



SPIOP I/O OPENER

HIGHLIGHTS

Alumni Association Spotlight

- Interview with Dr. Michael Chetta

Student Spotlights

- New PhD Students
- New MSIOP Students
- MS & PhD Graduates
- PhD Spotlight
- MS Spotlight
- Undergraduate Spotlight

Research Spotlights

- Research Labs
 - Lab Contacts & Coordinators
- TRT Spotlight
- Recent Publications



A NOTE FROM THE SPIOP PRESIDENT

Thank you for tuning in to another year of the amazing world of SPIOP! My name is Mandi Bhatt and I have the amazing pleasure of serving as the 2023–2024 SPIOP President. A little bit about me is I'm a second year Master's student, originally from Laurel, Maryland, and I received my Bachelor's in Cognitive Neuroscience from George Washington University. I am a current Talent & Organizational Capabilities Intern at Lockheed Martin and my professional interests lie in change management, organizational development, and leadership.

I am surrounded by capable, committed officers whose continued dedication has made SPIOP a success this year! With a large number of undergraduate and graduate student members, we have been able to foster relationships, learn from one another, and enjoy each other's company. One of our goals for this year is to foster development opportunities with our increased undergraduate presence. Some of our events so far this year have included a professional applications workshop, a SIOP conference overview, and a Halloween social! Next semester we are looking forward to a panel with various I/O professionals, a collaboration with SHRM, and the annual Networking Knight at SIOP 2024 in Chicago!

Thanks to all of the previous work that has been poured into SPIOP, we are able to continue to grow and share the world of I/O psychology with more folks! We could not do this without your continued support and I am extremely grateful for everyone who continues to make UCF's I/O programs so special. I hope to see you all in Chicago!

Best,
Mandi Bhatt
SPIOP President





ALUMNI ASSOCIATION SPOTLIGHT

A DISCUSSION WITH DR. MICHAEL CHETTA

Q: What are the plans for encouraging networking between alumni and current UCF graduate students?

A: Recently, along with Dr Ehrhart and Dr. Bowling (with help from Meghan Kane), we sent out a new alumni survey to really connect with alumni about their experiences post-graduation and to let them know that we really want to keep connected. Part of this survey asks them about their willingness to mentor students, attend future events, provide feedback and testimonials, or even speak (virtually or in person if they are local) at one of our ongoing Speaker sessions that SPIOP helps coordinate. We hope that more frequent and directed communication, along with increased networking (meeting up with alumni at various HR, IO, and Talent Development Conferences/events) will really help foster communication and strengthen these alumni relationships and lead to even more interaction between current students and those alumni who have both graduated and moved forward with their IO careers.

Q: Are there any mentorship opportunities in the works for alumni and graduate students?

A: I believe my response to this falls in line with the previous response in that we are really trying to further strengthen/build these connections with alumni, along with the companies they work at, to have more experiential learning opportunities and lay the groundwork for the beginnings of a mentorship network...which will hopefully grow quickly now that it is a more formal goal that everyone is focusing on. Our faculty is continuing to grow and we are cognizant of building upon the success of our students over the last 5 to 7 years (since the current faculty have arrived here). Many of these graduates are now at the point in their careers where they can share their experiences and better reflect on their post-graduation journey. We are also focused on "bringing back" some of our earlier program graduates through improved communication to share their experience either at a group level or one-on-one as mentors. This "alumni outreach" is something that is important to the entire IO Department moving forward and is a key piece of our program assessment strategies and communicated goals at the College [of Sciences] and University level.



ALUMNI ASSOCIATION SPOTLIGHT

A DISCUSSION WITH DR. MICHAEL CHETTA

Q: How will the association go about pairing alumni with the appropriate graduate students (based off experiences and interests)?

A: As we grow our pool of available mentors, there will definitely be a small assessment process that helps match alumni and students so that we make the best use of our graduates' kindness and time. And also make sure that our current students are able to get the most pertinent information for their own career journeys and interest. The assessment and matching would likely be based on the professionals' career experiences (including academic and applied roles), career goals, other aspects of their background and even specialty areas...and time availability.

Q: To make sure that alumni are not inundated with requests, how should we filter out applications and ensure the best match with students?

