

THE APSA-LUTE NEWS

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FALL 2008-SPRING 2009

A WORD FROM OUR PRESIDENT

Hello Applied Psychology Program alumni, faculty, and students! As you may have noticed, this newsletter is not in its usual format. Well, that is because APSA has gone green! To do our part in limiting the amount of waste we create, APSA has moved to an all-electronic format, saving both cost and trees!

This year has been characterized by both tradition and innovation. We are in our second year of the restructuring of APSA, and I am proud to say this has been a very successful year. We continue to cultivate a strong climate of collaboration as can be seen in our extensive list of accomplishments. Our friendly atmosphere has also allowed us to boast that 100% of the students we recruited last year accepted, due in no small part to the efforts of APSA members and the program as a whole. We hope to continue this high level of performance and collaboration in the years to come.

APSA is also as socially active as ever. Charleen Maher has done an outstanding job of organizing fantastic gatherings, including the revitali-

zation of the Fall Fling. This year students and faculty gathered at Casa Mia's in Athens to enjoy food, drink, and each other's company.

This year we have also hosted a number of Brown Bags, covering a wide range of topics. We would like to thank the alumni who have come to UGA to speak, as well as invite anyone else who is interested. We love hearing about alumni experiences in the multi-faceted world of Industrial Organizational Psychology.

In our last newsletter, we mentioned that Dr. Lance, in collaboration with Mark Foster at the Institute of Government, had been working to develop a graduate student exchange program with Dublin City University. We are proud to announce it was a success! In fall of 2008, we sent our first exchange student, Sabrina Drollinger, to Dublin to teach at DCU. You can check out her blog at <http://sabrinaanddrewsexcellentadventure.shutterfly.com>.

Among other innovations, Brian Roote has started an APP group on LinkedIn, a business-oriented social networking site. Through LinkedIn

we hope to strengthen our UGA network and provide a forum for alumni, students, and faculty to interact regularly. If you have not yet done so, please check it out at http://www.linkedin.com/groups?about=&gid=1792043&trk=anet_ug_grppro

Finally, this year we celebrate the 22nd Annual SIOOP convention. Unlike in recent years, we will have the pleasure of a reception at the hotel. Sean Baldwin has worked exceptionally hard to make this reception special and we look forward to seeing all of you there!

Despite economic hardships, the APP has had a great year. Whether through tradition or innovation, we look forward to continued improvement and success!

M. Ashley Morrison
APSA President

SPECIAL POINTS OF INTEREST:

- *Annual SIOOP Reception approaching*
- *Meet the New Students*
- *Join LinkedIn and stay connected to past and current APP students*

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ANNUAL SIOOP RECEPTION

SIOOP 09 - New Orleans

This year the APP, Strategic Management Decisions, and Previsor are excited to host the annual University of Georgia APP alumni party at the Sheraton New Orleans Hotel! The reception will last from 7-10pm on Thursday, April 2nd in the Sheraton's Nottoway Room. We will offer a modest variety Creole inspired appetizers in addition to an open wine and beer bar. Together, we're really excited about this year's collaboration with Scott Mondore, Shane Douthitt (Strategic Management Decisions), and Andy Solomonson (Previsor), as well as the Sheraton hotel. We expect it to be an event to remember. That being said, we thoroughly look forward to seeing all of our alumni in the upcoming month!

Sean Baldwin, Committee Chair

MEET THE NEW FABULOUS FIRST YEAR STUDENTS

David Birkelbach

My name is David Birkelbach. I was born and raised in El Paso, Texas (which also implies that I spent a good deal of time in Juarez, Mexico during my teenage years). I graduated from Southwestern University in Georgetown, Texas with a BA in International Studies. After a brief stint as a chef (and at one point a Commercial/Industrial Broker) I re-



turned to school and received a MS in Industrial/Organizational Psychology from St. Mary's University in San Antonio. I choose the I-O field to follow in my mother's footsteps. She exposed me to I-O Psychology at an early age and even let me participate in a project of hers:

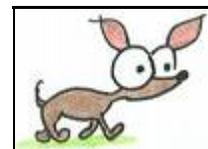
The Center for Women in Business on the Border. The Center helped to train female managers in a highly cross-cultural environment and was later incorporated into the University of Texas (at El Paso) School of Business. In San Antonio, I had the opportunity to work at Operational Technologies, Corp. where I worked extensively with the United States Air Force to create a more effective selection and placement system, restructure jobs for enlistees, and aided in the development of criteria for fighter pilot selection. I choose the University of Georgia to work specifically with Charles Lance, but was also very attracted by the open culture of the Applied Program and look forward to working with Lillian Eby and Brian Hoffman, as well. I have varied interest ranging from Work Performance, Leadership, Quantitative Issues, and Work Design. My time at the University of Georgia has exceeded by expectations (which were high to begin with) and I am having blast in Athens.

