



UCF

I/O PENER

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New Faculty Spotlight

UCF Welcomes New Associate Professor, Dr. Nathan Bowling



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.

New Faculty Spotlight

UCF Welcomes New Associate Professor, Dr. Nathan Bowling

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).

New Lab Highlights

Dr. Bowling - OHP

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.

New Lab Highlights

Dr. LeNoble - R2D@WN

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)

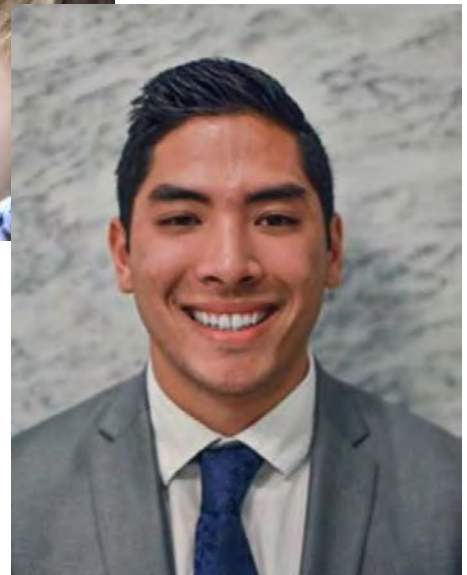
Dissertation: Testing a dynamic model of counterproductive work behavior: How changes in job stressors and affective experiences influence CWB trajectory

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



SIOP Presentations

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

Bazzoli, A. (Chair), Shoss, M. K. (Co-chair), Alliger, G. M., Blustein, D. L., & McEachern, P. J. (2023, April). Exploring the Space of Critical Work Psychology: Implications for Research and Practice [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.

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.

Chao, G. T. (Chair), Landers, R. N., Nittrouer, C., Ravid, D., Shoss, M. (2023, April). The Future of Work: How I-O Psychology Advances Science and Practice [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.

DiStaso, M. J. & Shoss, M. K. (2023, April). Mistreatment anticipation and mistreatment anxiety in hospitality work. Pitcher, B. D. (Co-Chair), Ravid, D. M. (Co-Chair), & Blustein, D. L. (Discussant). (2023). Examining Practical Challenges in Stigmatized Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.

Fisher, D. M., Vanhove, A. J., LeNoble, C. A., Toich, M. J., & Harms, P. D. (2023, April). The resilience process: A multi-study mediational test for robustness. In Vanhove, A. J. (Chair), Resilience in Organizational Settings: State-of-the-Art Empirical Advancements. [Symposium]. 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA, USA.

Hill, E. G. & Ehrhart, M. G. (2023, April). Can Feeling Like an Imposter be Favorable? A Qualitative Study on Cognitive Appraisal [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.

SIOP Presentations

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

- 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.**, Locklear, L. R., & Ehrhart, M. G. (2023, April). Trickle Down Effects of Manager Gratitude Expressions: An Affective, Behavioral, and Cognitive Approach [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.
- Käosaar, A.**, **Szabo, K.**, **McCollum, M.**, Burke, C.S., & Wiese, C. (2023, April). What Do We Know About Team Resilience Triggers? Assessing the State-of-the-Literature. To be presented at the 38th Annual Conference of the Society for Industrial and Organizational Psychology. Boston, MA, USA
- Kraimer, M. L. (Co-Chair), Ion, A. (Co-Chair), Ravid, D. M., Yuan, Z., Costanza, D. P., Dalal, D. K., LeNoble, C. A., & Liu., S. (2023, April). Finding and securing external funding: A grant proposal writing workshop. 38th Annual Conference of the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.
- Lee, J., Currie, R. A., Min, H., & Jex, S. M. (2023, April). Examining the relationship between customer incivility and unhealthy eating behaviors. Poster to be presented at the 38th annual conference for the Society for Industrial/Organizational Psychology, Boston, MA, USA.