A: I believe this is something that will need to be managed by one individual (the alumni outreach coordinator of SPIOP or something similar), possibly in conjunction with myself, Dr. Ehrhard and Dr. Bowling, where we take the requests from our current students and have them fill out the questionnaire/inventory and then get back to them once we have made contact and set up a preliminary discussion with an alumni mentor. For now, I believe this can work as a manual process while we figure out what works best since it is only the beginnings of our renewed focus on growing our alumni network and empowering our students.



— ” —
INTRODUCING...
NEW PHD STUDENTS
— ” —



Rujuta Parekar

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Rujuta graduated from Indiana University–Purdue University Indianapolis (IUPUI) with a bachelor's degree in psychology. She is interested in studying organizational culture/climate and workplace behaviors. In her free time, Rujuta likes to paint or crochet. A fun fact about her is that she was a dancer for most of her life, and her first solo stage performance was at the age of four.
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Alberly is a first-year Ph.D. student in the I/O psychology program at UCF. She graduated from La Salle University with a bachelor's degree in psychology and a minor in business management. Recently, she earned her master's degree in Psychological Science from Rutgers University. Her research interests focus on topics related to Occupational Health Psychology, such as occupational stress and achieving a healthy work-life balance. She is interested in understanding the impact of non-work and work-related factors on employee well-being outcomes. Outside of school, Alberly enjoys cycling, going out for brunch, and playing board games!



Alberly Perez

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INTRODUCING...
NEW PHD STUDENTS
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David Sexton

David is from Forsyth, Georgia. He earned a B.A. in Psychology from Mercer University and an M.S. in I/O Psychology from Valdosta State University before joining the I/O Ph.D. program at UCF. David's research interests include employee health/well-being and coping with workplace stress. David is a NASM certified personal trainer, and enjoys helping people reach their fitness goals in his free time.

Allen graduated from Florida Southern College in 2022 with a B.S. in Psychology and Business Administration. He researches teams in organizations in Dr. Shawn Burke's TRACE Lab. He is from Saint Louis, Missouri, and spent his first year of Ph. D. training at Saint Louis University. He enjoys travelling, playing slow pitch softball, and watching the Saint Louis Cardinals



Allen Shorey

—” —
INTRODUCING...
NEW PHD STUDENTS
—” —



Taylor Wilhelmy

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Taylor is from Jupiter, Florida, Prior to UCF, she obtained her Bachelor’s degree in Psychology with a General Business minor along with her Master’s degree in Sport Psychology from Florida State University. Her research interests include team composition, team task interdependence and the development of teams over time. A fun fact is that she was a gymnast for 16 years.
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Chad graduated from Florida State University with his bachelor's in psychology. Prior to attending UCF, he interned with the Office of Naval Research, developing training methods for officers. His research interests include resiliency, occupational health psychology, and leadership. In his free time, Chad enjoys golfing, taking his dog for car rides, and going to sporting events.



Chad Yagey

INTRODUCING...
NEW MSIOP
STUDENTS



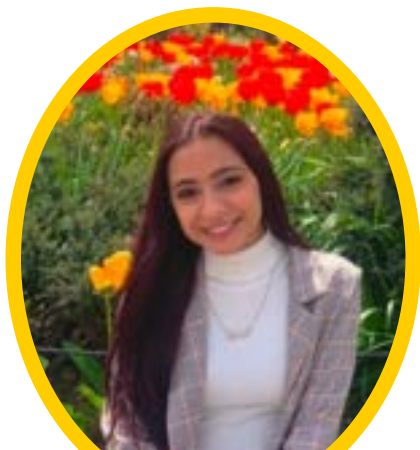
Anjana Ashok

Anjana graduated with a double major in Psychology and Sociology & Anthropology, from Ashoka University in India. She also completed a postgraduate diploma in Advanced Psychology Studies & Research. Some of her research and career interests include motivation, counterproductive work behavior, and team dynamics. In her free time, she enjoys scenic walks and trying different cafes.

Christina graduated in 2022 from Florida State University with an undergraduate degree in psychology and public health. She loves traveling, going on walks, and reading. She is currently working as a graduate research assistant at the Research Initiative for Teaching Effectiveness department at UCF.



