

I/O opener



A Note From the Program Director

“I would like to thank all the UCF alumni out there for their support of the program during the past year. I would also like to congratulate all of you for your various professional achievements—you all represent our program very well!

While things are not yet completely “normal” at UCF, things have at least moved in that direction. Our classes are now in-person, and it’s now more common to see people in the Psychology building. We’re all hopeful that as time goes on, we will see even more in person meetings and people around the department.

This is an exciting time for the I/O program because we are currently in the process of hiring two new faculty, and we expect to have that search completed during the Spring semester. Our objective in the hiring process is to find at least one faculty member who can teach “I Side” courses; we are also hoping to find faculty who conduct research that builds on our existing strengths.

I would again like to thank all the I/O alumni out there for your contributions to our program, but more broadly for the important contributions you make to the field of I/O psychology. Please keep in touch with the program!”

Steve M. Jex, PhD

Director, I/O Psychology Program



UCF

HIGHLIGHTS

New Students

Introduces UCF’s new MS and PhD cohorts.

New Faculty

Introduces Dr. Mike Chetta, our newest faculty member.

Research

Highlights active research projects.

Consulting

Highlights current students’ jobs and internships.

Graduates

Showcases recent graduates.

Awards & Grants

Congratulations students and faculty who have achieved significant awards!

Extras

Check out updates on students’ lives!

New PhD Students



Meghan Kane, M.S.

Meghan received her BS in Operations Management, Finance, and Economics from the University of Maryland with a minor in statistics. She then went on to get her Master's in Sport Management from the University of Florida. Prior to coming to UCF, Meghan worked as the Director of Baseball Operations at UMD and her time working with the team motivated her to pursue I/O Psychology. Her interests include gratitude, employee wellbeing and any topics related to positive psychology. In the future, Meghan hopes to continue developing the field of I/O Psychology whether that is in an academic or applied setting.

Wei-Cheng Chang, M.S.

Wei-Cheng Chang got his master's degree and bachelor's degree in Psychology from National Chengchi University in Taiwan. His master thesis examined a mediated moderation model which was based on based on Self-determination theory about CSR (Corporate Social Responsibility) participation. Recently, because of COVID-19 and remote work, he began to be interested in technophobia. He aims to pursue an academic career. Also, if he has time, he likes to spend time playing board games or watching football games, so please join him if you have the same interests!



Andres Kaosaar, M.A.

Andres got both his BA and MA in Psychology (general with a taste of clinical) from the University of Tartu, Estonia, Europe. His research interests are focused on teams in isolated, confined, and extreme environments (e.g., polar and space). Andres' career goals are to establish himself as a researcher in the field of teams' psychology in order to be able to work in the space sector. In his free time, he likes to discuss the phenomena of human behaviour with his friends or engage in any outdoor activities.

New PhD Students



Boram Kim, M.A.

Boram earned her Master's degree in I/O Psychology from Sogang University in Korea. She had worked in a shipbuilding company in Korea for over five years, and she started to study to understand herself first. She is interested in employee well-being and intervention, especially in psychological detachment, known as mentally "switching off" from work. She is hoping to pursue her future career in academia so far. She likes to take a walk around the park and cook in her free time. She also enjoys going to a baseball stadium to watch games.

Kelly Yu, M.M.

Kelly received her Bachelor's degree from Grinnell College, Iowa, majoring in Psychology and Art History. She earned a Master of Management degree from University of Michigan. Her research interests include research methodology, cross-cultural psychology, and job insecurity, and she is still exploring topics in I/O psychology. In her free time, Kelly is addicted to the Florida beach and watching horror movies, but maybe not the two combined.



New MSIOP Students

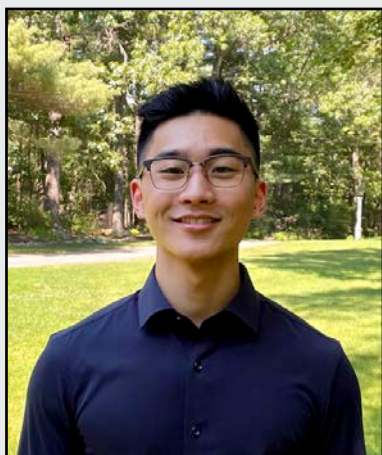


Shanel Brown

Shanel graduated from Florida A&M University with her Bachelor of Science in Psychology and minor in Business Administration. She is enjoying her education here at UCF with interests in diversity, equity, and inclusion, leadership development, organizational effectiveness, and motivation. With her education, she hopes to consult independently and teach part-time. She also is a part of the SIOP Electronic Communication Committee and the Membership Services and Engagement committee in Blacks In I/O. In her free time, she enjoys leisurely reading, going to the park, meditating, and watching reality TV with a cup of coffee.

Andres Castillo

Andres graduated from the University of Central Florida with a Bachelor of Science in Psychology, He was on the I/O psychology track and he also obtained minors in diversity and social inequality and human resources management. Andres works as a GTA for several undergraduate psychology courses and is currently a member of SPIOP and Performance Solutions. Andres' current areas of interest include cross-cultural I/O psychology, employee attitudes, and organizational development. After graduation, Andres hopes to work for a consulting firm or in a career that allows him to make a positive impact on the workplace. When Andres is not studying, he is either eating, exercising, or enjoying the company of his friends and/or family.



