after school or just hanging out to escape grad school life for a moment ... I even miss studying together!” - Dr. Wendy Bedwell

“I think the biggest thing I've learned since grad school was how to balance what should be with what is possible. Sometimes it isn't possible to do things the “textbook” way because of time, resources, or even data limitations. It is important to understand how to balance academic rigor with these constraints and how to adapt to the needs of the business. It is all about translating what you have learned conceptually to the applied work.” - Lauren Kramer

“Life won't go according to plan, you really can't please everyone while living your own journey, and most people won't value the time and tears you dedicated toward earning your degree. All of that is okay! Facing each day with full vulnerability and practicing living a life aligned with my values provides me with the confidence that I need to face the uncertainty that we all manage with Industry 5.0 on the horizon.” - Dr. Kara Colangelo

Never done, hope to do?

“I have enjoyed experiencing Munich during several trips in the past couple of years, but I look forward to exploring other parts of Europe in the future. I plan to take these opportunities with my husband and kids, after they are a bit older (my son is 8, my daughter is 2).” - Dr. Kara Colangelo

Breanne Kindel hopes to travel to Asia one day!

“I'd like to take a painting class and paint something that I would be happy to hang on my wall. I like to take old outdoor wall art objects and fix them up with acrylic paint - we have several hanging on our fence (some turtles, a sun, dragonflies) ... but I have no idea how to create an actual painting from scratch and I'd like to do that.” - Dr. Wendy Bedwell

Alumni Advice

Advice for current students?

“Take advantage of any opportunity to get exposure to the applied side of things. Leverage resources and connect with people doing the thing you hope to do. A healthy understanding of Excel doesn’t hurt either!” - Lauren Kramer

“Network! Most of the work I secured when I was working as an independent consultant was through networking - either me reaching out to others or people thinking of me when they had a project to complete, or an adjunct opportunity. But knowing people isn't enough ... you have to deliver on what you promise. I always try to go above and beyond what was asked, particularly with consulting projects. And finally, and most importantly, publish!” - Dr. Wendy Bedwell

“Every single interesting work experience came about because I raised my hand for an assignment/job/project/opportunity that I thought I could do but wasn’t 100% sure that I was qualified. Not all of them were glamorous, but most allowed me to build great skills in creating order out of varying degrees of chaos. Raise your hand, say yes, figure it out – even if you fail, the worst-case result is generally not life limiting. And it always makes a great interview story for the next opportunity!” - Dr. Kara Colangelo

Thank you, Alumni!



Dr. Kara
Colangelo

Class of 2008



Nathaniel
Pope

Class of 2018



Dr. Wendy
Bedwell

Class of 2012



Lauren Kramer

Class of 2013

Not pictured: Breanne Kindel, Class of 2013

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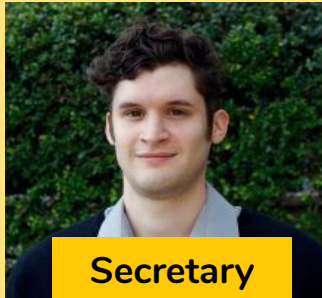
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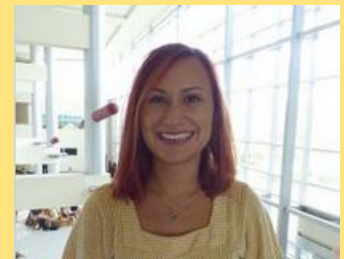
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