Christina Carassas



Giselle Chaviano

Giselle earned a B.S. in Psychology with minors in Leadership Studies and Technical Communication, along with an HR certificate from UCF. In her spare time, she enjoys reading and going to the gym. Her I/O interests include organizational development and performance management.

INTRODUCING...
NEW MSIOP
STUDENTS



Sekiu Inoro

Sekiu graduated from UCF with a B.S. in Psychology and a minor in Business Administration. She is interested in exploring I-O topics including team dynamics, leadership styles, stress-recovery practices, and organizational climates. She is an avid reader and is obsessed with her chaotic six-month-old kitten, Nora. This year alone she traveled to Cozumel, New York City, and San Francisco. Her biggest travel goal is to backpack around Europe post-graduation.

Sarah is from South Florida and graduated from Florida Atlantic University with a B.A. in Psychology and a minor in Leadership and Human Resource Development. Some of her interests are stress, recovery, and motivation. She enjoys baking and spending time with friends and family.



Sarah Knabe



Alina Mai

Alina graduated from UCF with a bachelor's degree in psychology. She loves anything performing arts related including singing, acting, dancing, etc. Alina also loves cats. She is currently working as a Human Resources Generalist.

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INTRODUCING...
NEW MSIOP
STUDENTS
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Daniela Martinez

Daniela graduated with a B.S. in Psychology and a minor in S.T.E.M Entrepreneurship from Florida State University. She loves working out and going on nature walks. Daniela also enjoys traveling and exploring new places. Her interest within I/O is talent management and HR analytics.

Neven is originally from Palatka, Florida. He recently graduated from the University of Florida in May 2023 with a degree in Psychology, where he specialized in Behavioral and Cognitive Neuroscience. His I/O interests center around motivation, performance appraisal, and work culture. Outside of school, he enjoys playing the guitar, skateboarding, boxing, and spending time with friends.



Neven McBay



Melanie Newsome

Melanie is originally from Miami, Florida, and moved to Orlando where she received her bachelor's in business administration from UCF. With a background in retail and project management, Melanie discovered her passion for employee health and well-being. She hopes to use the I-O knowledge she gains from UCF's MSIOP program to lead a thriving, supportive work environment.

INTRODUCING...
NEW MSIOP
STUDENTS



Garrett Rainy

Garrett graduated from UCF with a bachelor's degree in psychology along the undergraduate I/O track. He has lived in the Central Florida area his whole life and loves to travel and spend time in new places. Garrett loves watching movies as well as sports, mostly football and basketball. Go Magic and Steelers! Some of his interests in I/O psychology include motivation, creativity and how I/O can be implemented in sports.

Nathaly graduated from the UCF with a degree in Industrial/Organizational Psychology and a minor in Human Services as well as a certificates in Human Resources and Gender Theory. They are currently in the thesis track in the master's program and are a student lead researcher under Dr. Chelsea LeNoble. Their area of interest revolves around workplace mistreatment, individual differences, diversity and inclusion initiatives, and stress recovery. In their free time, Nathaly enjoys reading, exercising, and listening to new genres of music.



Nathaly Rayo



Alison Rohrer

Alison is originally from Bethesda, Maryland and graduated from Towson University with a Bachelor's of Science in Psychology & Sociology- Anthropology, with a Criminal Justice Concentration as well as Arizona State University with a Masters of Arts in Global Security. Her I/O interests include leadership development and change management.

INTRODUCING...
NEW MSIOP
STUDENTS



Gaby Shaer

Gaby graduated from UCF in 2022 with a bachelor's degree in Industrial-Organizational psychology with a minor in Diversity and Social Inequality. She specifically is interested in Occupational Health Psychology and Diversity, Equity, and Inclusion. In her free time, Gaby likes watching movies, going to concerts, and trying new restaurants.

Sarah graduated from UCF in 2023 with a bachelor's degree in Psychology along the I-O psychology track. Sarah is a GRA for the TRACE lab, an associate at Sherwin Williams, and the Vice President of the Women's Ultimate Sports Club. During the rare spare time she has, Sarah likes to watch movies with her significant other.