Ali Boggs

Hi everyone!! My name is Ali Boggs. I grew up a little south of Atlanta and lived in Georgia my whole life. All of my family lives in Georgia as well and I try to visit them as often as I can. I have Chihuahua named Gigi that I adore. She always makes me laugh and is a great studying companion. In my free time (not that I have much) I love to travel, read, and watch sports. I'm a big Georgia football fan and try to never miss a home game.

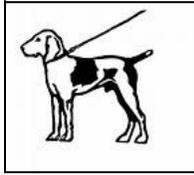
I attended UGA as an undergrad and received degrees in psychology, sociology, and criminal justice. As an undergrad I worked as a 4800 in two research labs in the social psychology department. I worked with Dr. Keith Campbell on studies related to Narcissism and Dr. Michael Kernis on studies pertaining to self-esteem and authenticity. I knew I wanted to go into graduate school for psychology but I was not sure which area of study. Then, during my junior year I discovered I-O psychology. The following year, I took Dr. Kuhnert's class on leadership and knew that I wanted to attend UGA for graduate school. He told me about the professors, students, and culture of the program and I knew that UGA was the right fit for me.

My research interests are still broad at this point but I am definitely interested in studying leadership. I am currently working with Karl Kuhnert and it has been a great experience so far. I am so happy to be a part of this program and look forward to the next 4 1/2 years.



FABULOUS FIRST YEARS CONTINUED...

Hannah Burk



My name is Hannah Burk. I say I am from Valdosta, Georgia, but really my family has always lived in Hahira (Hay-hi-rah) which is just north of Valdosta and only has one red light. I am the middle child; I have an older brother and a younger sister. I have a dog, named Bella, whom I adore! Anyone who knows anything about me knows how I feel about her. She is a lovely little mutt I adopted from the pound. Aside from that, I love to do anything outdoors, travel to pretty much anywhere, I love cooking and watching the Food Network, college football, and shoes!

I started college at UGA in 2002 and graduated in 2006. While in undergrad, I worked as a 4800 with Gary and Lillian and both of them really helped me develop my interests in I/O. I took a year off after undergrad and stayed in Athens and worked as a substitute teacher in the Clarke County school district. I like to say that is the best and worst job I've ever had! But, I definitely loved it most of the time. After that year I moved to Knoxville Tennessee and started graduate school at the University of Tennessee in the I/O Ph.D. program from which Lillian and Bryan Hoffman graduated. After a few months I realized that the program was having some problems administratively and decided to find a new home. Luckily I found my new home back at UGA, again working with Lillian. This has been an amazing move for me. I love Athens and am so glad to be back. I am really looking forward to the rest of my time at UGA.

Kerrin George

Hello all! My name is Kerrin George. I was born in Brooklyn, NY, but raised in Norwalk, CT for the most part, and my family now resides in Riverview, FL. Although I miss my home state and visit as much as I can, one winter in Florida was all I needed to love the change! I graduated from the University of Connecticut in May of 2008, with a BA in psychology. I guess my path is a bit quirky as I shifted from being in the university's eight-year medical program, thinking I wanted to be a psychiatrist, to pursuing I/O. To be honest, I became interested in I/O when I was exposed in a high-school class and thought it offered so many opportunities to understand things that captured my interests. But, when you're an only child that told your parents that you wanted to be a doctor when you were seven, it's pretty hard to break it to them that it's not going to happen! So after taking an undergraduate I/O course and learning about all of the many possibilities for research, I joined the performance appraisal research team under Dr. Barnes-Farrell, forfeited my medical school deposit, and never looked back! While at UCONN, my research mainly focused on performance appraisal feedback, as well as occupational health and work-family issues concerning shift work. My current research interests are measurement and diversity issues in the workplace, particularly concerning selection, recruitment, and equal opportunity. I chose UGA primarily because of the work of Dr. Lautenschlager, my major professor, and Dr. Thomas. I felt that their research interests meshed well with mine, and that I would truly be able to pursue my goals through working with them. Visiting a beautiful Athens in March when there was a foot of old snow and freezing temperatures back in Connecticut didn't hurt either! I am more than pleased with my decision to attend UGA and have experienced a pleasant transition to graduate school thus far, and I am looking forward to getting more involved in research!



FABULOUS FIRST YEARS CONTINUED...

Charleen Mayer

¡Hola! My name is Charleen Maher. I was born in Fort Myers, FL and grew up in Los Angeles, CA. My heritage is a diverse mix of Colombian, French, and Irish, and I speak Spanish fluently (although, I have to say that I haven't been able to speak it very much since I moved to GA!). I received my undergraduate degree in Psychology from the University of South Florida in Tampa. While there, I was introduced to I/O and had the privilege to work with Tammy Allen, Paul Spector, and Micheal Brannick. After dipping my toes in some of their research, I decided that the best way to really understand I/O psychology was to attend the SIOP conference (in New York at the time). This was such a great opportunity to see I/O psychology in action -- academic, research and applied! After an exiting few days at the conference, I decided that a graduate degree in I/O psychology would be the next step for me.

