



UCF

# I/O PENER

## A Note from the SPIOP President

Hi Everyone!

First, I want to thank all of you for your continued support of SPIOP! When deciding to come to UCF for graduate school, one thing that stood out above the rest was the people and I am extremely grateful for everyone who continues to make this place special.

For those who do not know me, I am the 2022-23 SPIOP President and a second year Ph.D. student. My research focus is on positive psychology in the workplace, specifically gratitude. Prior to coming to UCF, I worked as the Director of Baseball Operations at the University of Maryland where I also earned my undergraduate degrees in finance and economics. I completed my Master's in Sports Management before making the transition to I/O.

My goals for SPIOP this year are to continue to provide Undergraduate, Master's, and Ph.D. students with the knowledge and resources needed to chase all their hopes and dreams. I hope to continue to foster a positive, encouraging environment and provide a space for future I/O scholars to grow together.

I am excited for you all to see what we have in store for the rest of the year and hope to see you at our reception at the SIOOP Annual Conference in Boston!

Thank you for everything,  
Meghan Kane

## Highlights

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# New Program Directors



Dr. Mark Ehrhart,  
Director of the Ph.D. Program

Greetings to our program alumni, students, and faculty! As of this fall, I have taken over as director of the I/O doctoral program here at UCF. I am extremely grateful to Steve Jex for his leadership of the program over the past five years. When we both arrived at UCF in the fall of 2017, the program was coming out of a turbulent time with a lot of faculty turnover. Steve was a steadying presence who not only provided a sense of calm and stability, but also set us up well to move forward and grow. I learned a lot from Steve as associate director to the program, and appreciate the positive, collaborative, and productive culture he handed off to me this fall.

The program is in great shape, and we are excited about what is to come. Although we are sad that Drs. Haylee Min and Kristin Horan have moved on to other universities in recent years, we are excited to have gained Dr. Chelsea LeNoble this fall and to have Dr. Nathan Bowling joining us this spring, with hopefully additional new faculty to come in the next year.

We continue to strive to be a top program known for its productive research, strong doctoral training, and impact both in our local community and across the globe. Thank you for your support of the program and we look forward to updating you on all of the great things we accomplish in the years to come!

# New Program Directors

## Dr. Mike Chetta, Director of the M.S. Program



Dr. Michael H. Chetta became a full-time faculty member at UCF in 2021 after adjuncting at both the graduate and undergraduate levels for several years. Just prior to the start of the Fall 2022 semester, he took on the responsibility of serving as the Director of the M.S. in I/O Psychology (MSIOP) Program.

Dr. Mike is also a co-founder and current managing partner at Talent Metrics Consulting. In his career, he has worked in both internal and external consulting capacities with Fortune 500 organizations, public sector clients, private firms, and nonprofits. His work focuses on providing thought leadership and actionable analytics (quantitative and qualitative), while also influencing the design of global surveys, creating custom assessment & selection tools, and crafting bespoke performance management processes.

Additionally, Dr. Mike hopes to strengthen the M.S. Program's connections to the vast network of UCF I/O alumni (M.S., as well as Ph.D.) and appreciably increase opportunities for applied work experiences for both current and future students. Along with those goals, he aspires to continue building upon the brand recognition and prestige already bestowed upon this program by academics and professionals alike, ensuring we remain one of the best in the country at crafting a balanced scientist-practitioner education for our students!

# New Faculty Spotlight

## UCF Welcomes new Assistant Professor, Dr. Chelsea LeNoble



### **Tell us about your educational background.**

I earned my M.S. and Ph.D. in I/O Psychology at Florida Institute of Technology. I then completed a postdoctoral fellowship from 2017 - 2019 at Clemson University, helping to strengthen the partnership between Clemson's psychology department and Prisma Health.

### **How did your career lead you to UCF?**

After my postdoc, I began an academic appointment at Embry-Riddle Aeronautical University as part of a cluster hire in the areas of emergency services and human resilience. I was very fortunate to have met Kristin Horan at the 2019 Work, Stress, and Health conference where she invited me to join the Targeted Research Training (TRT) program. Then, in the spring of 2020, when much of the landscape of I/O research shifted toward issues induced by the pandemic, I worked with Mindy Shoss and Kristin Horan to submit (and was awarded) an NSF RAPID grant to study the effects of the pandemic on undergraduate education. The rest is history!