Andrew Chun

Andrew graduated from the University of Toronto with a Bachelor of Science in Psychology and Sociology. He also currently works as a GTA in UCF's Department of Psychology. Through the I/O program, Andrew wishes to solidify his knowledge in topics such as work motivation and organizational culture. He ultimately hopes to utilize this knowledge in a future career in Human Capital or Change Management Consulting. In his free time, Andrew enjoys curating music playlists, listening to comedy podcasts, and exercising.

New MSIOP Students



Kate Feddersen

Kate graduated from Ohio University with her Bachelor of Science in Psychology. She majored in Psychology and obtained a minor in Business Analytics. Her current areas of interest include work-life balance, employee health and wellbeing, workplace mistreatment, and organizational justice. Kate is a GTA for UCF's College of Business and the Center for Entrepreneurial Leadership. In the future, she hopes to expand her skills into the human resources and business analytics fields. Her favorite activities include exploring Orlando, spending time with the first year MSIOP cohort, and attending group exercise classes at the RWC.

Niayah-Symone Hayes

Niayah-Symone graduated from the University of Miami with a Bachelor of Arts. She majored in Psychology and Sociology, followed a self-created I/O track, and minored in Management. Niayah works as a Graduate Coordinator in the Department of Housing and Residence Life at UCF. Niayah is excited to broaden her knowledge in work motivation, job attitudes, diversity and inclusion, and well-being. In her spare time, Niayah loves to try out different restaurants in Orlando. In the future, Niayah plans to be an internal organizational development consultant for an organization with impactful societal goals.



Amanda Laganosky

Amanda graduated from Arizona State University with a Bachelor of Science in Management, a minor in Spanish Linguistics, and a certificate in Special Events Management. The last four years, she practiced in Human Resources, focused on empowering individuals and building teams. She is curious about abusive leadership and gender bias in leadership. She hopes to apply everything she learns here to her future, which she is keeping an open mind about. In her spare time, Amanda enjoys planning and participating in events, spending time with her family and friends, and hanging out with her dog.

New MSIOP Students



Madison Looney

Madison graduated from Northeastern University with a Bachelor of Science in Business Administration and a minor in Psychology. Madison is excited to continue her education at UCF and learn more about her areas of interest, which include employee health and well-being, work-life balance, group dynamics, and organizational development. When Madison is not working, she enjoys yoga, baking, and painting. After graduation, she hopes to apply what she learns in the MSIOP program to consulting work.

Martin McCollum

Martin graduated from Florida State University with a Bachelor of Science. While at Florida State, Martin double majored in Psychology and Criminology and obtained a Minor in Military Science as part of the Florida State Army ROTC program. Martin is currently serving in the United States Army Reserves as a First Lieutenant. His current areas of interest involve utilizing simulations for teams performing in complex environments, such as, the military, law enforcement, and space. After graduation, Martin plans on applying his knowledge, skills, and experience to those very same areas. Martin enjoys watching football and basketball and enjoys spending time with his dog Luna.



Taylor Michael

Taylor graduated from Millersville University of Pennsylvania with her Bachelor of Arts in Psychology. Her interests include job and work analysis, personnel selection and placement, and performance evaluation. She looks forward to applying these areas of interest in the hospitality and tourism industry but has learned that flexibility is key in her continuing education and is willing to see where the future takes her. She is also passionate about Girl Scouts and would like to find a way to connect them to I/O so that she can continue her involvement with them. In her free time, Taylor enjoys dancing, shopping, and discovering new Broadway musicals to love.



New MSIOP Students



Julia Mixon

Julia earned a B.A. in Psychology and a minor in Communication Studies from the University of Minnesota- Twin Cities. At the moment, she is interested in I/O areas related to organizational effectiveness, personality psychology, and selection tools. In the future, she would like to work in organizational consulting, potentially applying her areas of research interest, but is open to the array of opportunities the field has to offer. In her spare time, Julia likes to spend time with family and friends, play tennis and other outdoor sports, read outside in the beautiful Florida weather, and travel.

Sandra Montenegro

Sandra grew up in Bogota, Colombia. She graduated with a B.S. in Psychology minoring in Leadership Studies, Writing, and Rhetoric. She is McNair scholar alumni, LEAD scholar alumni, and she was part of the UCF Knights of Distinction program. Her research journey started when she joined the OHPIP lab. To expand her research interest, she worked two summers at the University of Pennsylvania. Her research interests developed, resulting in an Honors Undergraduate Thesis (HUT) on cope stress mechanisms used by graduate students. She has worked on topics including negotiation, leadership rhetoric, diversity, and inclusion. Her ultimate goal is to utilize a Ph.D. to conduct research and help organizations create a culture of diversity, inclusion, and wellness in the workplace.