SIOP Presentations

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

- LeNoble, C. A., Horan, K. A., Shoss, M., **Steigerwald, N.**, & Strickland, A. (2023, April). Indicators of resilience in higher education during COVID-19 pandemic. In C.A. LeNoble & R. McCallus (chairs), Service sector resilience to COVID-19: Empirical insight and implications for leaders. [Symposium]. 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA, USA.
- LeNoble, C.A. & McCallus, R. (Chairs) (2023, April). Service sector resilience to COVID-19: Empirical insight and implications for leaders. [Symposium]. 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA, USA.
- Michel, J. S., Bowling, N. A., Islam, M. R., Rotch, M. A., & Wagner, S. H. (2023, April). A two-wave examination of the Multi-Facet Organizational Constraints Scale (MOCS). Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, Boston, MA, USA.
- Nakahara, W.**, **DiStaso, M.**, Jex, S., & Shoss, M. (2023, April). How adaptability shapes appraisals and emotional exhaustion during times of change. (Poster). Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.
- Ng, M. A.**, **Schlotzhauer, A. E.**, & Su, S. (2023, April). What's the context? Comparing contextualization approaches in the Big Five [Poster]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, USA.
- Notari, C., Sessa, V., Aquino, A., Novais Cavalcanti, E., & Bowling, N.A. (2023). Jangleland: Construct Proliferation in Workplace Psychological Constructs [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.
- Ramsey, M.C.** & Bowling, N.A. (2023). Examining the Validity of New Measures of Careless Responding to Low-Stakes Ability Tests. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.
- Ramsey, M.C.**, & Bowling, N.A. (2023). Re-Examining the Intra-Individual Response Variability Index as a Measure of Careless Responding. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.

SIOP Presentations

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

- Ramsey, M.C.**, Menke, P. S., Becker, S.P., Schwanz, R.J., Merkle, J.D., & Bowling, N.A. (2023). Examining the Validity of Instructional Manipulation Checks as Measures of Careless Responding. Presented at Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.
- Ramsey, M.C.**, Schwanz, R. J., LaHuis, D.M., & Bowling, N. A. (2023). Investigating the Validity of Screening Methods for Careless Responding. 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.
- Schlotzhauer, A. E.**, **Kandah, A.**, & Ehrhart, M. G. (2023, April). Leaders' gender stereotype congruence and followers' organizational commitment [Conference Poster]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, USA.
- Sessa, V. (Chair), Bowling, N.A., Banks, G.C., Cole, M.S., Highhouse, S., Shaffer, J.A., & Tett, R.P. (April, 2023). Welcome to the Jangle: Confronting Construct Proliferation in I/O Psychology [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.
- Sessa, V.I., Lee, I., Notari, C., DePietro, M., Cavalcanti, E., Mejia, N., Mogrovejo, A., Morales, S., Pitamber, D., Simmen, C., & Bowling, N.A. (2023). It's a Jangle Out There: Reconciling constructs within the organizational bonds literature [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.
- Sharma, R.**, **Schlotzhauer, A. E.**, Shoss, M. K., & Su, S. (2023, April). Job insecurity as a mediator between organizational crisis and knowledge hiding [Conference Poster]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, USA.
- Shoss, M. K. & Vancouver, J. B. (2023, April). A Dynamic, Computational Model of Job Insecurity and Job Performance. In Zhou, Z. E. (Co-Chair) & Lee, S. (Co-Chair) (2023). Novel Directions in Job Insecurity Research in Work and Nonwork Domains [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.

SIOP Presentations

Steigerwald, N., LeNoble, C. A., & Horan, K. A. (2023, April). Examining energy dimensions in the relationship between health behaviors and job performance [Poster]. 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA, USA.

Other Conference Presentations

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

Burke, C. S., **Szabo, K.**, & **Käosaar, A.** (2023, February). Gaining Insight Into Team Dynamics in Multicultural Crews: A SIRIUS Perspective. NASA Human Research Program Investigators' Workshop (HRP IWS 2023), Galveston, TX, USA.

Ciarlante, K., & Shoss, M. K. (2022, August). Testing the effects of stressor trajectory on counterproductive work behavior. Paper presented at the annual conference of the Academy of Management, Seattle, WA, USA.