Sarah Thomas



Kyra Welch

Kyra graduated from Bethune-Cookman University in May 2023 with a bachelor's of science degree in Psychology. Kyra's I-O interests include Diversity, Equity and Inclusion as well as change management consulting.



2023
PHD & MSIOP
GRADUATES



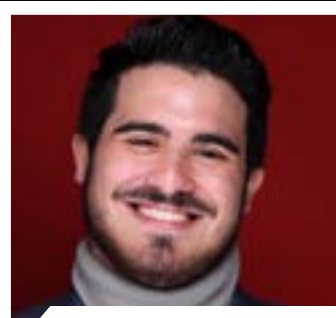
Wheeler
Nakahara, Ph.D.



Emily Broksch,
Ph.D.



Shanel Brown



Andres Castillo



Andrew Chun



Kate Feddersen



Niayah Hayes



Amanda Laganosky



“
2023
PHD & MSIOP
GRADUATES
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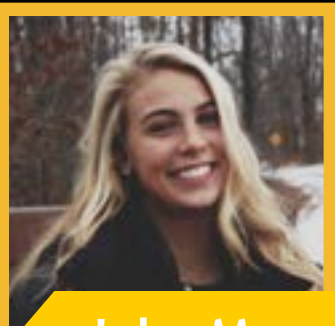
Madison Looney



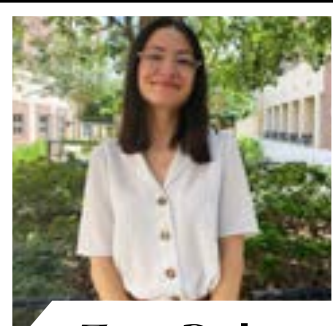
Marty McCollum



Taylor Michael



Julia Mixon



Zoe Politis



Alexis Powell



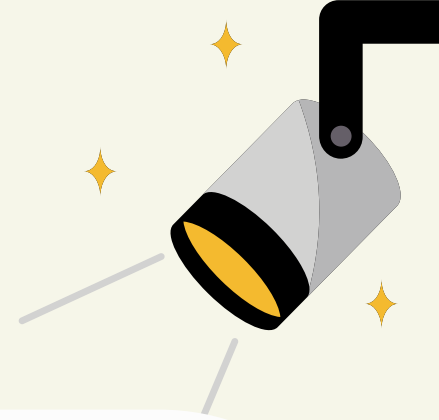
Alex Ruhlman



Breanna Thomas



PHD STUDENT
SPOTLIGHT
MATT NG



Like many I-Os before him, Matthew Ng had never heard of Industrial/Organizational psychology. That all changed when he stumbled upon the Wikipedia page describing it. After reading the description, he was immediately hooked and took a leap of faith, applying to several master's programs for Industrial/Organizational psychology. With a background and strong interest in social psychology research, Matthew was confident in his ability to find a job after graduate school and, upon completion of the UCF master's program coursework, ended up loving the material available to him.

While completing his master's program, Matthew worked on several applied projects, such as conducting a job analysis on a position at a local restaurant and developing a performance appraisal instrument for said position.

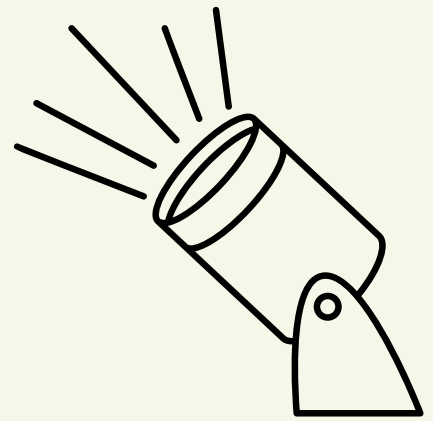
After obtaining his master's, Matthew worked as a People Team Project Support Intern at Sonos in the summer of 2019. While there, he helped develop a best practices handbook for remote working teams in a multinational organization.

Matthew is currently applying for academic faculty jobs at UCF and hopes to get accepted in the Fall of 2024 while also working on his dissertation. He aims to develop a theoretical framework explaining how to address context in survey measurement, which one can utilize to know when context could improve the prediction of relevant criteria.