# New Faculty Spotlight

## UCF Welcomes new Assistant Professor, Dr. Chelsea LeNoble

### **What are you looking forward to working on here at UCF?**

Now that I am at UCF, I am so excited about the opportunities to collaborate with UCF faculty and students within I/O and in other disciplines. One project I'm particularly excited about is an experimental study with Dr. Maria Harrington to examine virtual and real-life nature experiences as sources of momentary recovery from work stress.

I also am very fortunate to be the PI for Project AGES in the TRT, where our team will conduct interviews and focus groups with hospitality employees to help develop age-friendly practices for supervisors.

### **What is one thing unrelated to I/O that you would love to talk to people about?**

I love to talk about Florida native plants and ecosystems! I volunteer with a local chapter of the Florida Native Plant Society. I help them with I/O related tasks and just found out that the \$11,000 grant application I wrote for them over the summer to fund a native plant rescue project was awarded by the Duke Energy Foundation.

If you ever want to take a walk through the UCF Arboretum trails and learn some plant or gardening info, just let me know!

# New Ph.D. Students



Hannah Crandell

Hannah completed a B.S. in Psychology and a B.A. in Writing & Rhetoric Studies at the University of Utah in Salt Lake City. She then worked as a research associate and manager of a cognitive neuroscience lab at the University of Utah for several years. Prior to transferring to UCF's I/O Ph.D. program, Hannah completed a year of IO doctoral training with a focus on occupational health at Ohio University. Her research interests include workplace mistreatment, occupational health and well-being, and DEI. In her free time, Hannah enjoys sewing, watching movies, and spending time with her cats Penny and Pocket.

Madeline is an alumna of Texas Christian University (TCU), graduating with a degree in Psychology (specialization in Child Development) in 2022.

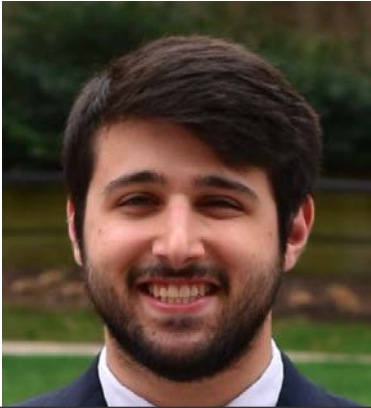
At TCU, Madeline developed interdisciplinary research focuses and is interested in how employee mental health is influenced by workplace stress, leadership styles, and team dynamics.

Madeline is from Northern California and loves football and tennis!



Madeline Filippi

# New Ph.D. Students



Adam Jacobs

Adam is from Rockville, Maryland and earned bachelor's degrees in both Psychology and Criminal Justice from Towson University in Baltimore. Prior to starting at UCF, Adam worked as a Research Coordinator in the Cardiology Department at the Johns Hopkins Hospital. His main research interests are advancing technology in the workplace, employee health and safety, and worker well-being in high-stress environments. Adam's career goals are to work in academia and contribute to the field of Industrial/Organizational Psychology in employee health and technology research. In his free time, Adam enjoys playing tennis, video games, and taking his dogs to the park!



Cole Treadaway is from Atlanta, Georgia, and attended Georgia State University where he received a B.A. in Psychology with a Minor in Sociology.

Cole's research interests are work stress, recovery, and counterproductive work behaviors, however he is broadly interested in all areas of occupational health psychology. Cole loves soccer, baseball, and animals.



Cole Treadaway

# New M.S. Students

Mandi is originally from Columbia, Maryland and graduated from the George Washington University majoring in Cognitive Neuroscience and Psychology, with a minor in Human Services & Social Justice. Some of her research and career interests include team dynamics and leadership development. In her free time, you'll find her enjoying the Florida sunshine and spending time with friends!



Mandi Bhatt



Zachary Carr

Zachary graduated from the University of Florida in 2020 with a B.S. in Psychology and a B.A. in Economics. He grew up in Delray Beach. He's interested in researching workplace motivation and affectivity. He loves his two dogs that are back in Delray and going on nature walks as the weather cools.

Francel graduated with a degree in psychology, business management, and leadership from the University of Minnesota in Fall 2021. Some of her research interests are in people analytics, team dynamics, and employee well-being. When she has free time, she enjoys being creative, such as sewing or doing DIY projects.



Francel  
Colon-Acosta



Abbie Gregory

Abbie is from northern Florida and received a B.A. in Psychology and General Business Certificate from the University of South Florida where she joined an I/O Psychology Research Lab that inspired her to pursue her Master's in I/O! She aspires to be a Business Consultant and is interested in engagement, motivation, leadership, and personality in the workplace.



