

# I/OPENER



## Highlights From This Issue

### || Students

- Student Spotlight
  - Alissa Gebben
  - Kinjal Chheda
- Graduates
- Jobs/Internships

### || Research

- Dissertations
- Lab Projects
- Conferences
- Grant Funding
- Publications

### || Consulting

- Perf. Solutions

### || Extras

- SPIOP Officers
- Newsletter Team

## A Note From the SPIOP President

First and foremost, I want to congratulate everyone. We have made it through a historic and difficult year. I want to thank the officers who selflessly volunteered their time to help keep SPIOP afloat during these unprecedented times. Without all of you, we would have been unable to continue as we operate.

The committees of SPIOP have worked hard to create a sense of normalcy during an entirely remote year. The events committee hosted a variety of Zoom-run events, from social hangouts to developmental workshops. The outreach committee established a formal mentoring program to connect I/O students across all degree levels. The newsletter committee put out another wonderful edition of the I/Opener at the end of the fall 2020 semester. The fundraising committee set-up future fundraising opportunities for SPIOP with the introduction of SPIOP branded shirts. Finally, we were very fortunate to have many of our members receive funding to attend the annual SIOP conference.

I started my Presidency with the mission to make SPIOP adaptable to the current times, providing students with an opportunity to come together if needed, while not imposing a burden during these trying times. I hope that I have delivered on this. Though my time as President has come to an end, I have full faith and confidence that SPIOP and the multiple I/O programs at UCF will see continued growth and development.

**Matthew Ng**  
2nd Year Doctoral Student

# Student Spotlight



This semester we spotlight **Alissa Gebben**, who has been busy finishing her SIOP-funded thesis project, revising her research manuscripts, and studying for comprehensive exams.

## **Tell us about your recent grant award.**

The James L. Outtz grant is sponsored by SIOP to give a graduate student funding for a diversity-related project. The project that the Outtz grant is funding is my master's thesis, which focuses on two things: 1) how precarious work relates to job insecurity, and 2) how age might shape one's reaction to job insecurity. Spoiler Alert: 'Older workers' is a pretty heterogeneous group, and I didn't find support for my age moderator, but there's TONS of room for research in this general area (i.e., older precarious workers).

## **Tell us about your recent first-author *Personality and Individual Differences* publication.**

The paper is a latent profile analysis of dark personality traits (i.e., machiavellianism, narcissism, psychopathy, sadism), and we validated the profiles by showing that they're differentially related to forms of mistreatment. The idea started in Dr. Min's selection seminar in fall 2019. We worked as a team on the whole thing. Moses Rivera was an absolute asset on the project. Ghada Baz and I spent a lot of hours together going through the analyses, and Kate Ciarlante did a ton of writing.

## **Do you have any advice for students who want to publish projects started in their courses?**

If a research proposal is done as an assignment in a course, try not to think of it as bound by the semester. In plenty of classes, we come up with different research ideas as individuals, and it's easy to let those proposals sit on the sidelines and follow through with them "someday." This project ended up being team-based, so there was constant motivation to keep working on it. Even though this paper started as a class project, we kept working on it long after that class ended.

## **What's your strategy for studying for comps?**

I'm in a study group with several other students taking comps, and we've been working through tons of practice problems. Dr. Fritzsche has been meeting with us, reviewing our practice answers, and giving us tons of invaluable feedback. I've been refining my citation manager and organizing the articles/chapters that I've collected over the years. My citation manager says I'm up to 2000! This has helped me get better acquainted with the entire field of I/O and discover where my weaker areas are. In our classes and own research, we focus on specific domains and subdomains, so we sometimes find it hard to see the forest for the trees. Bouncing around different topic areas has been helping me see the connections between them.

# Student Spotlight

This semester we spotlight **Kinjal Chheda**, who graduated from the master's program in December and recently started working as a consultant at APTMetrics.

## **Tell us about your job. What does an average day at work look like for you?**

As a consultant, my primary responsibility includes supporting and executing various client-facing projects in the areas of job analysis, selection, litigation, training and development, performance management, and assessments. My daily responsibilities vary based on the project I am working on. For instance, some projects involve performing analyses for sampling or assessing tests, facilitating role designs/SME interviews for job architecture process or developing matrices, and content for a training simulation project. I have learned that prioritization and adaptability are the two most critical skills in this job.