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MSIOP STUDENT
SPOTLIGHT
ZACHARY CARR
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Q: Why did you choose UCF's I/O Master's program?

A: I'm from Florida so it is nice to be close to home. I liked that UCF's master's program had an applied focus and great faculty with connections in the Orlando area.

Q: What is your favorite memory from UCF so far?

A: Last year the first years in the Ph.D. & master's program came together for a holiday party and it was a fun & wholesome opportunity to connect with everyone and unwind after our first semester.

Q: What are your plans for after graduation?

A: I am currently interviewing for organizational development positions, but before then I will be going on a backpacking trip in Asia to explore before I settle down at a job.

Q: What is one piece of advice you have for incoming master's students?

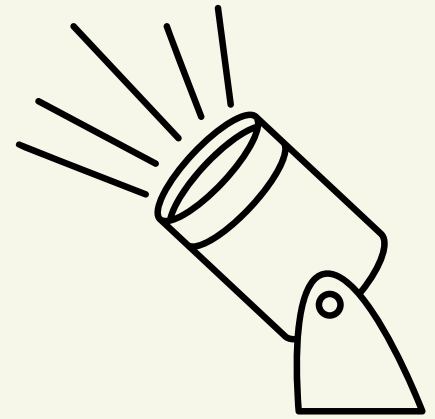
A: Enjoy your experience at UCF because for a lot of you it will be your last time in school. Also, don't be too serious that you forget to have fun along the way.

Q: What is your favorite study spot?

A: Lineage on University is my favorite place to study and grab a coffee close to campus. My favorite order is an iced cold brew with almond milk and honey!



“
UNDERGRAD
SPOTLIGHT
LUCIA
”



Q: What year are you and what are you majoring in?

A: I am a third-year and I am majoring in Industrial-Organizational Psychology.

Q: What drew you to a career in IO Psychology?

A: Throughout high school, I have always had an appreciation for psychology as well as the study of business. It was not until the summer before my freshman year that I realized I could combine these two fields into one specific discipline: IO Psychology.

Q: What research have you been involved in throughout your undergraduate years?

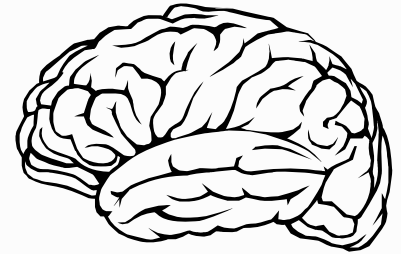
A: Currently, I am a URA for the Employee Health and Wellness Lab and I am working alongside PhD student Cole Treadaway, the head of SPIOP, on a project involving Workplace Telepressure. We are still in the beginning stages of our research process; therefore, I am helping Cole formulate potential scientific designs for our research project.

Q: Do you have any advice for undergraduate students who are pursuing careers in IO Psychology?

A: Take any opportunity that arises. Join SPIOP and socialize with the students in the club. I believe the most important thing is to network with students and professionals who are doing or working towards achieving what you aspire to accomplish. I suggest developing relationships with your professors here at UCF because when you apply for graduate programs, you will need letters of recommendation. A great way of building connections with professors is by becoming a teaching assistant for one of their classes.



ALL ABOUT I-O RESEARCH LABS



The Employee Health and Well-Being lab focuses on conducting research on the factors that positively or negatively impact the health and well-being of current, past, or future employees. The lab is led by Dr. Steve Jex. Secondary goals of the lab are 1) to teach students about the process of conducting research and 2) help students to establish and cultivate collaborative research relationships. The lab is divided into 4 subgroups; The Chronic Illness Subgroup, the Contemporary Issues subgroup, the Aging and Retirement subgroup, and the Interpersonal Mistreatment subgroup.

We have multiple projects going on, but the two that are furthest along are the Contemporary Issues Subgroup's project examining the Quiet Quitting phenomenon, and the Aging and Retirement subgroup's project that focuses on enhancing older workers' subjective well-being and work ability. We currently have limited opportunities for undergraduate involvement but will try our best to accommodate interested students



Employee Health & Well-Being Lab



The purpose of the Occupational Health Psychology (OHP) lab is to extend research in areas pertaining to, but not limited to, occupational health psychology and research methodology. Some specific areas the lab pursues research on are (a) work stressors, (b) counterproductive work behavior, and (c) response effort to surveys. The lab is led by Dr. Nathan Bowling.