# New M.S. Students



Bailey Gunning

Bailey is a first year master's student in Industrial/Organizational Psychology and received her bachelor of science in Psychology from Florida State University. Bailey's professional interests include the familial impact on workplaces, motivation, and leadership. In her free time, Bailey likes to spend time with her friends or read books.

Josh graduated from Iowa State University with a Bachelor of Science in Psychology. His research interests include occupational stress and safety. He enjoys watching hockey, reading, and biking outdoors.



Joshua Holtkamp



Matthew Hon Li

Matthew graduated from the University of Central Florida for his undergrad in Psychology. His research interest within I/O is on burnout and motivation. Mainly his career goals are leaning more toward research and academics, but challenges and opportunities are always welcomed.

Kevin is a University of Florida alumni with his undergrad in management. Since high school he has hoped to be in Industrial/Organizational Psychology and now plans to continue down the applied route. He enjoys skating, guitar, and rock climbing since moving to Orlando and hopes to get a new I.O.P. job soon.



Kevin Lipman

# New M.S. Students

Sara is a first year master's student. She is from Iran and got her master's degree in clinical psychology from Shiraz University, Iran. Her research interests include organizational citizenship behaviors, motivation, and leadership development. Outside of psychology, she loves Harry Potter. 8 years ago, after some family sent her pictures from The Wizarding World of Harry Potter in Orlando, she wished she could live in Orlando. Several years later, her wish come true.



Sara Motahari



Casey Oberdick

Casey is a first year master's student from Camp Hill, Pennsylvania. She graduated from Florida State University in Spring of 2022 with a dual degree in Music and Psychology. Casey's research interests include organizational citizenship behaviors, aging and retirement, and bridge employment. Outside of psychology, Casey can be found practicing the flute or staring longingly at stranger's corgis.

Jordan is originally from Colorado and graduated from Colorado State University with a Bachelor of Science in Psychology. Her research interest include understanding team dynamics in unique environments, organizational structure, and leadership. When she's not studying she enjoys being outside, going on hikes, and exploring new areas in Florida.



Jordan Rumely

# New M.S. Students



Steven Samosky

Steven grew up in South Florida, near Miami, and graduated from the University of Florida with a bachelor's in Psychology and a minor in Spanish in the spring of 2022. He's interested in both research and applied roles in Human Resources and Talented Management. In his free time, you can find Steven developing recipes in the kitchen or learning a new tune on his guitar.

Dylan graduated from Florida State University in 2019 with a B.S. in Psychology. He has worked for the last 3 years as a Research Specialist in Pittsburgh, PA. He hopes to develop skills in consulting and is interested in research on employee engagement.



Dylan Tomsey



Phuong Tran

Phuong is an international student from Vietnam. She graduated from the University of South Florida with a B.S. in Marketing and a minor in Psychology in 2020. Phuong is particularly interested in employee well-being and fostering an inclusive and diverse work culture. When Phuong is not studying or working, she enjoys spending time with her loved ones, kayaking, and watching Netflix.

# Student Spotlight

## Anthony Naranjo, 5th year Ph.D. Candidate



Anthony Naranjo is a 5th year Ph.D. candidate. Anthony is on a fellowship through the Army Research Institute (ARI). During a recent interview, Anthony had four important pieces of advice for more junior graduate students:

1. **Let your advisor know about your goals.** Being upfront with your advisor about your goals as a graduate student is key as Anthony explained, because they may open a door for you that could lead to a surprising opportunity. Thanks to Anthony's advisor, Dr. Shoss (whom he praises as his "guiding light"), he was connected to his fellowship at ARI.

2. **Be kind to yourself.** This is Anthony's biggest piece of advice to his past self and to his fellow students. Ambition and the expectation of greatness is needed to be successful in a graduate program, but it can easily become a destructive attribute leading to burnout and fatigue. Anthony encouraged celebrating the little victories and knowing that the losses are not a true reflection of your capability as a researcher.

3. **Stay curious and thoughtful.** This advice is the biggest factor in Anthony's research interests. Asking questions from a new perspective using latent profile analysis is how Anthony hopes to close gaps in past I/O research. Anthony's dissertation (which he proposed this semester) focuses on using latent profile analysis to investigate individuals who do not follow a specific extreme of adaptability (people who are always adverse or always seeking) in risk taking in organizational contexts. From the results of his dissertation, Anthony seeks to formulate ways to select prospective employees who have personality traits that are related to adaptability.

4. **Keep an open mind.** Looking down the line, Anthony plans to work in consulting (internal and/or external) after graduation and is keeping an open mind to any specific plans. In order to stay open-minded, Anthony continues to connect with others and work hard because "you never know." Through consulting, Anthony wants to diversify his research and his experiences as a professional.