## **How has the M.S. program prepared you for this job?**

Knowledge gained from M.S. courses has helped me a great deal with the diverse nature of my job. Additionally, engaging in various applied projects as part of M.S. coursework developed my confidence in communicating with clients, explaining and translating analyses into insights, and preparing project deliverables in multiple formats. Working on these projects also improved my ability to commit to timelines and manage both team and independent projects.

## **Do you have any advice for the students who are graduating soon?**

Congratulations to those who are graduating this semester! If you are going to be looking for jobs, my main advice is to be resilient and proactive. Don't be too hard on yourself. I/O has numerous career paths; so, take some time to think about which I/O areas you are interested in and use that to help you narrow your search for job titles.

# Spring 2021 Graduates

## Master's Graduates

Matthew Bartek  
Angela DeKruif  
Türkü Erengin  
Alissa Gebben  
Kenneth Ingraham  
Anastasios Lake  
Justin Lee  
Alexandra Lyew  
Edgar Metke  
Alec Niccum  
Alexis Rodriguez  
Sara (Kira) Schneider  
Carolina Silva  
Lauren Silverlieb-Seltzer  
John (Jack) Yazgoor



# Jobs & Internships



**Richard Currie** | Assistant Professor of Leadership and Workplace Psychology in the School of Hospitality Administration at Boston University



**Tasso Lake** | Workforce Advisory Analytics Staff with Ernst & Young



**Anthony Naranjo** | Fellowship with the Army Research Institute (ARI)



**Alyssa Perez** | Manager for Exam Development and Administration for the Massachusetts Trial Court



**Lauren Seltzer** | Associate Business Analyst, Organizational Change Management at National Grid (Grad. Development Program)



**Carolina Silva** | Human Resources 3 position at Northrop Grumman



**Jamie Striler** | Research Fellowship with the Army Research Institute (ARI)

# Dissertation Descriptions

## Nikki Carusone | Dr. Mindy Shoss

**Title:** Resources and racism: An examination of a dual-pathway model of economic stress and workplace prejudice and discrimination

**Summary:** Negative individual outcomes of job insecurity and income insecurity are well documented in the literature. This study expands on this research by examining the impact of economic stress on prejudice and discrimination in the workplace. Two potential mediational pathways are also investigated to test how this relationship may be facilitated via perceptions of competition and/or attentional capacity. This study aims to elucidate a better understanding of this relationship to aid in the development of more targeted intervention strategies and prevent exacerbated effects of economic stress on minority groups in the workplace.



## Richard Currie | Dr. Mark Ehrhart

**Title:** None of your beeswax: Affective trust explains why coworker nosiness predicts knowledge provision at work

**Summary:** My dissertation examines the role of interpersonal trust in explaining the relationship between attributions of coworker nosiness and knowledge provision outcomes. I also consider several moderating effects that may more fully capture this information-seeking process. To test my hypotheses, I am conducting two studies – one using experimental vignette methodology and the other using a time-lagged survey design.



## Juseob Lee | Dr. Steve Jex

**Title:** Recovery from work: An investigation of the effects of shared recovery activities and companionship experiences during weekends on employee well-being

**Summary:** Recovery from work is imperative not only for employees' health and well-being but also for their job performance at work. In my dissertation, I propose that shared recovery activities are related to companionship experiences, which are further associated with employee well-being. To support this argument, I review the literature on occupational stress, recovery from work, and social support. The dissertation project is funded by the UCF Doctoral Research Support Award and currently at the pilot testing phase.



## Jimmy Zheng | Dr. Mindy Shoss

**Title:** Examining the Indirect Effects of the Big-Five Traits on the Change in Job Satisfaction via the Change in Specific Work Characteristics.

**Summary:** Although job satisfaction research has helped the literature glean a better understanding of the dispositional and situational sources of job satisfaction, the effects of personality and work characteristics have been, for the most part, studied separately. To this end, Study 1 integrates the ASTMA model (attraction, selection, transformation, manipulation, attrition) and theory of purposeful work behavior perspectives to suggest that individuals who are conscientious, agreeable, emotionally stable, open to experience, and extraverted become more satisfied with their jobs, as each of these traits are associated with a change in specific aspects of work (i.e., work characteristics). Study 2 examines in more detail the active (self-initiated job crafting) and passive (others-initiated job crafting) mechanisms by which personality can shape one's work characteristics.