We hope to collect data in Spring 2023 on a project that examines whether: (a) the mode of data collection (i.e., in-person proctored vs un-proctored remote) affects the data quality of an assessment (and other related indicators, like participant effort and impression management) and (b) whether careless responding and other constructs predict later study attrition.

Occupational Health Lab



ALL ABOUT I-O RESEARCH LABS

The Psychometrics Lab focuses on sophisticated quantitative techniques and concepts connected to measurement and psychometrics under the direction of Dr. Shiyang Su. The lab is currently investigating a previously unexplored threat-dominant profile in comparison to the conventional challenge and hindrance stress model. Also, we are looking at the within-person variability in the profiles over time or in response to specific changes in the work environment. In addition, our lab is conducting a simulation study that evaluates the statistical power, type 1 error rate, and coverage of a cross-lagged panel mediation model (CLPMM). With three panels, we are comparing the statistics using different confidence and credible intervals.



Psychometrics Lab

The Research on Organizational Leadership & Effectiveness Lab is led by Dr. Mark Ehrhart. Recent research topics include gratitude, implementation science, leadership, organizational citizenship behavior (OCB), organizational climate, and work stress.



ROLE Lab





ALL ABOUT I-O RESEARCH LABS

The Resilience to Disruption at the Work Nexus lab (R2D@WN), led by Dr. LeNoble, is a team of roughly 30 research assistants overseeing several different studies. Each study is dedicated to improving various workplace environments and analyzing the tenets of resilience.

Two of our current projects are focused on the resilience of prescribed fire teams and improving well-being by giving access to natural environments while working. The prescribed fire study focuses on individuals who go out and perform burns to reduce fuel build up and maintain natural cycles. With climate change and new laws, prescribed fire teams are experiencing novel situations and have a need to adapt faster than before. The habitat quality study uses the Generalized Unsafety Theory of Stress to craft potential ideas for improving worker well-being. The study focuses on providing nature videos to individuals while on break from to see how it affects their mental health.

R2D@WN 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. The lab may have available undergraduate research assistant positions in the future.

TRACE Lab



ALL ABOUT I-O RESEARCH LABS

The Work Stress in Context (WSC) Lab takes a psychological approach to understanding the relationships between work, well-being, and behavior under the direction of Dr. Mindy Shoss.

Two key features of our research include:

- 1) incorporating various elements of context (individual, interpersonal, national, and temporal) to understand work-related perceptions, reactions, and behaviors in the context in which they occur, and
- 2) our work reflects the changing nature of work sparked by globalization, technologicalization, and financialization of work.

Research in the lab occurs at the intersection of I/O Psychology, Occupational Health Psychology, Human Resources, and Organizational Behavior. We also draw from works in Economics, Sociology, and Political Science.

Current projects in the lab are focused on the effects of job insecurity on employee well-being. Current layoffs in major industries (e.g., the tech industry) have caused uncertainty around the stability of jobs. Our current projects are aimed at understanding how employees react to job insecurity and how this affects their well-being.



**Work Stress in
Context Lab**



LAB CONTACTS & COORDINATORS

EHWB Lab



We currently have limited opportunities for undergraduate involvement but will try our best to accommodate interested students. Any undergraduate's interested should reach out to Cole Treadaway (co480306@ucf.edu) or Dr. Jex (steve.jex@ucf.edu) for information!

OHP Lab

If anyone is interested in helping out, they are welcome to contact mark.ramsey@ucf.edu.



Psychometrics Lab



We are not currently looking for help, but feel free to reach out (Yeeun.Choi@ucf.edu) if you have any questions or want to join the lab.

ROLE Lab

If you are an undergraduate interested in the ROLE Lab please fill out the Psychology RA Match form and send it to Madeline Filippi (Madeline.Filippi@ucf.edu).