# Student Spotlight

Breanna Thomas, 2nd year M.S. Student

## **What drew you to I/O Psychology?**

What drew me to I/O Psychology was the strong interest I had in learning more about the interaction between psychology and business. People spend a large part of their lives working at their jobs. One's personal satisfaction and happiness is often found in the work one commits their time to. Therefore, creating a work environment that makes the employee feel valued, appreciated, and respected has drawn me into this field, as it will impact their entire well-being, both professionally and personally.



## **What has your internship/job experience related to I/O Psychology been like? What did you do?**

My internship experience related to I/O Psychology has been very helpful in allowing me to use the knowledge I have gained in the master's program in an applied setting. Throughout my internship, I have analyzed data using Microsoft Excel, reviewed job descriptions, led a training session, and developed a few different surveys. All of these different tasks have provided me with hands-on experience for a massive organization, and I have really enjoyed sharing my knowledge, skills, and abilities with others.

## **What I/O Psychology research topics currently excite you?**

My research interests in I/O Psychology include employee well-being, work-life balance, and how these are related to job performance. I have begun to dive deeper into each of these topics in various courses in the master's program and in recent journal articles published during the COVID-19 pandemic. Many changes in these areas have occurred and will continue as more jobs remain remote.

## **What are your next steps after graduation?**

After graduation, I plan to get a full-time applied job in the I/O Psychology field working either for a consulting firm or as part of a talent management team for a large, private organization.

# Student Spotlight

## Emily Saucedo, Senior Undergraduate Student



### **Where are you from and what brought you to UCF?**

I am from Sarasota, FL and I grew up about 10 minutes away from the beach. I went to Sarasota High School then, once I graduated, I was offered a scholarship to play junior college volleyball at the State College of Florida. During my sophomore year at SCF, I decided I would love to go to UCF because my sister was a student here, the campus is beautiful, and I heard about the great psychology program.

### **How are you liking UCF and the I/O opportunities?**

I am loving UCF so far. I recently submitted a poster to SIOP with a team of other students. We investigated the 6 sub-theories of Self-Determination Theory and looked for ways to use these theories to fight burnout in the workplace. I am interested in continuing to research the concept of burnout more in-depth and forming different approaches to help avoid burnout in the workplace, specifically with law enforcement.

I graduate with my B.S. in I/O Psychology in Spring 2023, but I am also looking into the M.S. program in I/O Psychology here at UCF.

### **How did you become interested in Industrial and Organizational Psychology and what are your career interests?**

I actually became interested in I/O psychology once I got to UCF and began talking to other psychology students. I didn't know about this track and what it entailed until I took Career Readiness 1. That is when I decided to change my track from Clinical to Industrial/Organizational.

In the future, I want to work with the police force and focus on how to improve their mental health in the workplace. Also, I want to be a part of the hiring process and the psychological evaluation a police officer undergoes to determine whether they are fit for duty after experiencing something traumatic. I know that, in the future, I may have to strive for my Ph.D., but I'm beginning with smaller goals and I plan to work my way up slowly.

# Recent M.S. Graduates



Samantha Ballard



Michael Bosser



Elyse Bressler



Lauren Flaxman



Kyle Hasak



Lindsey Hemingway



Emily Hill



Tisnue Jean-Baptiste



Alex Lewis



Sebastian Murcia



Allie Pasquarello



Haroon Pervez

# Recent M.S. Graduates



Julia Powell



Moses Rivera



Jessica Roberts



Jessica Savidakis



Ann Schlotzhauer



Saba Tavoosi



Chris Valentine



Natasha Wagner



Carly Whitney



## Congratulations!



# Research Labs

## Resilience to Disruption at the Work Nexus (R2 D@WN) Lab



Dr. Chelsea LeNoble's lab, Resilience to Disruption at the Work Nexus (R2 D@WN), will be officially launching in the Spring of 2023. The lab will focus broadly on understanding the nature of disruptions to workplace well-being, engagement, and effectiveness and creating resilient systems at the intersection of work and human resilience. Areas of emphasis include individual employee, team, and organizational resilience; effectiveness of systems deployed from organizations to communities; and attitudes and behavior across the STEM workforce development pipeline. An informational meeting will be held 2-3 pm on January 12, 2023 in PSY 301H for students interested in learning more.