# Lab Projects

This semester, our faculty and students have been working hard on a number of research projects across a variety of subject domains in the industrial-organizational psychology literature. The projects listed below provide a glimpse into all the interesting work that is being conducted in each research lab at UCF.

## OHPIP

**Equitable Intervention Practices** | Research finds that participation in interventions systematically varies by demographic, job, and health-related factors and those who may benefit the most from an intervention can be the least likely to participate or stay in an intervention. This project systematically reviews occupational health psychology interventions to formulate practices of interventions that successfully attract and retain participants with fewer systematic differences between the intervention sample and the target population. The project team has completed the literature review and are finalizing the coding scheme.

**Racism and Unemployment** | One of the projects in the lab involves examining the presence of racist Tweets and how these tweets are related to unemployment rates. This relationship is examined using machine learning and latent change score modeling. This project is currently in the literature review stage.

## Psychometrics

## WSC

**Variability in Repeated Adaptive Performance (ARI)** | The current project involves examining within- and between-person patterns of variability in repeated adaptive performance. Our study will utilize a low-fidelity simulated adaptive performance task to test hypotheses related to patterns of variability in repeated adaptive performance. This research allows us to (a) extend the criterion space of adaptive performance, particularly with regard to variability in adaptive performance across changes, (b) identify novel predictors, including personality traits pertinent to emotion- and self-regulation, and (c) develop new statistical paradigms for studying repeated adaptive performance.

**Helping Behaviors in the Workplace** | Currently, the lab is continuing a vignette study from the Fall 2020 semester that examines the relationship between the cost of task help received on an individual's feelings of obligation to reciprocate the help, as well as the moderating role of the helper's job level. Our research assistants have been developing coding schemes for the survey's qualitative responses, and are meeting weekly to discuss any disagreements in the raters' coding.

## ROLE

## EHWB

**Appraisal of Mistreatment** | Students working on this project are wrapping up zwriting of a manuscript for a research study that examined the consequences of stress appraisals—specifically, challenge and hindrance appraisals—of mistreatment events in the workplace. This project brings advancement to our understanding of stress appraisal using polynomial regression.

# Conference Presentations

## SIOP

Bergman, M., Chatterjee, D., Chattopadhyay, R., & **Shoss, M. K.** (2021, April). *Non-professional and Unimportant? Making IO Psychology Research Inclusive of All Work*. [Panel Discussion. Chairs, M. Childers, & M. Keith]. The Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

**Currie, R. A., Lee, J., & Ehrhart, M. G.** (2021, April). *Helping hands: When psychological collectivism predicts citizenship behavior in teams*. Poster presented at the 36th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**DiStaso, M. & Ehrhart, M.** (2021, April). *Assessing stress outcomes of workplace helping: An application of hindrance stress appraisals*. Poster presented at the 36th annual conference of Society for Industrial and Organizational Psychology in New Orleans, LA.

**DiStaso, M., Politis, Z., Azcarate, I., & Shoss, M. K.** (2021, April) *The effect of COVID-19 risk-enhancing job characteristics on emotional exhaustion*. In Reynolds Kueny, C. (Chair), *Managing in times of uncertainty: COVID-19 impacts on work research incubator*. Research incubator session presented at the 36th annual conference of Society for Industrial and Organizational Psychology in New Orleans, LA.

**DiStaso, M., Nakahara, W., Lassu, R., Ehrhart, M. G., Whiting, S.** (2021, April). *The role of task interdependence in helping reciprocation*. Poster presented at the 36th annual conference of Society for Industrial and Organizational Psychology in New Orleans, LA.

Flynn, P., Hardy, J., Howardson, G., Jundt, D., Rudolph, C., & **Shoss M.** (2021, April). *Tackling Big Issues in Understanding Adaptation: A Discussion Across Research Domains* [Panel Discussion. Chairs, M. Shoss & D. Jundt]. The Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

**Grinley, A., Lee, J., Broksch, E., Kaithamattom, S., Young, I., & Jex, S.** (2021, April). *The Role of Age in Reciprocated Workplace Incivility*. Poster presented at the 36th annual conference of Society for Industrial and Organizational Psychology in New Orleans, LA.

**Horan, K. A., Shoss, M. K., Mejia, M., Breiter-Terry, D.** (2021, April). *Hospitality employees nested social exchange relationships with their organization and industry during COVID-19*. In Reynolds-Kueny, C.A. (Chair), *Managing in times of uncertainty: COVID-19 impacts on work*. Research incubator presented at the 36th annual conference of Society for Industrial and Organizational Psychology in New Orleans, LA.