My decision to come to UGA, was based on several reasons: the opportunity to work with Lillian Eby, the open and friendly culture of the Applied Psychology Program, the charm of Athens, the beautiful UGA campus, the perfect weather (it's not as hot and humid as Florida!), the awesome students... and the list goes on and on. My research interests currently include, well, everything! I am mostly interested in work-family and diversity, but I also love learning more about the many topics that make up I/O psychology, both on the "I-side" and on the "O-side".

Aside from school, I love to dance, try new, exotic foods, drink coffee, learn, travel, exercise, and sleep. I particularly love spicy food! In fact, I keep a bottle of red pepper flakes in the graduate lounge to complete my meal during our family-style lunches. Those who know me will tell you that I absolutely love my dog, Jupiter. He is a four year old Australian Cattle Dog mix and loves when I stay home and read journal articles instead of sneaking away to a coffee shop :)



I am thrilled with my decision to come to UGA and look forward to the next few years of life as a graduate student.

Lauren

Wood



Hello everyone! My name is Lauren Wood, and for those of you who don't know me, allow me to introduce myself. I was born in Baltimore, MD, attended elementary school in Lafayette, IN, and high school in Columbus, GA. For college, I came up to the University of Georgia, and although I have moved all over, I have come to regard Athens as my home. By the time I am finished with grad school, I will have lived in Athens longer than I have live anywhere else! My interest in psychology started the summer before college when I read *The Bell Jar* by Sylvia Plath; the novel sparked my interest in mental disorders, and, because of this, I decided that I would go into clinical psychology. However, after a few years of clinical research and a work psychology class, I decided that disorders and treatment were not for me and instead I discovered a love of Industrial/Organizational psychology. At this time I was already a junior in college; so, I knew that I had to work quickly if I wanted to be accepted into an applied program. Luckily for me, I meet Dr. Brian Hoffman, and he took me into his lab where I finally was able to participate in applied research. I graduated from UGA in the spring of 2008 with a BS in psychology and decided to remain at UGA for grad school and to continue to work with Dr. Hoffman who has already proven to be invaluable mentor! I am currently working on a meta-analysis on the changing nature of work which (hopefully!) will be my thesis. Other research interests include maximum and typical performance, work design/redesign, personality and leadership, and performance appraisal in general. I look forward to my next 4 and ½ years at Georgia!

COMMITTEE UPDATES and SPECIAL FEATURES

Professional Development

This year, the APP has been fortunate enough to host a number of very talented and informative Brown Bag speakers. These presenters occupy an array of I/O-related positions, and thus, these sessions are a wonderful opportunity for students to learn about potential career paths.

This year the APP hosted three APP alumni. First was **Dr. Bill Gentry** who is currently a Senior Research Associate at the Center for Creative Leadership (CCL) and also an adjunct assistant professor in the Leadership Studies doctoral program at North Carolina A&T State University. In addition to giving us a realistic job preview for researchers, Bill also presented some of his research and showed how findings are implemented into the classroom and training at CCL. We also hosted **Dr. Jaime Durley**, team leader and recruiting coordinator for the Office of Evaluation and Inspections for the Office of Inspector General at the U.S. Department of Health and Human Services in Atlanta. Dr. Durley presented information about her work and how it relates to I-O Psychology, current internship opportunities in her office, and other information about working in the government sector. In addition, **Dr. Kyle Brink** gave a presentation on his work at the Personnel Board of Jefferson County in Birmingham, AL where he manages a team that is responsible for analyzing jobs and validating selection/promotion procedures for 23 local government agencies.

Having recently completed prelims, current APP students **Liz (Scharlau) Roling** and **Beth Bynum** volunteered to give a Brown Bag talk on what to how to prepare and what to expect during this graduate school milestone. For future Brown Bags, the APP will host **Dr. Duncan Jackson**, a senior lecturer based in Auckland, New Zealand. Dr. Jackson has taught courses in psychology and human resource management. Dr. Jackson's primary research interests are in assessment centers and he has worked with organizations in both the public and private sector in this regard. He will be giving a presentation entitled "An Alternative Take on the Assessment Center Puzzle: Task-Based Approaches and Systems Theory." Current APP student **Sabrina Drollinger** will also be giving a talk about her experiences while on internship in Dublin, Ireland.

We extend our sincere gratitude to these presenters, and hope to be able to host others in the future!