## Employee Health & Well-Being (EHWB) Lab

The Employee Health and Well-Being lab (EHWB) is led by Dr. Steve Jex. Its purpose is to investigate contextual and individual differences that enhance and detract from employee health and well-being, such as work-related stressors, job characteristics, organizational climate and culture, and employee personality traits. Current lab foci include aging and retirement, employees' experiences with chronic illnesses, employee mistreatment, cross-sector issues, and the grant writing process.



# Research Labs

## Research in Employee Discrimination Issues (REDI) Lab

The Research in Employee Discrimination Issues (REDI) lab is led by Dr. Barbara Fritzsche. The research in the lab focuses on diversity and discrimination issues with a special interest in age-related discrimination and healthy aging at work. The current projects in the lab involve diversity-related leadership challenges and the role of age in the experience of job insecurity by individuals in precarious work conditions.



## Research on Organizational and Leadership Effectiveness (ROLE) Lab

Led by Dr. Mark Ehrhart, the Research on Organizational and Leadership Effectiveness (ROLE) lab focuses on a variety of topics related to leadership, organizational climate, organizational citizenship behavior, and innovation implementation, with a particular emphasis on applications in healthcare. Current projects in the lab include the effects of leader-expressed gratitude in the workplace, employee volunteering, gender and voice behavior, the imposter phenomenon in new employees, outcomes of ambivalent leader behavior, and the role of leadership and climate in the implementation of evidence-based practices.



# Research Labs

## Work Stress in Context (WSC) Lab



The Work Stress in Context (WSC) lab is directed by Dr. Mindy Shoss. The lab focuses on understanding how organizational, individual, and national contextual factors shape employee well-being and workplace behavior.

The lab is currently conducting research on counterproductive work behavior, adaptive performance, the impact of COVID-19, and job insecurity.

## Team Research and Adaptability in Complex Environments (TRACE) Lab

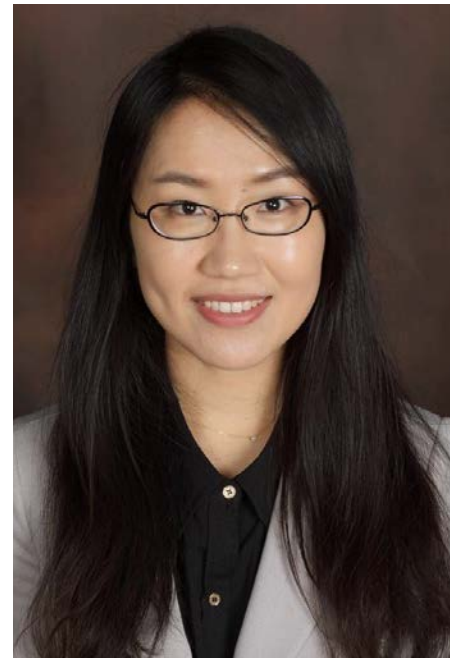
The Team Research and Adaptability in Complex Environments (TRACE) Lab is led by Dr. Shawn Burke. The lab focuses on conducting research with the end goal of maximizing team performance in complex environments, where team adaptation and resilience are key components. Current projects investigate the impact of cultural diversity on team interaction and performance, the development and maintenance of interpersonal relationships, and how degradations in individual cognition impact team cognition - all with a focus on long-duration space exploration. Additional projects investigate issues related to team composition, human-machine teaming, and children's mental health care teams.



# Research Labs

## Psychometrics Lab

Led by Dr. Shiyang Su, the Psychometrics Lab centers around psychometrics and measurement-related topics as well as advanced quantitative methods and big data approaches. The lab is currently examining the factors that influence individuals' ratings of subjective and objective measures of health behaviors. Using experience sampling method, self-report data were collected using daily surveys sent out in mornings and evenings. Objective data have been collected using wearable devices (Actigraph) that assess individuals' physical activity and sleep quality/quantity in real time. The project is currently in the process of data analysis. Shiyang's lab has also collected multi-wave longitudinal data from more than 500 employees to assess their work behaviors and health behaviors over time during the pandemic.



# Research Labs

## Targeted Research Training (TRT)

The Targeted Research Training (TRT) program is a collaboration between UCF's I/O Psychology and Hospitality Management programs, as well as graduate programs at University of South Florida, Embry-Riddle Aeronautical University, and the University of Puerto Rico. The program is funded by the National Institute for Occupational Safety and Health (NIOSH).

The goal of the TRT program is to produce research, education, and outreach activities aimed at promoting healthy and safe workplaces. It focuses on the underserved population of hospitality and tourism workers, who encounter a range of unique risks in their jobs.