Drabish, A. C., **Ramsey, M. C.**, Bowling, N. A., Bragg, C. B. (2022). Principles to Refine the Measurement of Insufficient Effort Responding Using Infrequency Scales. American Psychological Association Annual Convention, Minneapolis, MN, USA.

Driskell, T., Burke, C. S., Driskell, J. E., & **Käosaar, A.** (2023, February). Astronaut Perceptions of Interpersonal Relations in Long-Duration Spaceflight. NASA Human Research Program Investigators' Workshop (HRP IWS 2023), Galveston, TX, USA.

Ehrhart, M. G., Lengnick-Hall, R., Williams, N. J., Willging, C. E., Bungler, A. C., Beidas, R., & Aarons, G. A. (2022, September). Recommendations for conducting rigorous multilevel implementation research with organizations. Oral presentation at the Society for Implementation Research Collaboration (SIRC) Biennial Conference, San Diego, CA, USA.

Conference Presentations

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

- Kandah, A.**, Ehrhart, M. G., Sklar, M., Samuels, H., & Aarons, G. A. (2022, September). Measuring implementation-focused organizational constructs: An update and extension. In Lau, A., & Rangel, E., (Chairs) Advancing Pragmatic Implementation Measure Development [Symposium]. Society for Implementation Research Annual Conference, San Diego CA, USA.
- Käosaar, A.**, & Burke, C. S. (2023, February). The Role of Emotional Expressivity in Interpersonal Relationships in Long-Duration Spaceflight. To be presented at the 2023 Human Research Program Investigators Workshop. Galveston, TX, 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.
- Käosaar, A.**, Burke, C. S., & Amon, M. J. (2023, February). Nonlinear Dynamics of Team Affect in Long-Duration Spaceflight. To be presented at the 2023 Human Research Program Investigators Workshop. Galveston, TX, USA.
- Käosaar, A.**, Burke, C. S., & Uusberg, A. (2023, February). To Suppress, or Express? That is the Question. The Effect of Prevalent Emotion Regulation and Coping Mechanisms on Team Dynamics in Long-Duration Spaceflight. To be presented at the 2023 Human Research Program Investigators Workshop. Galveston, TX, USA.
- Käosaar, A.**, Burke, S., Driskell, T., & Driskell, J. (2022, July). An Eye Towards Understanding the Role of Emotional Regulation in Social Resilience for Long-Duration Space Exploration. Extended abstract presentation at the 17th Annual INGRoup Conference, 2022. Hamburg, Germany.
- Kriz, T., Jolly, P., & Shoss, M. K. (2022, August). Commitment under threat: Affective commitment decline in the face of job insecurity and the moderating role of managerial listening quality. Paper presented at the annual conference of the Academy of Management, Seattle, WA, USA.
- LeNoble, C.A., Kateli, M., & Adams, C. (2023, May). Advancing teamwork and citizen science in Florida native plant rescue efforts. Florida Native Plant Society 2023 Conference, virtual.

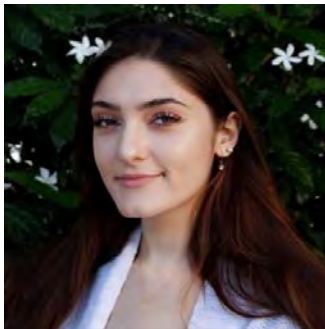
Conference Presentations

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

- Locklear, L.R., **Kane, M.E.**, & Ehrhart, M.G. (2022, August). The ripple effect of gratitude: A trickle-down model of gratitude expressions in organizations [Paper]. Annual Meeting of the Academy of Management. Seattle, WA, USA.
- Naranjo, A.**, Shoss, M. K., **Schlotzhauer, A. E.**, & **Ng, M. A.** (2022, June). Effect of COVID-19 Pandemic on Remote and Hybrid Work. [Small group presentation]. The 9th annual conference of Council of State and Territorial Epidemiologists (CTSE), Louisville, KY, USA (Virtual).
- Ramsey, M. C.**, Bowling, N. A. (2022). Investigating the Efficacy of Novel Methods for Capturing Careless Responding to Tests. American Psychological Association Annual Convention, Minneapolis, MN, USA.
- Ramsey, M. C.**, Bowling, N. A., Drabish, A.C., Bragg, C. B. (2022). Infrequency Items as Measures of Careless Responding: Item Flag Rate and Standard Deviation Predict an Item's Construct Validity. Association for Psychological Science Convention, Chicago, IL, USA.
- 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.
- Shoss, M. K., & **Ciarlante, K.** (2022, August). Are robots/AI viewed as more of a workforce threat in unequal societies? Paper presented at the annual conference of the Academy of Management, Seattle, WA, USA.
- Szabo, K.** & Burke, C. S. (2023, February). The role of cultural diversity across time: A cross-examination of the Shuttle-Mir, ISS, SIRIUS-19, and SIRIUS-21 missions. Poster presented at the 2023 NASA Human Research Program Investigators' Workshop (HRP IWS 2023), Galveston, TX, USA.