TRACE Lab



If you are an undergraduate interested in the ROLE Lab please fill out the Psychology RA Match form and send it to Madeline Filippi (Madeline.Filippi@ucf.edu).

WSC Lab

Undergraduate students who are interested in joining the WSC lab are invited to contact the WSC lab manager, Hannah Crandell, at hannahcrandell@ucf.edu.





TRT RESEARCH SPOTLIGHT PROJECT AGES



Aims:

- Understand the occupational experiences of hotel housekeepers & related occupations (e.g., janitorial, facilities, maintenance, landscaping) across ages
- Identify potential policies & programs for supporting age-friendly work practices

Output:

- Develop a supervisor training workshop
- Support the design of age-inclusive workplaces in hospitality

Data collection for Project AGES went underway this semester. The project is under the direction of Dr. Chelsea LeNoble, Dr. Steve Jex and Dr. Mindy Shoss with collaborator, Dr. Cinthya Mejia from the Rosen College of Hospitality Management.

Thanks to the generosity of the industry partners on the TRT Advisory Board, students and faculty have begun gathering qualitative data from both frontline workers and managers in the form of interviews and focus groups.

Age-inclusive
Guidance on
Employees for
Supervisors





RECENT PUBLICATIONS

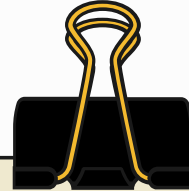
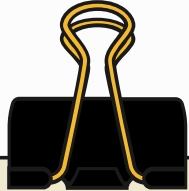
Program faculty are **bolded**

Students are *italicized*

Please check the previous year's publication section here (Fall 2022):

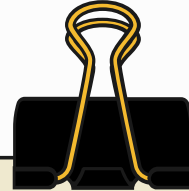
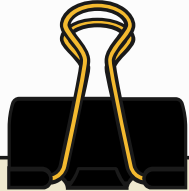
<https://sciences.ucf.edu/psychology/spiop/iopener-2/>

1. *Currie, R.A., Lee, J., Min, H., & Jex, S. M.* (2023). Special privileges or busywork? The impact of qualitative job insecurity on idiosyncratic deals and illegitimate tasks among hospitality workers. *International Journal of Hospitality Management*, *113*, 103513.
2. *DiStaso, M. J., Schlotzhauer, A., Shoss, M. K., & Grinley, A.* (2023). Worry about guest mistreatment and endorsement of COVID-19 safety policies. *Occupational Health Science*. Advance online publication.
3. Grandfield, E. M., *Schlotzhauer, A. E.*, Cramer, E., & Warshawsky, N. E. (2023). Relationships among nurse managers' job design, work environment, and nurse and patient outcomes. *Research in Nursing & Health*, *46*(3), 348-359.
4. Guo, F., Min, H., **Jex, S.**, & *Choi, Y.* (2023). Detecting measurement invariance across age groups using an advanced technique: Item-focused tree. *Work, Aging, and Retirement*, *9*, 59-70.
5. Huang, J. L., **Bowling, N. A.**, McLarty, B. D., Kluemper, D. H., & Wang, Z. (in press). Confounding effects of insufficient effort responding across survey sources: The case of personality predicting performance. *Organizational Research Methods*.
6. Hughes, I., Levey, Z., *Lee, J.*, & **Jex, S. M.** (2023). Doing good to be (subtly) bad: A Moral licensing view on the relations between organizational citizenship behavior and instigated incivility. *Human Performance*, 1-18.



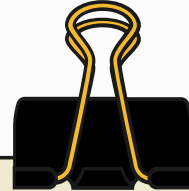
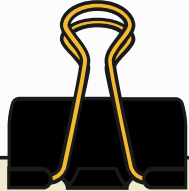
RECENT PUBLICATIONS