## Recent & Upcoming TRT Projects

### **HOUSEKEEPING SYMPOSIUM**

On September 15, 2022, UCF Rosen College and TRT hosted a housekeeping symposium. This event brought together hospitality professionals and researchers to discuss the future of work in housekeeping. The day featured a Q&A with a panel of industry leaders and presentations from NIOSH's Dr. Jay Vietas, the UCF School of Modeling, Simulation, and Training's Dr. Mary Jean Amon, and our very own Dr. Mindy Shoss.

### **ERC-SUPPORTED DISSERTATION RESEARCH**

Funded through the Sunshine Education & Research Center (ERC), Michael DiStaso and Wheeler Nakahara collected two waves of data from 110 hospitality workers in the greater Orlando area and through Prolific.com for their dissertation research. Their dissertations focus on mistreatment perpetrated by customers to hospitality workers and how changes impact hospitality workers' well-being, job attitudes, and behaviors.

### **PROJECT AGES**

Project AGES is a contract with NIOSH under the umbrella of the TRT program. The purpose of Project AGES is to develop age-friendly practices for supervisors in the hospitality industry. During the first year, the research team will conduct interviews and focus groups with hospitality employees at local hotels. The goal is to leverage research findings to develop a hospitality-specific supervisor training program for age-friendly practices in the workplace.

# Applied Coursework



Mark Kateli, the president of the Florida Native Plant Society, was a guest speaker in Dr. LeNoble's Performance in Organizations Seminar on October 27th. The students in the class had spent the past few weeks working on developing an instrument to evaluate expert performance for the occupation of "Park Naturalists." Mark led a botany walk through the UCF Arboretum natural lands, giving students an opportunity to test their performance instruments in the field and learn a few new things about the local ecosystem on campus. Afterward, Mark was given a demonstration of the virtual UCF Arboretum lab setup in the Psychology building, where he was impressed to see the plants just discussed outside represented so well on the projector screen!



# Recent Publications

Program faculty are **bolded** & students are *italicized*.

Borge, R. H., Egeland, K. M., Aarons, G. A., **Ehrhart, M. G.**, Sklar, M., & Skar, A-M. S. (2022). "Change doesn't happen by itself": A thematic analysis of first-level leaders' experiences participating in the Leadership and Organizational Change for Implementation (LOCI) strategy. *Administration and Policy in Mental Health and Mental Health Services Research*, 49, 785-797.

*Ciarlante, K. E., Shoss, M. K., & Su, S.* (2022). Testing the Effects of Stressor Trajectory on Counterproductive Work Behavior. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 17766). Briarcliff Manor, NY 10510: Academy of Management.

*Cui, C. & Fritzsche, B. A.* (2022). Looking for Ageism: Evidence in Past Studies and Methodological Steps Forward. *Work, Aging, and Retirement*. Doi: <https://doi.org/10.1093/workar/waac016>

Fisher, D. M., **LeNoble, C. A.**, & Vanhove, A. J. (2022). An integrated perspective on individual and team resilience: Moving from multilevel structure to cross-level effects. *Applied Psychology*. <https://doi.org/10.1111/apps.12419>

Galura, S., Horan, K. A., Parchment, J., Penoyer, E. D. A., *Schlotzhauer, A. E., Dye, K., & Hill, E. G.* (2022). Frame of reference training for content analysis with structured teams (FORT-CAST): A framework for content analysis of open-ended survey questions using multidisciplinary coders. *Research in Nursing & Health*, 45(4), 477-487.

Harrison, C. K., Griffin, W., Schweinbenz, A., & Szabo, K. (In Press). Athlete branding. In J. N. Cooper (Ed.), *Anti-racism in sport organizations*.

*Hong, J., & Jex, S.* (2022). The Conditions of Successful Telework: Exploring the Role of Telepressure. *International Journal of Environmental Research and Public Health*, 19(17), 10634. <https://doi.org/10.3390/ijerph191710634>

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Program faculty are **bolded** & students are *italicized*.

Horan, K., *Beltramo, J.*, *Mejia, C.*, & **Shoss, M. K.** (In press). Essential service worker valorization: A deonance perspective. *Current Issues in Tourism*.

*Kane, M. E.*, *Crandell, H. A.*, & *Kim, B.* (In Press). Reflection and reflexivity in I-O psychology: A graduate student's perspective. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

*Kaosaar, A.*, *Szabo, K.*, *Chang, W.-C.*, & *Kandah, A. N.* (2022). The importance of reflective practices for decision-makers - A possible part of the solution for helping the field. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Kessler, S., & **Shoss, M. K.** (2022). Archival data sets should not be a secondary (or even last) choice in micro-organizational research. *Group & Organization Management*, 47, 907-919. <https://doi.org/10.1177/10596011221112521>

**LeNoble, C. A.**, Horan, K. A., & *Steigerwald, N.* (2022). Rapid human subjects research in times of disruption. *Frontiers in Sociology*, 7.