**Horan, K. A., Scott, B., Farzan, A., Marshall, J., Masys, A. J., Shoss, M., Campos, A., Jex, S. M., & Orta-Anés, L.** (2021, April). *Understanding natural disaster resilience in hospitality organizations*. Poster presented at the 36th annual conference of Society for Industrial and Organizational Psychology in New Orleans, LA.

Kueny, C., **Shoss, M. K.**, & Jundt, D. K. (2021, April). *Blind with rage: anger, anticipated outcomes, and actual outcomes of CWB*. In J. Evans (Chair), *Does Breaking Bad Hurt? Intrapersonal consequences of Counterproductive Work Behavior*. Symposium presented at the 36th annual conference of Society for Industrial and Organizational Psychology in New Orleans, LA.

LeNoble, C., Jay, A., Fuqua, T., Tan, C., & **Shoss, M.** (2021, April). *The oncology nurse experience during COVID-19: Social resources & resilience*. In A.F. Bessey & M.L. Shuffler (co-chairs) *An examination of the impact of COVID-19 on healthcare professionals*. Symposium presented at the 36th annual conference of Society for Industrial and Organizational Psychology in New Orleans, LA.



# Conference Presentations

LeNoble, C., **Horan, K., Shoss, M.**, & Kwesell, A. (2021, April). Effects of institutional responses to the COVID-19 pandemic on undergraduate faculty and students across STEM disciplines. In C. LeNoble (chair). *Making I/O research RAPID in times of crisis: Insights into quick-response NSF funding*. Symposium presented at the 36th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Macias, E., Tavoosi, S., & Jex, S.M.** (2021, April). *Mistreated and Cynical: Emotional Labor as a Mediator*. Poster presented at the 36th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Naranjo, A., LeNoble, C., Shoss, M., Horan, K., DiStaso, M.** (2021, April). Stress and resilience during COVID-19 pandemic: A SEM approach. In J.D. Terry & K.P. Cigularov (co-chairs). *Stress during COVID-19: Stressors, resources, and theory*. Symposium presented at the 36th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Ng, M. A., Lee, J., & Jex, S.** (2021, April). *Let the Music Play: The Effects of Music at Work*. Poster presented at the 36th annual conference of Society for Industrial and Organizational Psychology, New Orleans, LA.

**Nakahara, W., DiStaso, M., Syed, E., Scotto Lavina, M., Jex, S.** (2021, April). *Mistreatment characteristics and their effect on sleep: A critical incident study*. Poster presented at the 36th annual conference of Society for Industrial and Organizational Psychology in New Orleans, LA.

**Pittman, R., Carusone, N., & Shoss, M. K.** (2021, April). *Sometimes It's Personal: Differential Outcomes of Person vs Job at Risk Insecurity*. Poster presented at the 36th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Roman, J. L., Falcon, C.N., Islam, S., **Leach, K.D.**, Leung, D.W., DePatie, T.P., Gray, B.E., Kuzmich, I., Lisina, A., **Silva, C.** (2021). *Living La Vida Virtual: Searching, Selecting, & Surviving Virtual Internships*. A virtual live alternative session presented at the 36th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Striler, J., Lassu, R., Bennett, R., & Jex, S.** (2021, April). Gig Worker Wellbeing and Workplace Deviance: The Cost of Sleep Trouble. In Gonzalez-Morales, G. (Chair), *The I-O psychology of gig work: Drivers of workers' outcomes and wellbeing*. Symposium presented at the annual conference of the Society for Industrial & Organizational Psychology, New Orleans, LA.

**Szabo, K., Erengin, T., & Burke, C. S.** (2021, April). *The role of cultural diversity in spaceflight*. Poster presented at the 36th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

## Other Conferences

**Chheda, K., DiStaso, M., Lee, J., & Horan, K., Shoss, M., & Mejia, C.** (2021, February). *Disparities in COVID-19 layoffs and furloughs*. Poster presented online at the 2021 Southeast Regional Research Symposium.

**Cui, C., & Losee, J.** (2021, February). *Okay, Then I'd Rather Not Know: Predictors of Performance Information Avoidance*. Poster presented online at the 2021 Society for Personality and Social Psychology Annual Conference, Austin, TX, United States.

