We hope you’ll connect with UCF I/O Psychology through our new LinkedIn page, “UCF I/O Psychology Graduate Students & Alumni.”

Scan the QR code above or search for the page on LinkedIn.
Tell us about your educational background.

In 2005, I earned a Ph.D. in industrial and organizational psychology from Central Michigan University. During my time at CMU, I was fortunate to be advised by Terry Beehr.

How did your career path lead you to UCF?

I’ve known Steve Jex since the early 2000s (he and I co-authored a book chapter several years ago, and we’ve served together on a NIOSH grant panel). Steve told me great things about UCF, and I applied almost immediately after seeing the job ad on the SIOP webpage.
What are you looking forward to working on here at UCF?

I’m excited about several in-progress research projects. Much of my work focuses on occupational health psychology. My ongoing OHP research, for example, includes the development and validation of a measure of job boredom, and the assessment and causes of organizational constraints.

I’m also planning to continue my research program examining careless responding. My research on that topic will focus on the further refinement of careless responding measures, the study of careless responding to ability-based measures, and the prevention of careless responding. Feel free to contact me about my research - I’m always looking for new collaborators!

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

I do a lot of pleasure reading - mostly non-fiction on various topics. Some of my recent favorites cover ultramarathon athletes (Born to Run, by Christopher McDougall), aviation history (The Wright Brothers, by David McCullough), competitive rowing (The Boys in the Boat, by Daniel James Brown), and horse racing (Seabiscuit, by Laura Hillenbrand).
Dr. Nathan Bowling’s Organizational Health Psychology (OHP) lab held its inaugural meeting at UCF this semester! Dr. Bowling’s lab focuses on three primary research areas:

- **Occupational Health Psychology,**
  - In the realm of occupational health psychology, Dr. Bowling’s research focuses on measuring workplace stressors including organizational constraints.
  - Dr. Bowling is also working on a collaborative study with Dr. Jex to construct a job boredom scale.

- **Counterproductive Work Behaviors**
  - Dr. Bowling’s work on counterproductive work behaviors includes a study examining mistreatment exposure from the perpetrator’s perspective.

- **Careless Responding to Assessments**
  - Dr. Bowling’s work on careless responding looks at everything from personality to ability testing.
  - This last area of research is focused on predicting careless responding behavior and examining non-coercive, easy-to-administer methods (other than a disclaimer) of preventing careless responding.

If you are interested in joining Dr. Bowling’s lab, please email him (Nathan.Bowling@ucf.edu) for more information on current research projects or to schedule a meeting to chat.
Dr. Chelsea LeNoble’s lab, Resilience to Disruption at the Work Nexus (R2D@WN), is new to UCF. The lab focuses on the intersection of workplace and societal resilience with additional research areas examining STEM education and workforce development. Her research focuses on how to help individuals and teams overcome workplace stressors. Dr. LeNoble is also interested in understanding how organizations can contribute to the wellbeing and resilience of society as a whole. If these research areas sound interesting to you, Dr. LeNoble is looking for help on the following projects in her lab:

- **Effects of COVID-19 Disruptions on Undergraduate Education and Sources of Faculty and Student Resilience**
  - Work would include coding and the potential for setting up natural language processing or text analysis

- **Future of Work as a Component of Socio-ecological Resilience: Understanding the Prescribed Fire Multiteam System at the Wildland-Urban Interface**
  - Multiteam system and resilience study looking at prescribed fire professionals in the state of Florida
  - Looking at land management plans to examine coordination and communication/collaboration points
  - May begin to do interviews over the summer with incumbents and administer questionnaires about resilience

- **Experiences of Neurodiversity in the Workplace: An Exploratory Study and Systematic Review**
  - RA-level students needed to code responses for this project

Please feel free to reach out to Dr. LeNoble via email (Chelsea.LeNoble@ucf.edu) for more information on how to join her lab!
Recent Ph.D. Graduates

Emily Broksch (Advisor: Dr. Mark Ehrhart)
Dissertation: Employee Volunteering: Integrating the Volunteering and Helping Literatures Using a Latent Profile Approach

Katherine Ciarlante (Advisor: Dr. Mindy Shoss)
Dissertation: Testing a dynamic model of counterproductive work behavior: How changes in job stressors and affective experiences influence CWB trajectory

Michael DiStaso (Advisor: Dr. Mindy Shoss)
Dissertation: Mistreatment anticipation and mistreatment anxiety

Wheeler Nakahara (Advisor: Dr. Steve Jex)
Dissertation: Stress appraisals of organizational change: The role of adaptability and communication

Broksch, E. A., Steigerwald, N., Ehrhart, M. G. (2023, April). Examining how the demanding nature of volunteering influences work-related outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.