7. Hughes, I. M., Lee, J., Hong, J., Currie, R., & Jex, S. M. (2023). They were uncivil, and now I am too: A dual process model exploring relations between customer incivility and instigated incivility. *Stress & Health, 39*(4), 766-781. <https://doi.org/10.1002/smi.3221>
8. Jundt, D. K. & Shoss, M. K. (2023). A process perspective on adaptive performance: Research insights and new directions. *Group & Organization Management, 48*, 405-435. <https://doi.org/10.1177/10596011231161404>
9. Käosaar, A., Keatley, D., Smith, N., Konstantinidis, K., von Looz, M., & Ambhorkar, P. (2023). Using Behavior Sequence Analysis to Study Teams During Long-Duration Isolation and Confinement. *Journal of Human Performance in Extreme Environments, 18*(1). Doi: 10.7771/2327-2937.1154
10. Lee, J., Steigerwald, N., Jex, S. M., Rada-Bayne, A. M., & Holden, C. R. (In press). Perpetrator-targeted reciprocated incivility: The investigation of the incivility spiral and the effects of agreeableness as a moderator. *Basic and Applied Social Psychology*.
11. LeNoble, C., Naranjo, A., Shoss, M. K., & Horan, K. (2023). Navigating a context of severe uncertainty: The effect of industry unsafety signals on employee well-being during the COVID-19 crisis. *Occupational Health Science*. Advance online publication.
12. Marques-Quinteiro, P., Käosaar, A., Barros-Delben, P., Kjaergaard, A., & Leon, G. R. (2023) Challenges and Interpersonal Dynamics During a Two-Person Lunar Analogue Arctic Mission. *Frontiers in Psychology, 14*, 11845474
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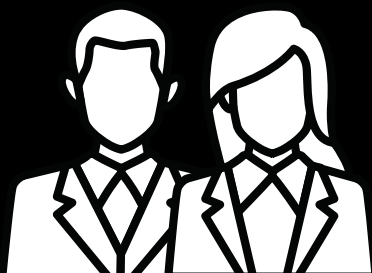
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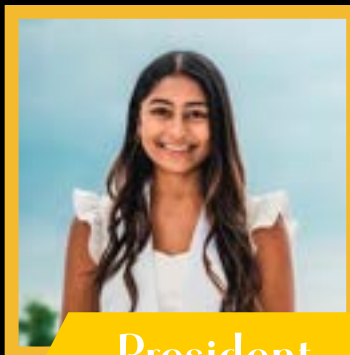


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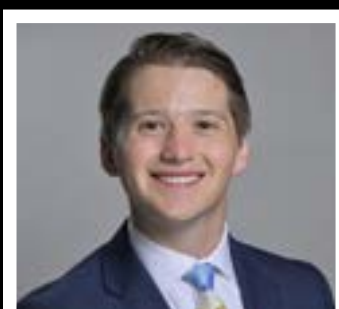
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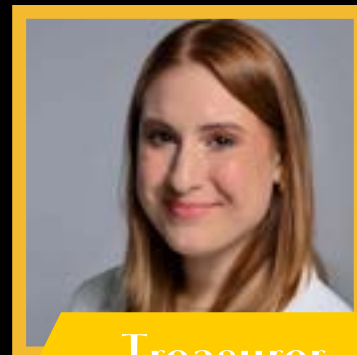
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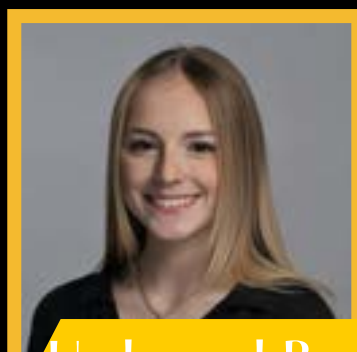
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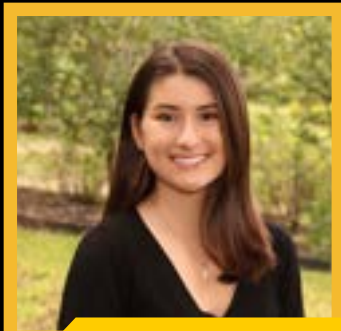
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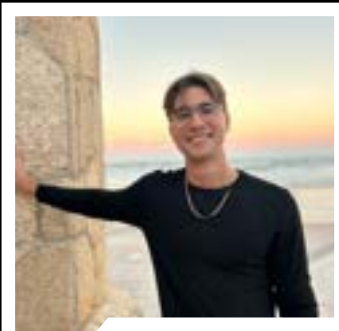
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