**Schlotzhauer, A. E., Ng, M. A., & Su, S.** (2021, August). *Location, location, location: Comparing methods of scale contextualization*. Poster presented at the 2021 American Psychological Association Convention.

**Shoss, M. K., LeNoble, C., Horan, K., & Kwesell, A.** (2021, February). Effects of institutional responses to the COVID-19 pandemic on STEM faculty and students. In C. Henderson & M. Feder (Chairs), *Institutional responses to COVID: The impact on undergraduate STEM education*. Symposium and panel discussion presented at the annual meeting of the American Academy for the Advancement of Science, virtual.

# Grant Funding

## Grant Awards

**Michael DiStaso** (PI) and **Wheeler Nakahara** (Co-PI). Mindy Shoss, Steve Jex, Cynthia Mejia (faculty mentors). Pilot grant through Sunshine Education & Research Center. Pilot Project Research Training Grant awarded to conduct research on laid-off and furloughed hospitality workers.  
Funding Amount: \$9,284

**Alissa Gebben** (PI). Society for Industrial and Organizational Psychology (SIOP), James L. Outtz Grant for Student Research on Diversity. Project title: *Will It Be OK Boomers?: Effects of Precarious Work on Older Job Insecure Workers*.  
Funding Amount: \$2,550

**Juseob Lee** (PI) and **Richard Currie** (Co-PI). Steve Jex, Haylee Min, and Cynthia Mejia (faculty mentors). Sunshine Education & Research Center, NIOSH Pilot Research Projects. Project title: *Daily Stressors, Coping Behaviors, and Employee Well-Being in Hospitality*.  
Funding Amount: \$7,400

**Moses Rivera** (PI). Society for Industrial and Organizational Psychology (SIOP), Graen Grant for Student Research on Leaders and Teams. Project title: *Team virtuality, media richness, and psychological safety: An experiment*.  
Funding Amount: \$3,000

**Mindy Shoss** (PI), **Shiyang Su** (Co-PI), and **Dustin Jundt** (Co-PI). Army Research Institute. Project title: *Variability in Repeated Adaptive Performance (VARI): Examining Personality Predictors*.  
Funding Amount: \$372,556

**Mindy Shoss** (PI), **Steve Jex** (Co-PI), **Kristin Horan** (Co-PI), and **Cynthia Mejia** (Co-PI). National Institute for Occupational Safety and Health. Project title: *Targeted Research Training in Occupational Safety and Health* (as part of USF's Sunshine Education & Research Center).  
Funding Amount: 998,876 (total center amount is \$9 million)

## Grant Fellowships

Congratulations to Ann Schlotzhauer, Wheeler Nakahara, and Lindsey Lane for being awarded the Summer 2021 Targeted Research Training (TRT) Fellowship. Congratulations to Emily Macias for being awarded the Fall 2021 Army Research Institute (ARI) Fellowship.

# Publications

**Ehrhart, M. G.,** Shuman, C. J., Torres, E. M., Kath, L. M., Prentiss, A., Butler, E., & Aarons, G. A. (In press). Validation of the Implementation Climate Scale in nursing. *Worldviews on Evidence-Based Nursing*.

**Gebben, A. N., Rivera, M., Baz, G., Ciarlante, K., & Min, H.** (2021). Identifying dark personality profiles in working adults. *Personality and Individual Differences*, 173, 110630.

Islam, S., Mir, S., Defina, C., & **Silva, C.** (2021). Content analysis of hospital reviews from differing sources: Does review source matter? *Journal of Excellence in Nursing and Healthcare Practice*, 3(1), 1-22.

Mejia, C., **Pittman, R., Beltramo, J. M. D., Horan, K. A., Grinley, A. & Shoss, M. K.** (In press). Stigma and dirty work: In-group and out-group perceptions of essential service workers during COVID-19. *International Journal of Hospitality Management*.

**Min, H.,** Peng, Y., **Shoss, M. K.,** Yang, C. (In press). Using machine learning to investigate the public's emotional responses to work from home during the COVID-19 pandemic. *Journal of Applied Psychology*. \*nominated for Academy of Management Fellows Responsible Conduct of Research Award.

**Shoss, M. K., Horan, K. A., DiStaso, M., LeNoble, C. A., & Naranjo, A.** (2020). The Conflicting Impact of COVID-19's Health and Economic Crises on Helping. *Group & Organization Management*, 1059601120968704.