Zoe Politis

Zoe graduated from UCF with a BS in Psychology on the I/O track and a certificate in Human Resources. She is currently working as a GRA in UCF's College of Science and is a member of SPIOP. Her interests in I/O consist of stress, mistreatment, counterproductive work behavior, and diversity. After graduation, her career goal is to become an internal consultant to help facilitate a happy and healthy work environment. In her spare time, she enjoys cooking, yoga.

New MSIOP Students



Alex Ruhlman

Alex graduated from the University of Nebraska-Lincoln with his Bachelor of Arts in Psychology and a minor in Business Administration. After graduation, Alex gained valuable work experience in behavioral health and behavioral analysis. He is excited to build upon this experience as he explores his interests in employee health and well-being, workplace stress, motivation, and performance. In his spare time, Alex enjoys playing golf and trying new cuisine. After graduation, he plans to utilize his skills and knowledge to support organizations by helping employees to thrive in life and at work.

Pamela Tejada

Pamela graduated from UCF with a Bachelor of Science. She majored in Psychology, following the I/O track, and obtained a minor in Diversity and Social Inequality. Pamela currently works as a Human Resource Assistant in UCF's Physics department while continuing her education to pursue her interests of employee work stress and health, training, and organizational development. When she isn't being an academic sleeper, she's making the best guacamole ever and cheering on the Red Sox.



Breanna Thomas

Breanna graduated from the UCF with her Bachelor of Science in Psychology and a minor in Business. She has returned back to UCF to continue her education as a Knight. Her current areas of interest include employee well-being, specifically the work-life balance as well as employee satisfaction and leadership. In her free time, Breanna enjoys working out at the gym and dancing. After graduation, she hopes to apply the psychological knowledge and skills to a consulting firm or business to help improve the lives of their employees.

Corey Walker

Corey graduated from Georgia State University with his Bachelor of Arts in Psychology, minoring in Sociology. He is hopeful that his time at UCF will inform him of his path into I/O Psychology, where he can pursue his interests in employee satisfaction, wellbeing, and organizational development. Corey enjoys singing, listening to music, film photography, and scenic views.



New ABD Students

Alissa Gebben

"Passing my candidacy exam was the absolute greatest relief of my academic career so far. It was a grueling process, and it made me question my competence more times than I care to admit, but perhaps the most annoying part is that I now really see the value in the entire process. The small comps study group that we formed was an invaluable part of the process, and I'm incredibly grateful that they were there to bounce ideas off of and share resources with. I also am grateful for my advisor, Dr. Fritzsche for giving feedback on practice comps responses and helping me strengthen that skill (because writing comps responses is a skill!). My biggest piece of advice to future comps students is to get organized, and get organized early.

Going forward, my dissertation will focus on investigating the unobserved heterogeneity among older precarious workers, because prior research (and practice) tends to assume that "older workers" are one homogenous group, when in reality there is no one "type" of older worker, and the workers in these groups have different needs, fears, desires, and motives that can prompt them to engage in different behaviors at work."



Colleen Cui

"Dear future comps-takers, here are my tips! Create a detailed schedule for the topics you plan to cover each day and be disciplined about following it. Allocate extra time to your first few content areas, as it can take a bit of time to figure out the strategies that work best for you because they may be different than your usual study methods. Schedule rest days in-between, so you can either use them to take a break or as wiggle room to catch up if you fall behind. Practice writing answers to comps questions and impose time limits like it's the real deal.

My dissertation topic is diversity, and my goal is to better understand how we can more effectively bring about desired diversity outcomes. Unfortunately, research suggests that common diversity initiatives (such as implicit bias training) often don't lead to any real or lasting behavioral change, so we need to figure out what will effectively engender change. I'd like to thank my advisor, Dr. Fritzsche, for being so supportive and helpful during the comps preparation process and for advising me with my new research direction."

New ABD Students



Kate Ciarlante

“Although admittedly a very stressful process, I found preparing for my competency exams to be invaluable for integrating all the knowledge I’ve acquired in graduate school into one cohesive body of knowledge. Preparing for these exams also compelled me to review important I-O topics that I don’t regularly study in my research. For students who are taking their competency exams this year, it is very important to think deeply and strategically about what your specialty topic should be. You want to make sure that your topic is something that will be helpful for developing your dissertation, while also building on your existing skill sets in ways that align with your future academic or professional goals. I don’t believe that students should be scared away from choosing topics that may at first seem complicated or difficult to learn, because those can be among the most valuable things to invest your time in.

I am currently working as a trainee with the Targeted Research Training program. My research with TRT primarily focuses on occupational health in hospitality and the potential for technology to enhance the health and well-being of workers.”

Charlotte Holden

“Studying for these exams has made it much easier for me to think on the fly and come up with creative solutions to clients’ problems at work. I am grateful that I decided to stay the course! And I would like to thank Dr. Fritzsche for her support during the whole process. I had many knowledge gaps that I would not have identified if it weren’t for her feedback on my practice answers. If I could give the current 3rd years one piece of advice, I would tell them not to neglect selfcare during the comps process too much! It’s so easy to let yourself fall apart while studying for these exams. So, do the little things that make you happy and give yourself permission to take breaks when you’re having a hard time! And find social support among your study buddies!