Lyon, A. R., Corbin, C. M., Brown, E., **Ehrhart, M. G.**, Locke, J., Davis, C., Picozzi, E., Aarons, G. A., & Cook, C. R. (2022). Leading the charge in the education sector: Development and validation of the School Implementation Leadership Scale (SILS). *Implementation Science*, 17, 48.

*Naranjo, A.*, *Goia, E.*, *Donnelly, S.*, *Jundt, D.*, **Su, S.**, & **Shoss, M. K.** (2022). Tutorial for Integrating and Hosting Experimental Lab Tasks Online using AWS. *The Industrial-Organizational Psychologist*.  
<https://www.siop.org/Research-Publications/TIP/601>



# Recent Publications

Program faculty are **bolded** & students are *italicized*.

- Peng, Y., Cong, L., **Su, S.**, & Rosenblatt, A. (2022). The hidden performance costs of professional isolation? A latent change score model of professional isolation during the early stage of COVID-19 pandemic. *Applied Psychology*, 10.1111/apps.12420.
- Peng, Y., Park, Y., **Su, S.**, & Ma, J. (2022). Developing and Testing a Model of Dynamic Changes in Work–School Conflict and Workplace Deviance Over Time. *Journal of Business and Psychology*, 1-17.
- Posey, C., & **Shoss, M.** (2022). Why employees violate cybersecurity policies. *Harvard Business Review*.  
<https://hbr.org/2022/01/research-why-employees-violate-cybersecurity-policies>
- Selenko, E., Bankins, S., **Shoss, M. K.**, Warbuton, J., & Restubog, S. (2022). Artificial intelligence and the future of work: A functional-identity perspective. *Current Directions in Psychological Science*, 31, 272-279.
- Shanock, L. R., **Shoss, M. K.**, Coyle-Shapiro, J., Shore, L, Zagencyk, T. et al. (2022). Remembering Robert W. Eisenberger: A tribute to his life and his work on perceived organizational support. *Group & Organization Management*.
- Shoss, M. K.**, & *Ciarlante, K.* (2022). Are robots/AI viewed as more of a workforce threat in unequal societies? Evidence from the Eurobarometer survey. *Technology, Mind, and Behavior: Special Issue in Work, Technology, and Inequality*.  
<https://tmb.apaopen.org/pub/rv1x9zq4/release/2>
- Shoss, M. K.** & Foster, L. (2022). We should also aim higher: IO psychology applied to sustainable growth and development. *Industrial-Organizational Psychology: Perspectives on Science and Practice*, 15, 436-440.

# Recent Publications

Program faculty are **bolded** & students are *italicized*.

**Shoss, M. K.** & Kueny, C. (2022). From speculation to substantiation: Empirically-testing societal changes in impact of fit on job satisfaction from 1989, 1998, 2006, and 2016. *Group & Organization Management*.

**Shoss, M. K., Su, S., Schlotzhauer, A., & Carusone, N.** (2022). Job insecurity and corporate darwinism: Does job insecurity make people work harder? *Harvard Business Review*.

**Shoss, M. K., Su, S., Schlotzhauer, A. E., & Carusone, N.** (2022). Working hard or hardly working? An examination of job preservation responses to job insecurity. *Journal of Management*.

**Shoss, M. K.,** Van Hoetegem, A. , Selenko, E., & De Witte, E. (2022). The job insecurity of others: On the role of perceived national job insecurity during the COVID-19 Pandemic. *Economic and Industrial Democracy*.

Skar, A-M. S., Braathu, N., Peters, N., Bækkelund, H., Endsjø, M., Babaii, A., Borge, R. H., Wentzel-Larsen, T., **Ehrhart, M. G.**, Sklar, M., Brown, C. H., Aarons, G. A., & Egeland, K. M. (2022). A stepped-wedge randomized trial investigating the effect of the Leadership and Organizational Change for Implementation (LOCI) intervention on implementation and transformational leadership, and implementation climate. *BMC Health Services Research*, 22, 298.

Smith, R. W., Min, H., *Ng, M. A.*, Haynes, N. J., & Clark, M. A. (2022). A Content Validation of Work Passion: Was the Passion Ever There?. *Journal of Business and Psychology*, 1-23.