New Doctoral Candidates

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).



Amanda Grinley



Emily Hill



Matthew Ng



Moses Rivera



Ann Schlotzhauer



Saba Tavoosi

Grants & Awards

Grants

Congratulations to the following UCF faculty and students!

Dr. Shawn Burke: S010-Planning, Analysis and Prototype Development in Support of Transformation Activities (2022 January - 2022 December). Supported by Schlumberger Technology Corporation (\$999,983).

Dr. Shawn Burke: Understanding Individual and Team Cognition in Support of Future Space Missions (2022 August - 2025 August). Supported by the Air Force Office of Scientific Research, Minerva Research Initiative (\$899,923).

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).

Grants & Awards

Scholarships

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

Fellowships

Hannah Crandell and **Adam Jacobs:** Targeted Research Training (TRT) fellowship. Awarded for the 2022-2023 academic year.

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

Other Awards

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

Moses Rivera: Society for Personality and Social Psychology's Graduate Diversity Travel Award for the 2023 conference (\$500). Awarded February 2023.

Rishika Sharma, Ann Schlotzhauer, Dr. Mindy Shoss, & Dr. Shiyang Su: SIOF 2023 Top 10 Poster recognition for "Job Insecurity as a Mediator between Organizational Crisis and Knowledge Hiding"

Job & Internship Highlights

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.



Job & Internship Highlights

Carly Whitney, 2022 M.S. alumna

WittKieffer



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.

SPIOP



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.