These days, I am happy to report that I have a job that I love as a remote Senior I/O Consultant with AE Strategies. I get to work on a wide variety of contracts for the DoD and other government agencies! I’ve gotten to work on many things, including developing training, creating engagement surveys, and evaluating performance management systems and I am looking forward to whatever comes next! I am also working on my dissertation which will examine the role of time, material, and psychological resource scarcity on recovery and employee wellbeing.”



New ABD Students

Anthony Naranjo

"The comps process was such an invaluable experience. Not only did it provide me an opportunity to sit down and truly take in the content I have been studying over the past 3 years, but it was also a great bonding experience with those who I studied with. Having others to bounce ideas off, talk out concepts, and just keep each other mentally in check (lol) was certainly a big factor in helping me feel comfortable going into the exams. I'm thankful for my study partners! I would highly recommend anyone prepping for the comps process to lean on your fellow students and faculty to help you prep!

I am currently serving as a Doctoral Fellow for the Army Research Institute's (ARI) Foundational Science Research Unit and am looking to stay within ARI after I graduate to continue the program of research I am putting together."



Emily Broksch

"I can confidently say that there is no better feeling than being told you are admitted to doctoral candidacy! My advice to students who are preparing for comps this summer is to go into studying with a positive attitude. The comps process, while incredibly stressful, is really the only opportunity you will have in your academic and professional career to really dive deep into the literature.

I have started working on my dissertation about employees' motives for participating in company-sponsored volunteer activities. I have also been working closely with my nine undergraduate research assistants as a part of my research subgroup which I refer to as EVIL: Esteem, Volunteerism, Interpersonal helping Lab. We hold biweekly lab meetings where we discuss study updates and progress, followed by some sort of professional development lesson. I try to focus the professional development lessons on preparing for graduate school applications; in the spring, I try to focus on hands-on experiences, such as data cleaning and running analyses. I have been enjoying my time working on my research and mentoring my undergraduate research assistants."

New Program Faculty

Michael (Mike) Chetta is a new faculty member in the I/O Psychology program. The program is very fortunate to have Mike as a full time lecturer given his work in both applied and academic settings. Mike is a co-founder of Talent Metrics Consulting and has previously worked at other organizations, such as Starwood Hotels & Resorts. SPIOP's newsletter committee sat down virtually for an interview with the program's newest faculty member to better understand his teaching philosophy and what motivated him to become a full time lecturer at UCF.



Academic History

Mike received his MBA from Dowling College in 2005. He later returned to school at Hofstra University in New York to pursue his PhD in Applied Organizational Psychology, and he graduated in 2014.

Teaching Philosophy

Mike's goal as is to add value to students so that they can get jobs upon graduation. To do so, he brings the course material to life to show how theories are useful in practice. He believes in helping students troubleshoot solutions to business problems and fostering critical thinking skills in the safe environment of the classroom.

Motivation

Mike primarily teaches courses in the MSIOP program (i.e., job analysis, ethics and legal topics, and the consulting class). He recognizes the importance in having rigorous courses that teach the methods and theory used by I/O practitioners. However, the soft skills and getting students ready for work are also important. Mike has seen how these softer skills translate to success as a consultant and wants to ensure that the students in his classes have all the necessary tools to succeed upon graduation.

Looking Forward

Mike is student-centered and wants to have a positive impact on students' careers. Big picture, as a full-time faculty member, compared to his time as an adjunct professor, Mike looks forward to helping shape the focus on the program. In the classroom, he looks to continue making an impact on students by bringing the development of soft skills off the back burner. In addition, he looks forward to boiling down I/O into practices that are applicable in the workplace.

Research Highlights



WSC

Variability in Repeated Adaptive Performance

Mindy's lab is working on a project that examines within-person patterns of adaptive performance over the course of an air traffic controller lab task. Additionally, we seek to examine traits that can help predict within-person and between-person variability in adaptive performance patterns. Through the use of latent change score modeling, we seek to derive insights regarding the nuanced process of individual adaptive performance to inform future theory and practice. The current project is in the midst of data collection through SONA and is anticipated on being completed in 2022.

Utility of Confidence Intervals

Shiyang's lab is examining the performance of different confidence intervals (both frequentist and Bayesian) when applied to various types of mediation models commonly used in I/O psychology. Using a Monte Carlo approach, different conditions (i.e., sample sizes, effect sizes, and distributions) are simulated to assess the power, type 1 error rate, and coverage of the confidence interval methods. This project is currently in the process of running the simulation and collecting data.



Psychometrics



EHWB

Age Stereotypes and Incivility

Using a vignette design, Steve's lab sampled 464 workers and examined whether one's negative stereotypes about age and the age of a person perpetrating uncivil acts had an influence on whether one would reciprocate incivility after being a victim of an uncivil event. Findings indicate that those who are more ageist are more likely to reciprocate incivility when the perpetrator is older in age. The project was submitted to SIOP, and those involved are in the process of preparing a manuscript for a journal submission.