Kandah, A., Ehrhart, M. G., Aarons, G., & Sklar, M. (2023, April). Buffering the negative impact of change fatigue on citizenship behavior. [Conference Poster]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, USA.

Kandah, A., Schlotzhauer, A. E., & Ehrhart, M. G. (2023, April). Gender as a moderator of the effect of supervisor support on citizenship behavior [Conference Poster]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, USA.
Kane, M. E. (Co-Chair) & Locklear, L. R. (Co-Chair) (2023, April). Gratitude, Appreciation, Anger, Oh My! Moral Emotions in the Workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, USA.

Kane, M. E., Locklear, L. R., & Ehrhart, M. G. (2023, April). Thanks, I Hate It: Antecedents of inauthentic gratitude expressions at work [Poster]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, USA.


Kane, M. E., Pandey, P., Chaviano, G., Mazur, S., Locklear, L. R., & Ehrhart, M. G. (2023, April). When and why gratitude expressions spillover from work to home [Poster]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, USA.


Schlotzhauer, A. E., Ehrhart, M. G., & Jex, S. M. (2023, April). Personality’s effects on burnout via workplace support [Conference Poster]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, USA.


Käosaar, A., & Burke, S. (2022, August). Team Challenges and Resilience in Isolated, Confined, and Extreme Environments. SCAR 2022 Antarctica in Open World Virtual Conference. India.


Ramsey, M. C., Harris, K. N., Bowling, N. A. (2022). Using Infrequency Items to Screen Data for Careless Responding. Poster Presented at the Association for Psychological Science Convention, Chicago, IL, USA.


Congratulations to the following students for completing their coursework and passing their doctoral candidacy exam! As doctoral candidates, these students are in the final stage of their doctoral education and are now focused on their dissertations, hence the more informal title, ABD (All But Dissertation).

Moses Rivera
Amanda Grinley
Emily Hill
Matthew Ng

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Saba Tavoosi
Ann Schlotzhauer
Congratulations to the following UCF faculty and students!


**Drs. Shawn Burke & Mark Ehrhart**: Center for Team Effectiveness to Accelerate Evidence-Based Practices Implementation in Children's Mental Health Services (2022 August - 2027 May). Supported by the National Institute of Mental Health (subaward from the University of California, San Diego: $1,000,135).

**Drs. Steve Jex, Chelsea LeNoble, & Mindy Shoss**: Project AGES: Age-inclusive Guidance on Employees for Supervisors (2022 September - 2024 February). Supported by the National Institute for Occupational Safety & Health ($45,198).

**Andres Käosaar**: NASA Human Research Program Grant Augmentation Award (2022 February - 2023 February). Supported by the National Aeronautics and Space Administration ($25,000).

**Ann Schlotzhauer**: Graduate Research Grant (2023 March - 2024 March). Supported by Psi Chi ($1,480).

Matthew Ng, Moses Rivera, and Ann Schlotzhauer: Targeted Research Training (TRT) fellowship. Awarded for the 2023 summer semester.

Moses Rivera: University of Central Florida’s Student Government Scholarship Award ($250). Awarded Fall 2022.


Matthew Ng, Moses Rivera, and Ann Schlotzhauer: Targeted Research Training (TRT) fellowship. Awarded for the 2023 summer semester.

Dr. Shawn Burke: University of Central Florida College of Graduate Studies’ Research Incentive Award. Awarded 2023.


Rishika Sharma, Ann Schlotzhauer, Dr. Mindy Shoss, & Dr. Shiyang Su: SIOP 2023 Top 10 Poster recognition for “Job Insecurity as a Mediator between Organizational Crisis and Knowledge Hiding”
Mandi Bhatt, 1st year M.S. student

Integrated Learning Solutions Intern, Lockheed Martin

Mandi’s team works with Lockheed Martin’s Learning & Development Team to conduct job analyses and develop competencies for various roles. They also create tools to measure skills and competencies, as well as promote sharing information among the organization. The team relies on data analysis to gauge the effectiveness of these tools and processes.