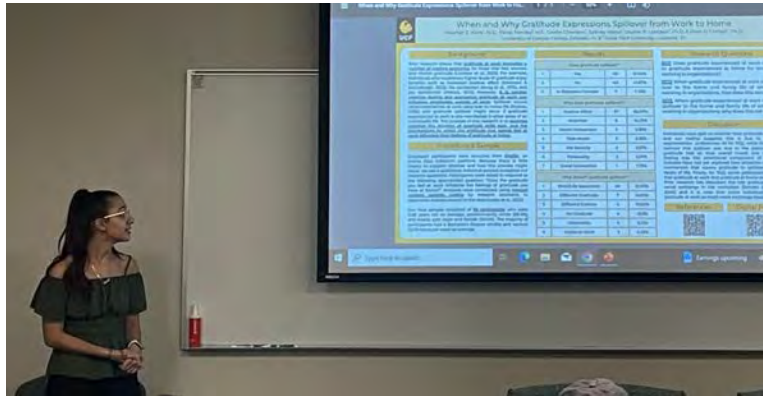
SPIOP Research Showcase

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



SPIOP Research Showcase

The Intersection of Technology, Inequality, and Work

Presented by: Adam Jacobs

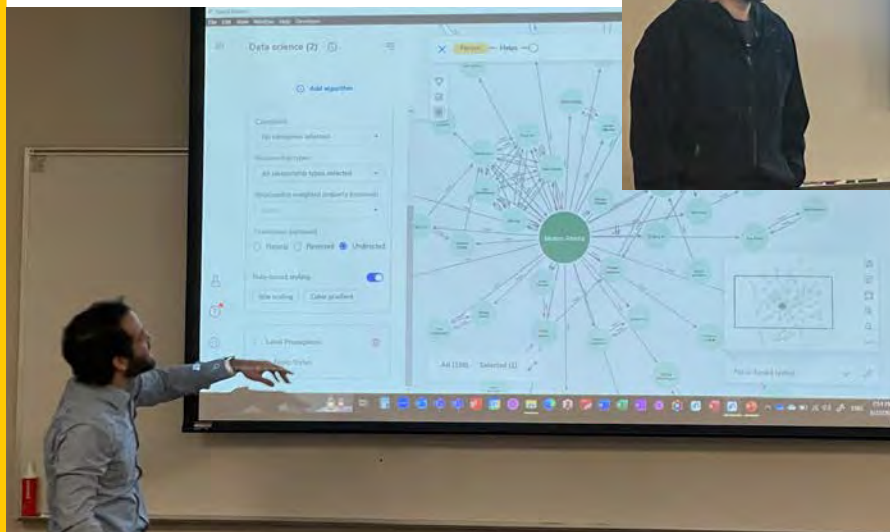


Memory Centrality and Burnout in the Florida Department of Health

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

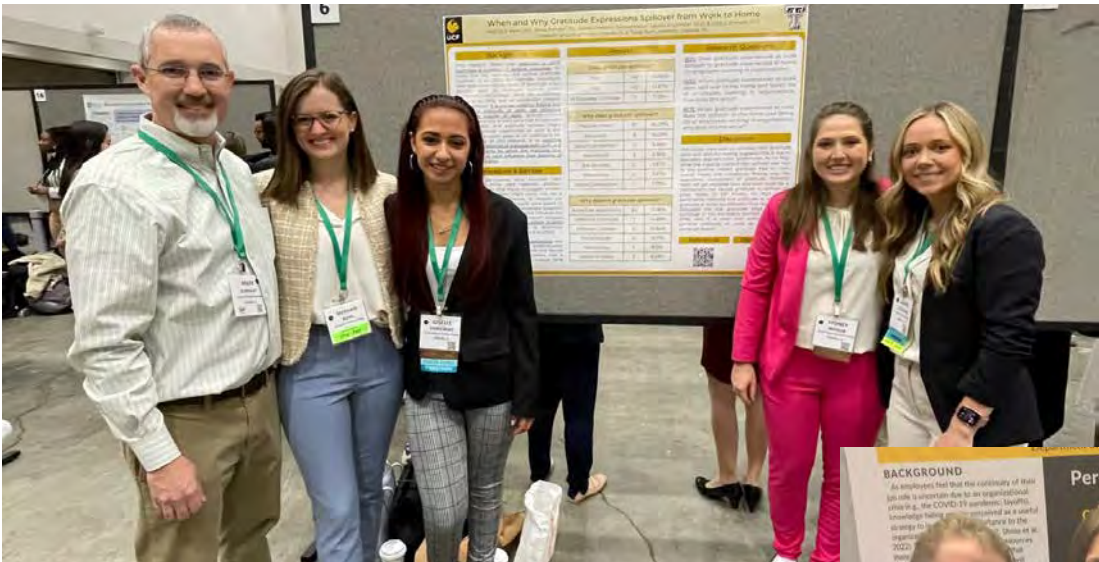
SPIOP members also enjoyed several social activities this spring, including the annual beach picnic, post-GBM dinners at BurgerU, and the reception at the SIOP conference.