Narcissism and Leadership Preferences

Mark's lab is working on a project that addresses the impact of narcissism on leadership preferences. Specifically, this study investigates how leaders structure their group's goals can differentially influence narcissistic followers' perceptions of and preferences for the leader. The team will examine a number of outcome variables (e.g., leader endorsement) and explore how implicit leadership theories, implicit followership theories, and individual perceptions about the structure of leader-follower relationships could influence this pattern of results.



ROLE

Research Highlights

Cultural Diversity and Team Performance



This multi-year, NASA-funded project investigates the impact of cultural diversity on team performance within long-duration space exploration. The project takes a multi-prong approach (e.g., operational interviews, archival data, and analog data collection: <https://www.nasa.gov/analog/nek/about>). Primary efforts consist of collecting data during two simulated moon missions (4- and 8-months) whereby an international crew completes independent and interdependent operational tasks. Next steps include continued data analysis and development/testing of countermeasures. Findings have been presented at several conferences and the team is currently investigating publication outlets.

Age and Presenteeism

This project, led by Alissa Gebben, focuses on a growing, but understudied, population of older workers in precarious work situations. Precarious work leads to job insecurity due to characteristics such as poor wages and few workplace rights and protections. This work has received the Outtz diversity grant from SIOP and was recently presented at the Age in the Workplace meeting in the Netherlands. So far, the team found evidence for four profiles of older workers, differentiated by differences in well-being and the extent to which they engaged in job search behaviors, voice, and presenteeism.



Exposure to Virtual Nature in a Work Environment



Kristin's lab is exploring the integration of an active workstation and a virtual nature environment during a simulated work break. Participants are randomly assigned to a condition (sedentary break, physical activity and low fidelity VR nature walk, or physical activity and high-fidelity VR nature walk; created by Dr. Maria Harrington in the Nicholson School of Communication and Media). The research team hypothesizes that participants exposed to physical activity and a high-fidelity virtual nature scene will report more positive task attitudes, lower physiological markers of stress after their break, and higher levels of successful problem solving. Data collection was about to start when UCF was closed due to COVID. Current in-person research protocols now allow the lab to resume with the originally designed data collection.

Awards & Fellowships

Kate Ciarlante, Michael DiStaso, Kenzie Dye | Targeted Research Training in Health and Safety Research Fellowship

Michael DiStaso | College of Science Nominee for UCF's Graduate Order of the Pegasus Award, 2021

Michael DiStaso & Mindy Shoss | Journal of Occupational Health Psychology's Best Paper Award for 2021

Mayleen Gonzales* | College of Sciences Undergraduate Honors Thesis Scholarship

Zoe Politis | College of Science Nominee for UCF's Undergraduate Order of the Pegasus Award, 2021

Zoe Politis, Angela Le*, James Lai*, & Michael DiStaso | 2021 Judge's Choice Award, UCF Student Scholar Symposium

Moses Rivera | John Mattone Graduate Scholarship Fund for Executive Coaching and Leadership

Mindy Shoss | Gwendolyn Puryear Keita Award for Social Justice and the Welfare of Working People, awarded by NIOSH



Congrats to I/O program's award winners!
*** denotes undergraduate SPIOP members**

2021 Research Grants

Burke (PI). NASA. Project title: Dyads and Triads at 140 Million Miles: Factors Affecting Interpersonal Relations in Long Distance Spaceflight.

Fiore (PI), **Burke** (Co-I), Amon (Co-I). Army Research Laboratory. Project title: Multi-Method Assessment of Attitudinal Factors Affecting Process and Performance in HAT.

Ehrhart (PI). University of Washington. Project title: LOCI Planning & Adaptation for Washington State Mental Health.