Andrés Castillo, 2nd year M.S. student

Organizational Effectiveness Intern, NBCUniversal - Peacock

Andrés’s team is responsible for providing in-house consulting and advisory services for Peacock, Fandango, and NBC International Networks. They focus on strategic development for individuals and teams and their key practice areas include talent development, DEI, and culture strategy. Currently, Castillo is responsible for supporting various facets of NBCU’s L&D program (Talent Lab), assisting his manager in leading DISC assessments for teams, and conducting executive leadership and program research when needed.
Leadership Advisory Associate,
WittKieffer

As an associate in WittKieffer’s Leadership Advisory services, Carly Whitney draws upon a host of experiences in both business and research settings to provide exceptional service to organizations in healthcare, higher education and the not-for-profit sector – and to support WittKieffer’s mission to improve quality of life through impactful leadership.

Carly is passionate about utilizing data to address organizations’ most pressing leadership challenges and improving executive performance. Her focus areas include team development, culture development, and executive assessment, development, and succession.
UCF’s Student Professionals for Industrial/Organizational Psychology (SPIOP) hosted a variety of developmental activities for undergraduate and graduate members this semester. In January, the general body meeting focused on setting academic, professional, and personal goals for the new year. Members also got to practice answering interview questions and receive feedback from their peers during the February meeting. The annual SPIOP Research Showcase, in March, allowed members to hone their presentation skills.
The annual SPIOP Research Showcase is a great way for undergraduate and graduate SPIOP members to present on current research, provide technical demonstrations, or describe I/O-relevant projects they’ve completed for their internships or jobs. Student presenters get practice giving presentations and receive useful feedback from their peers and faculty, while attendees get to hear about what other SPIOP members have been working on.

This year, we enjoyed a variety of presentations:

**When and Why Gratitude Expressions Spillover from Work to Home**
Presented by: Giselle Chaviano

**What Do We Know About Team Resilience Triggers? Assessing the State-of-the-Literature**
Presented by: Andres Käosaar
The Intersection of Technology, Inequality, and Work
Presented by: Adam Jacobs

Memory Centrality and Burnout in the Florida Department of Health
Presented by: Zachary Carr

Examining the Construct Validity of Response Variability as a Measure of Careless Responding
Presented by: Mark Ramsey

Using Neo4j to Analyze Social Networks
Presented by: Moses Rivera
SPIOP members also enjoyed several social activities this spring, including the annual beach picnic, post-GBM dinners at BurgerU, and the reception at the SIOP conference.
Andrés Castillo: Most likely to wear Crocs to class
Francel Colon-Acosta: Most likely to win The Great British Bake Off
Colleen Cui: Most likely to become a famous artist
Kenzie Dye: Most likely to move to Stardew Valley
Amanda Grinley: The Twilight Saga’s biggest fan
Meghan Kane: Biggest board game fanatic

Andres Käosaar: Most likely to live on Mars
Kevin Lipman: Most likely to climb Mount Everest
Taylor Michael: Disney World expert
Matthew Ng: Most likely to be a contestant on Jeopardy
Alex Ruhlman: Most likely to be golfing
Jordan Rumely: Most likely to influence you into buying fancy hand sanitizer
ACROSS
1. The only faculty member who might be able to explain what a Billiken is.
3. Cholula? Chihuly? This person can set you straight on many things, including the pronunciation of Chuluota.
5. Go Knights _____ On!
7. Along with Drs. Jex and Ehrhart, you might find this faculty member going to Spring Training.
8. When Dr. Jex was in graduate school, he allegedly worked 100% of the time, except for his weekly break at this restaurant.
10. Because of their research, this person could be called our resident "Space Czar."
12. This person loves I/O so much, they want us all in I/O t-shirts.
13. Think of all the research participants... By student enrollment, UCF is home to the largest Psychology department in the _____ hemisphere.

DOWN
2. Dr. Su's scary-good R skills may be inspired by her favorite _____ movies.
4. Earlier this year, UCF’s online Psychology Bachelor’s program was ranked number ___ by U.S. News & World Report.
5. Looking for Dr. Fritzsche? Have you checked ____ Hall?
6. Over the years, UCF has had several official and unofficial mascots, including Vincent the _____.
9. Because of their oversight of student offices and research spaces, this person could also be called our resident "Space Czar."
11. To paraphrase The Killers: Are they psychologist? Or are they dancer? (Or maybe mathematician?)
14. Find Dr. LeNoble in the great outdoors, searching for a Florida _____ jay.
2022-23 SPIOP Officers

Meghan Kane
President

Moses Rivera
Treasurer

Andres Käosaar
Vice 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