Sklar, M., **Ehrhart, M. G.,** & Aarons, G. A. (in press). COVID-related work changes, burnout, and turnover intentions in mental health providers: A moderated mediation analysis. *Psychiatric Rehabilitation Journal*.

Sklar, M., Reeder, K., Carandang, K., **Ehrhart, M. G.,** & Aarons, G. A. (In press). An observational study of the impact of COVID-19 and the rapid implementation of telehealth on community mental health center providers. *Implementation Science Communications*.

**Striler, J., Shoss, M. K., & Jex, S.** (In press). The relationship between stressors of temporary work and counterproductive work behavior. *Stress and Health*.

## Journals

Group & Organization Management  
Implementation Science Communications  
International Journal of Hospitality Management  
Journal of Applied Psychology  
Journal of Excellence in Nursing and Healthcare Practice  
Personality and Individual Differences  
Psychiatric Rehabilitation Journal  
Stress and Health  
Worldviews on Evidence-Based Nursing

# Performance Solutions

Performance Solutions (PS) is an applied research group that delivers evidence-based organizational solutions. The mission of PS is to improve performance for organizations and strengthen the quality of work life for employees.

## Business Development Seminar

This semester, two Performance Solutions teams are working on the Business Development Seminar project, one focusing on the development of a new seminar and the other focusing on carrying out the delivery of a past seminar. 1st year Master's student, Christopher Valentine, is a member of the Business Development Seminar Delivery team. "We can focus on deciding which aspects of the hour and a half seminar we will keep, wagering our audience and how we want to come across, and double-checking the clarity and correctness of the training information," Valentine explains. Furthermore, Valentine elaborates on how he is "looking forward to the challenge of delivering the training," and will be able to "hone his skills, due to having previous training experiences in the workplace." Members of the delivery team are working to strengthen their oral communication and training facilitation skills, whereas development team members are working to strengthen their skills in comprehending academic research and translating research into practice.

## Infrastructure Marketing

2nd year Master's student, Alexis Rodriguez, is a member of the Performance Solutions Infrastructure Marketing team, where she is strengthening her creativity and written communication skills. This team works on regular social media engagement initiatives, updates the Performance Solutions website, and assists in advertising Performance Solutions products. "Every other Monday is #mondaymotivation, where we educate our followers on I/O topics, and every other Wednesday is #midweekmotivation, where we spotlight consultants," Rodriguez explains. Additionally, the Infrastructure Marketing team will work to "make the marketing materials for any of the business development webinars," Rodriguez elaborates.

## Performance Solutions Teams

The Sales Competency Solution team is "helping a company called Ten Oaks Group update their competency library by doing a literature review of recent sales roles and competencies," Lauren Flaxman explains. She is also a member of the Graduate Student Wellness team, which is "working with the College of Graduate Studies to create a webcourse aimed at addressing stressors for grad students and helping them find resources," Flaxman says. Both these teams are working on projects for external clients, and require students to submit a separate application for involvement. Additionally, the Training Solution team is working on a project for an external client, UCF Restores, by helping them develop a workplace training program for first responders that focuses on mental health. Students on the White Paper Library Team are working to review existing student white papers, while focusing on both dissemination and writing skills. The Assessment Library Team of students is developing scales that can be purchased from organizations and increasing their validation skills. Lastly, two new Performance Solutions teams were made, one focusing on training a small group of HR professionals and refining the program based upon feedback and the other focusing on developing a complementary training to the Employee Health Solution project that instead focuses on workplace safety.

# SPIOP Officers



**President**

**Matthew Ng**  
2nd Year Ph.D. Student



**Vice President**

**Moses Rivera**  
2nd Year Ph.D. Student



**Treasurer**

**Jenna Beltramo**  
3rd Year Ph.D. Student



**Secretary**

**Emily Macias**  
2nd Year Ph.D. Student



**Master's Rep.**

**Kira Schneider**  
2nd Year Master's Student



**Undergrad Rep.**

**Divya Doshi**  
Undergraduate Senior

# Newsletter Team



**Emily Macias**

2nd Year Ph.D. Student



**Michael DiStaso**

4th Year Ph.D. Student



**Ann Schlotzhauer**

2nd Year Ph.D. Student



**Saba Tavooosi**

2nd Year Ph.D. Student



**Alex Kandah**

1st Year Ph.D. Student



**Krisztina Szabo**

1st Year Ph.D. Student



**Elyse Bressler**

1st Year Master's Student