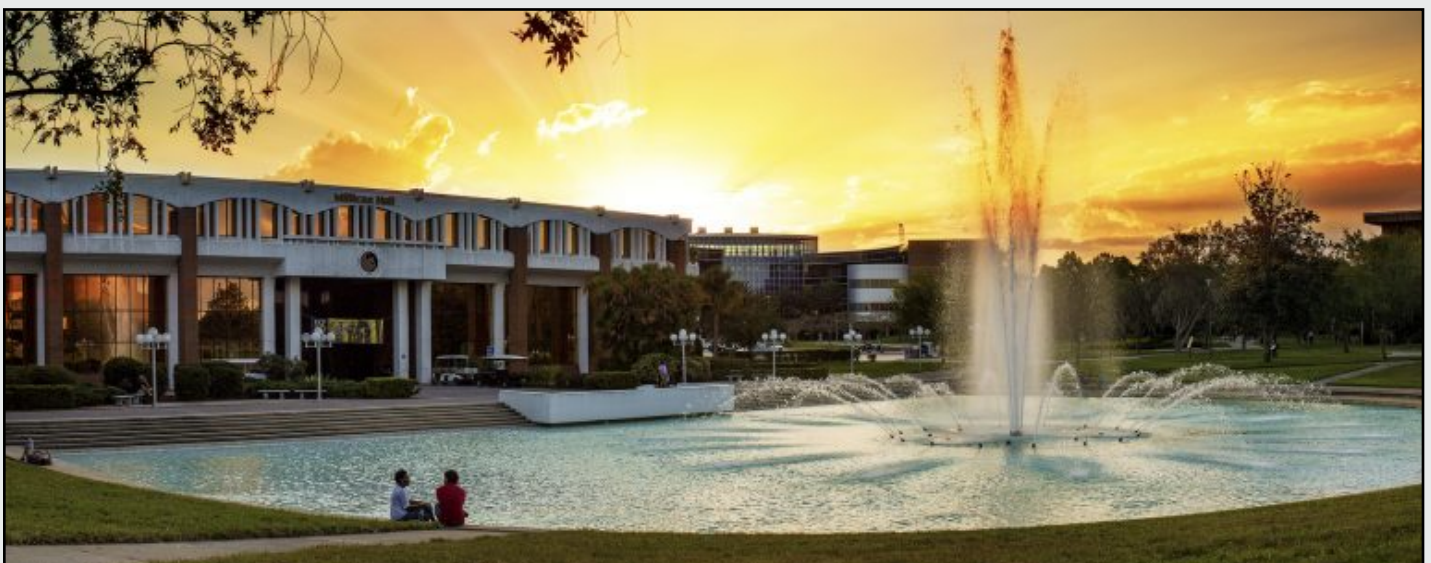
Mejia (PI), **Horan** (Co-PI), & **Shoss** (Co-PI). National Institute for Occupational Safety & Health. Project Title: Acceptance & Use of Wearable Technology Among Hotel Housekeepers to Promote Safety, Health, & Well-Being in the Hospitality Industry.

Grosch (PI), **Horan** (Co-PI), **Jex** (Co-PI), & **Shoss**, (Co-PI). National Occupational Research Agenda. Project title: Supervisory Training Advancing Age-Inclusive Workplaces in the Hospitality Sector.

Shoss (Co-PI). National Science Foundation. Project title: Augmenting Healthcare Professionals' Training, Expertise Development, and Diagnostic Reasoning with AI-based Immersive Technologies in Telehealth.

Shoss (Co-PI) & **Horan** (Co-PI). National Institute for Occupational Health and Safety. Project title: Acceptance & Use of Wearable Technology Among Hotel Housekeepers to Promote Safety, Health, & Well-Being in the Hospitality Industry.

Su (PI). Syneos. Project title: Illustration of a discrete choice study that will assess people's preference when making a therapeutic decision.



Placements

Kyle Hasak

OD Intern | NASA Kennedy Space Center

Kyle supports NASA and its organizations by providing services targeted at long term growth. These activities include everything from leadership development to exit interview analysis.

Alliana Pasquarello

OD Intern | Universal Studios Orlando

Alliana evaluates Team Member satisfaction survey feedback and serving as the Team Member "voice" in preparation for action planning to further improve the organization.

Carly Whitney

Human Resources Intern | Gerdau

Carly manages requisitions and candidate-related activities in the applicant tracking system (ATS), creates and implements new trainings for leaders using the Learning Management System (LMS), processes new employee onboarding, and conducts new employee orientations.

Alissa Gebben

I/O Consultant | AE Strategies

Alissa is with a federal contractor based in DC, and her main contract involves working with leaders within the Department of the Navy to develop a DE&I strategy plan to operationalize and evaluate inclusion across all naval civilian organizations.

Jenna Beltramo

Data Science Expert | Lodestone People

Jenna is responsible for research supporting Lodestone's scientific approach to Human Capital.

Anthony Naranjo

Doctoral Research Fellow | Army Research Institute

Anthony engages in research that addresses Army personnel, organizational, and leader development issues. The Basic Research Program serves as a link between the military and the scientific communities in the behavioral and social sciences.

Wheeler Nakahara

I/O Psychology Intern | Procter & Gamble

Wheeler will start a 6 month internship with P&G on the Analytics and Insights team. His responsibilities will involve gathering insights from data to help HR leaders make empirically driven decisions in areas like DE&I and attrition.



Spring 2021 MS Graduates

Thesis Graduates

Alissa Gebben

Thesis: “Will It Be OK Boomers?: Effects of Precarious Work on Older Job-Insecure Workers”

Employment: AE Strategies

Türkü Erengin

Thesis: “Predicting Employee Performance: A Meta-Analysis and Systematic Review on Data Mining Methods”

Continuing education: PhD Student at Maastricht University’s OBHRM program

Colleen Cui

Thesis: “How Do You Feel About Your Entitled Coworker? Effects of Perceiver’s Entitlement and Impact Type on Reactions to Workplace Entitlement”

Sarah Rabon

Thesis: “Online Organizational Citizenship Behavior: An Exploration of New Avenues for Prosocial Behavior in the Digital Age”

Employment: City of Charleston

Non-thesis Graduates

Matt Bartek

Employment: AMTIS Inc.