SIOP 2023



SIOP 2023



Superlatives

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

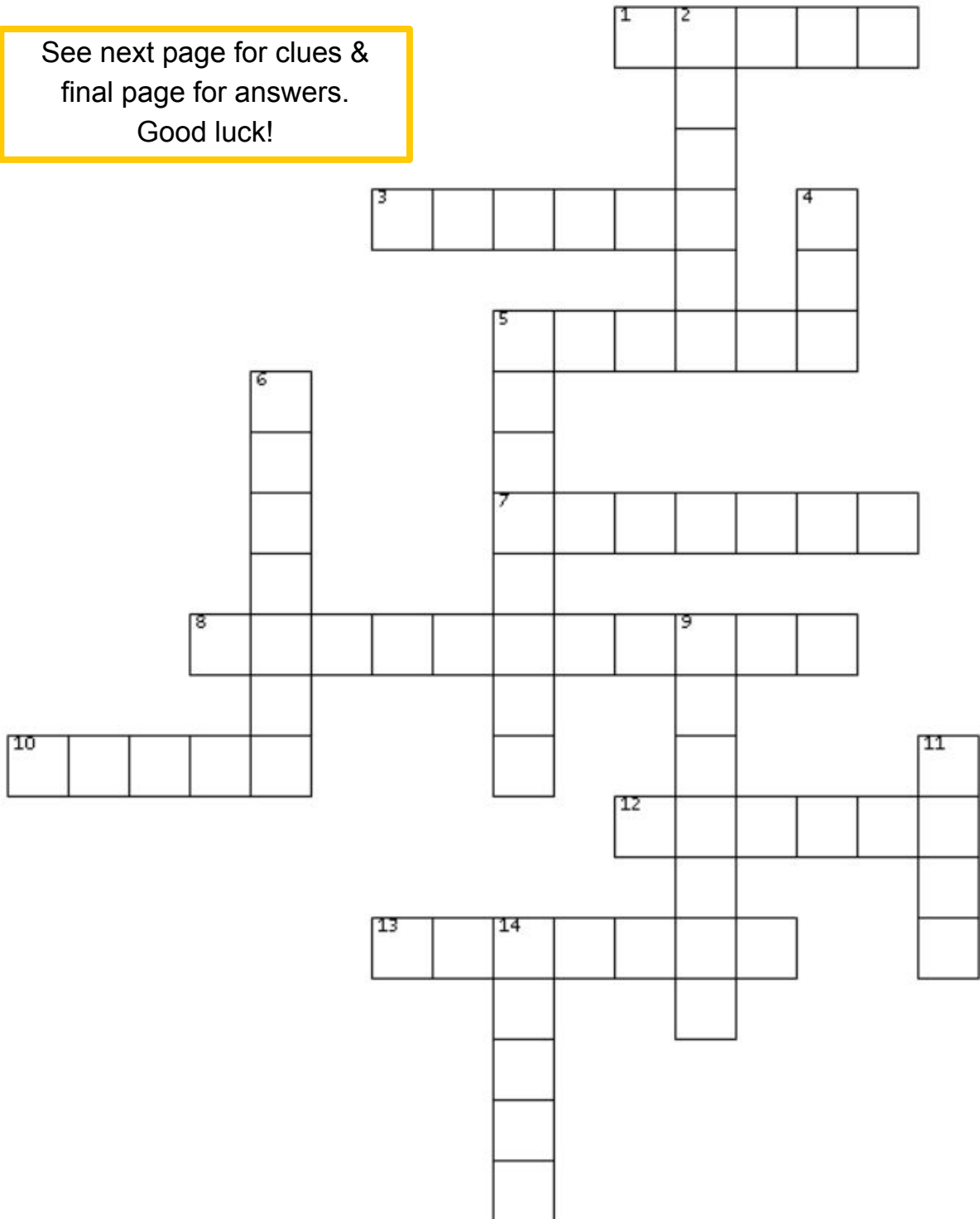
Matthew Ng: Most likely to be a contestant on Jeopardy

Alex Ruhlman: Most likely to be golfing

Jordan Rumely: Most likely to influence you into buying fancy hand sanitizer

Crossword

See next page for clues &
final page for answers.
Good luck!



Crossword

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



Andres Käosaar
Vice President



Moses Rivera
Treasurer



Meghan Kane
President



Ann Schlotzhauer
Secretary



Andrés Castillo
Communication Director



Amanda Laganosky
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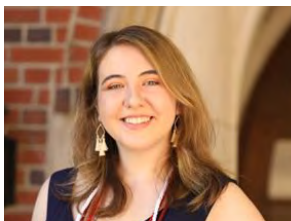
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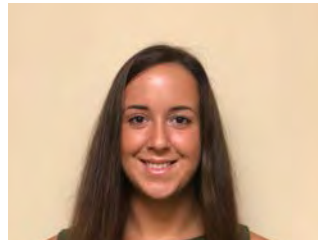
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Crossword Answers