**Su, S.,** Taylor, S. G. & **Jex, S. M.** (2022). Change of Heart or Change of Mind? Explaining the Dynamic Relationship between Experienced and Perpetrated Incivility Change. *Journal of Occupational Health Psychology*, 27(1), 22.

# Recent Publications

Program faculty are **bolded** & students are *italicized*.

- Thayer, A., Brown, E., Cook, C. R., **Ehrhart, M. G.**, Locke, J., Davis, C., Aarons, G. A., Picozzi, E., & Lyon, A. R. (2022). Construct validity of the School-Implementation Climate Scale. *Implementation Research and Practice*, 3, 1-14.
- Wang, C., Weiss, D. J., **Su, S.**, Suen, K., Basford, J., & Cheville, A. L. (2022). Multidimensional Computerized Adaptive Testing: A Potential Path Toward the Efficient and Precise Assessment of Applied Cognition, Daily Activity, and Mobility for Hospitalized Patients. *Archives of Physical Medicine and Rehabilitation*, 103(5), S3-S14.
- Warshawsky, N. E., Cramer, E., Grandfield, E. M., & *Schlotzhauer, A. E.* (2022). The influence of nurse manager competency on practice environment, missed nursing care, and patient care quality: A cross-sectional study of nurse managers in U.S. hospitals. *Journal of Nursing Management*, 30(6), 1981-1989.
- Xu, V., Jiang, L., Probst, T., Jalil, D., & **Shoss, M. K.** (2022). How national culture shapes employee reactions to job insecurity: The role of national corruption. *European Journal of Work and Organizational Psychology*.  
<https://doi.org/10.1080/1359432X.2022.2090344>

# Service Highlights

Our faculty, students, and alumni provide service to the field in a variety of ways. Here are a few highlights!



“I help with the committee’s goal of broadly advocating to the U.S. federal government on behalf of I/O psychology. Our committee also publishes SIOp’s monthly newsletter Washington Info.”

**Moses Rivera**

*SIOp Government Relations and External Advocacy Team  
Committee Member &  
Technical Assistant for the INSciTS Conference*

“I help with several ongoing initiatives, such as collecting autobiographical statements from previous SIOp presidents and developing academic trees for advisors and their advisees.”

**Emily Broksch**

*SIOp History Committee Member*



“My role is to co-lead a committee in promoting, guiding, and encouraging SIOp members’ use of I/O knowledge and skills for prosocial work and research.”

**Krystyn Ramdial**

*Co-Chair of SIOp Prosocial Subcommittee (within the  
Visibility Committee)*



# Service Highlights

“I lead a team that creates and schedules social media content for FIOP.”

**Sandra Montenegro**

*Social Media Director for Florida Industrial and Organizational Psychology (FIOP)*



The following current students are serving as reviewers for the SIOF 2023 Annual Conference.



**Colleen Cui**



**Matthew Ng**



**Moses Rivera**



**Ann Schlotzhauer**



**Krisztina Szabó**

# SPIOP Events



UCF's Student Professionals for Industrial/Organizational Psychology (SPIOP) hosted four general body meetings during the Fall 2022 semester, covering topics from preparing for the 2023 SIOOP conference to helping students prepare their resumes and CVs for graduate school applications, job or internship applications, or the academic job market.



# SPIOP Events

In addition to professional development activities, SPIOP also hosted a number of social events during the fall semester. Undergraduate and graduate members enjoyed a Welcome Back picnic in August, a tailgate before the UCF Space Game, a “Friendsgiving” potluck in November, and more.



# 2022-23 SPIOP Officers



Andres Käosaar  
Vice President



Moses Rivera  
Treasurer



Meghan Kane  
President



Ann Schlotzhauer  
Secretary



Andrés Castillo  
Communication Director



Amanda Laganosky  
Master's Rep.



Giselle Chaviano  
Undergraduate Rep.



# 2022-23 Newsletter Team



Yeeun Choi  
3rd Year Ph.D. Student



Colleen Cui  
5th Year Ph.D. Candidate



Madeline Filippi  
1st Year Ph.D. Student



Abbie Gregory  
1st Year M.S. Student



Matthew Ng  
4th Year Ph.D. Candidate



Casey Oberdick  
1st Year M.S. Student



Jordan Rumely  
1st Year M.S. Student



Steven Samosky  
1st Year M.S. Student



Ann Schlotzhauer  
4th Year Ph.D. Candidate



Krisztina Szabó  
3rd Year Ph.D. Student