Angela DeKruif

Employment: AECOM

Ken Ingraham

Employment: Interactor Simulation Systems

Carolina Silva

Employment: Northrop Grumman

Tasso Lake

Employment: Ernst and Young

Justin Lee

Employment: Equifax

Edgar Metke

Employment: AE Strategies

Lauren Silverlieb-Seltzer

Employment: National Grid

Alec Niccum

Employment: Equifax

Alexis Rodrigues

Employment: Advisor Inclusions Networks at Raymond James

Kira Schneider

Employment: ProAmpac

Recent PhD Graduates

Krystyn Ramdial

Dissertation: “Applicant reactions to one-way video interviews: An investigation of the role of culture”

Advisor: Dr. Clint Bowers

Employment: Senior Manager of Global Talent Acquisition at Procter & Gamble

Richard Currie

Dissertation: “None of your beeswax: The role of coworker nosiness and interpersonal trust in predicting knowledge provision at work”

Advisor: Dr. Mark Ehrhart

Employment: Assistant Professor at the School of Hospitality Administration at Boston University



Recent PhD Graduates

Jamie Striler

Dissertation: “Getting crafty when you’re bored: The interaction between personality and boredom”

Advisor: Dr. Steve Jex

Employment: Research Fellow at Army Research Institute

Juseob Lee

Dissertation: “Recovery from work: An investigation of the Effects of shared recovery activities and companionship experiences during weekends on employee well-being”

Advisor: Dr. Steve Jex

Jimmy Zheng

Dissertation: “Examining the indirect effects of the big-five traits on the change in job satisfaction via the change in specific work characteristics”

Advisor: Dr. Mindy Shoss

Employment: Senior People Scientist at Ford Motor Company



Student Spotlight

Moses Rivera

WHAT HAS BEEN KEEPING YOU MOST BUSY THIS SEMESTER?

One of my top priorities this semester is to finish data-collection on my thesis project. Course readings also take me quite a bit of time—but I'm also illiterate, so there's not much I can do there (inside joke; ask my cohort).

WHAT IS YOUR THESIS PROJECT ABOUT, AND HOW IS IT GOING?

My thesis, which is funded by the Graen Grant for Student Research on Leaders and/or Teams (awarded by SIOP) seeks to examine the effect that team virtuality (e.g., a lack of face-to-face or in-person interaction) has on psychological safety. I'm conducting an experiment via Zoom, in which participant teams are assigned to one of three conditions of team virtuality—(1) instant messaging, (2) audio call, and (3) video call—and tasked with performing a distributed expertise task as a team. At the end, participants fill out a self-report questionnaire to measure perceptions of peer support, anonymity, and psychological safety with regard to their team. I'm hypothesizing that peer support and anonymity each mediate the effect of team virtuality on psychological safety.



WHAT DO YOU ENJOY MOST ABOUT MENTORING UNDERGRADUATE STUDENTS?

I consider mentorship of undergraduate students as practice for when I'll eventually be advising graduate students. I think it's important for everyone to simultaneously have multiple professional mentors and mentees. Two of my mentees recently graduated, and I'm currently working with four whom are eager to go to grad school—which is a win-win because it's an opportunity to collaborate on smaller research projects. I find many undergraduate students are just as lost as I was when I decided to pursue graduate school, so I am particularly aware of the value my guidance can have with major components of their graduate school applications. It's a very rewarding experience.

Student Spotlight

Lindsey Hemingway

TELL US ABOUT YOUR INTERNSHIP WITH UNIVERSAL ORLANDO.

"I am currently working as a Graduate Intern in the Organizational Development Department at Universal Parks and Resorts. I have been involved in projects related to competency modeling and survey development. Most recently I have been coding and analyzing qualitative data from their annual team member satisfaction survey. I will eventually use the insights I gain from team member responses to make recommendations to key stakeholders about how to improve employee satisfaction throughout the organization. Given the fact that Universal falls under the hospitality umbrella, I have found this work to be complimentary to my research interests and my involvement with TRT. Getting to learn about the experiences of employees at Universal has provided a unique lens in which to view hospitality related research questions and I am excited to apply what I have learned!"

WHAT IS YOUR THESIS PROJECT ABOUT, AND HOW IS IT GOING?

"My thesis is a replication of a study done by Demsky et al. (2019) that focuses on incivility, recovery experiences, and employee health. They found that rumination mediates the relationship between supervisor and co-worker incivility and insomnia. They then found support that recovery experiences moderated the relationship between rumination and insomnia. I am working to identify individual differences that may influence this relationship."

WHAT WAS IT LIKE GETTING MARRIED DURING GRAD SCHOOL?

"It was a lot! There were a lot of late nights last year leading up to the wedding. It was also interesting planning all of the festivities around big events at school. Thankfully I had a ton of support from my now husband, friends, family, and my awesome cohort. That is really what helped me through it all. And now I'm really looking forward to using my new last name!"



Alum Spotlight

Xin Peng, Ph.D. - Spring 2020

“After graduating from UCF, I moved to the San Francisco Bay Area in California and began a job at Facebook. I work as a People Research Scientist in their People Analytics team. At a personal level, I successfully managed not to gain any weight during the whole pandemic.”

DID YOU ENCOUNTER ANY UNEXPECTED HURDLES AFTER GRADUATING? WHAT DID YOU LEARN FROM THEM?

“One unexpected hurdle I encounter at work is the extremely high demand for communication. I have an average of 10 hours of meeting per week where I need to share my work progress or present project deliverables. As a former international student whose first language is not English, I was always worried about my accent and that others may not be able to understand me well. But what I learnt so far is that your audience doesn’t care about your accent at all. What they care are 1) the logic and flow of the content you presented and 2) whether they can benefit from your content.”

ANY ADVICE FOR CURRENT GRADUATE STUDENTS?

“Two pieces of advice. One, hone your data manipulation/ wrangling skill (e.g., R, SQL) as much as possible. IO psychology is a field strongly advocating evidence-based practice and in my opinion, evidence is basically another word for data. Regardless of the path to industry or academia when you graduate, data cleaning/manipulation will always be the very first step toward solid evidence-based practice. As we all know, data manipulation can be very time-consuming. Therefore, if you know how to clean and transform data to an ideal state in a faster way, your work efficiency can be improved extensively.

The other piece of advice I have is to have organized notes when possible and store it well. The proudest thing I did in grad school (other than getting the degree, of course) was that I organized my comps note very well. Believe it or not, I have my comps notes open on my computer constantly. Whenever I have questions on research methods or statistics at work, I always go back to my notes to look for answers and most of the time I find a solution there.”



Alum Spotlight

Jake Hollander, M.S. - Spring 2020

“My class graduated right as the pandemic started. I decided to move back to Cleveland, Ohio shortly after graduating to be with family during the uncertain times. From May-September of 2020 I spent most of my time looking for jobs and networking with professionals in the I-O community. I am currently a Senior Consultant for Booz Allen Hamilton, and my work includes leadership development, training, training needs analysis, onboarding, data analysis, data visualization, surveys. I moved to Washington D.C. in March of 2021 and have really enjoyed it so far!”



DID YOU ENCOUNTER ANY UNEXPECTED HURDLES AFTER GRADUATING? WHAT DID YOU LEARN FROM THEM?

“Seeing as my cohort graduated into the worst job market ever, I encountered many unexpected hurdles (i.e., a global pandemic, unemployment, moving back home etc.). One unexpected hurdle I encountered was that many organizations implemented hiring freezes in the Spring and Summer of 2020, which made it extremely challenging to get a job. A promising opportunity came along with a consulting company in the DMV area and I made it to the final round of interviewing. I learned that I was not chosen for the role and it crushed me. I was pretty disappointed about it, but luckily another opportunity came along through networking and the rest is history. What I learned most during this time was that I should not associate my self worth to how successful I was in getting a job.”

ANY ADVICE FOR CURRENT GRADUATE STUDENTS?

“Here are a few pieces of tangible advice: Network with I-O professionals that have similar interests as you. Work hard on your class projects because you can showcase your final products to employers. If something does not exist and you want it to, create it (e.g., the cohort below me wanted to learn R and hosted R learning sessions after classes). Spend time with your cohort outside the classroom, your classmates like to have fun too. There is more to life than just working, find your passions/hobbies and continue to do them.”

Thank you to our alumni for continuously sharing your experiences with the UCF I/O program. Your experiences as both graduate students and I/O psychologists are invaluable, and we truly appreciate your willingness to share them with us and help shape the next generation of I/Os!

“Work-Family Balance”



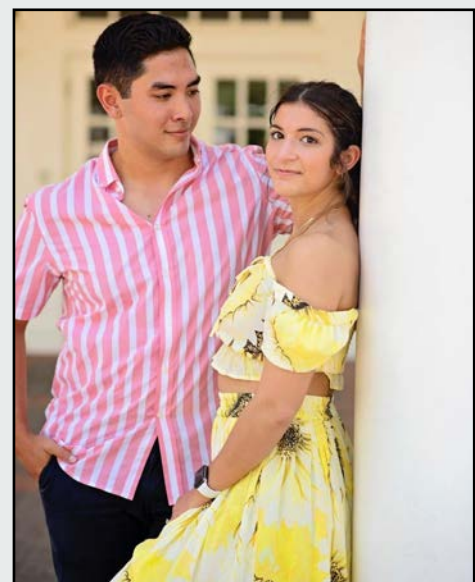
Yeeun gave birth to her son, **Ian Kim**, in March.



Emily married her husband **Collin** on December 12, 2020.



Chai Cui celebrated his 1-year Adoption Anniversary.



Wheeler got engaged to his fiancé, **Sarah**, on August 22.



Charlotte adopted **May** on November 19.

2021 Highlights



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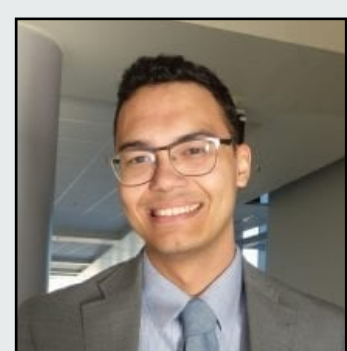
Alex Kandah



Wheeler Nakahara



Charlotte Holden



Matthew Ng