Taylor Sparks
APSA, Vice President of Programs

Prospective Student Committee

This year's recruitment has gone extremely well! In November we hosted our prospective student visitation day, and had a good turnout. Karl covered his "top ten reasons to attend UGA", and each faculty member came and shared his or her research and interests. Then we had a panel of our amazing APSA members come and answer questions and share their experiences. After the question and answer session a group of APP students walked with our visiting applicants downtown to have lunch and continue our discussion of graduate school and our incredible program. All in all the day went extremely well and we met some great potential new students.

Currently we are in the process of bringing in accepted students for individual visits. We have tried to make sure each student meets with the students of the faculty member they are applying to work with, and also tried to make sure they get to meet as many of our current students as possible. So far we have had really great participation from the current students and our faculty in our recruitment efforts! We have hosted several students and they have all been great and seemed very interested in the APP at UGA. Our applicants have some really great experiences and we are excited to finalize our new incoming students!

Once again, we want to say that are continually trying to find ways to refine and improve our recruitment efforts. If you have any suggestions or ideas for our visitation days please contact Hannah Burk at burk.hannah@gmail.com. Any idea you may have in order to recruit the best students to our program is something we want to hear!

Hannah Burk, Recruitment Chair
Lauren Wood, Recruitment Committee

SPECIAL FEATURES...

Special Events Committee

This year, we have had a variety of events to keep the social calendars of the APP students filled! In addition to the monthly happy hours, which are held in various downtown Athens restaurants, we have had a few extraordinary events worth mentioning.

In September 2008, 2 of our students, Liz and Beth, passed one of the biggest hurdles of graduate school: prelims. We celebrated the end of this long week for them with a special happy hour at Mellow Mushroom in downtown Athens.

In October 2008, we had our annual Fall Fling. This event is an opportunity to get the students and professors together outside of school for a chance to socialize and have fun. Fall Fling was held at Casa Mia restaurant in downtown Athens. Spanish-style tapas and drinks were served while festive Latin music played in the background. Students and faculty agree that the Fall Fling was a huge success.

In February 2009, we celebrated our outstanding faculty with the annual Faculty Appreciation Lunch. Faculty enjoyed a delicious potluck style lunch in the graduate lounge with all the students.

In April 2009, we will add a new tradition to our APP social calendars, the Spring Fling. After the success of the Fall Fling, students have decided that it was an event worth repeating. Planning is underway for this exciting new events

All in all, the APP's social events have been fun-filled, unique opportunities for students to leave their school work aside for a few hours and enjoy the company of their colleagues!

Charleen Mayer, Committee Chair

APP students at the Fall Fling held at Casa Mia in downtown Athens.

LinkedIN

The APP leaps into the 21st century with several important initiatives! First, we have decided to go GREEN, which means that the Alumni email distribution list, I/O listserve, and LinkedIN social networking site will be our primary means of communication. In fact, to kick off our GREEN initiative, this newsletter will be sent electronically.

You've heard of Facebook and Myspace, but now there is the professional networking site called LinkedIN. The site promotes maintaining professional networks and has open discussions about practically anything! If you haven't already, please join the Applied Psychology Program social networking group on LinkedIN (http://www.linkedin.com/groups?about=&gid=1792043&trk=anet_ug_grppro). If you don't have a profile yet, it's easy, just include a name and email, and you're ready to link up with friends and colleagues. I invite you to make use of the discussion board and let us know what you have been doing since you left UGA. Current graduate students may use this forum to share research ideas, pose questions, ask for pointers or just say hello. I hope we can stay in touch and foster stronger relationships between current and past graduate students and faculty.

Brian Roote





THE PROOF IS IN THE PUBLICATION

Congratulations to faculty & students for their recent publications:

- Allen, T.D., **Eby, L.T.** (2008). Mentor commitment in formal mentoring relationships. *Journal of Vocational Behavior*, 72, 309-357.
- Allen, T.D., **Eby, L.T.**, *O'Brien, K.E., & Lentz, E. (2008). The state of mentoring research: A qualitative review of current research methods and future methods and future research implications. *Journal of Vocational Behavior*, 73, 343-357.
- **Baranik, L.E.**, Meade, A., Lakey, C.E., **Lance, C.E.**, Hu, C., Hua, W., & Michalos, A. (2008). Examining Differential item functioning of the Rosenberg Self-Esteem Scale across eight countries. *Journal of Applied Social Psychology*, 38, 1867-1904.
- Brunell, A. B., Gentry, W. A., Campbell, W. K., **Hoffman, B. J.**, **Kuhnert, K. W.**, & Demarree, K. G. (2008). Leader emergence: The case of the narcissistic leader. *Personality and Social Psychology Bulletin*, 12, 1663-1676.
- Della, L. J., Deloy, D. M., & **Lance, C. E.** (2008). Promoting fruit and vegetable consumption in different lifestyle groups: Recommendations for program development based on behavioral research and consumer media data. *Health Quarterly*, 25, 66-96.
- **Eby, L. T.** & Allen, T. D. (Co-editors). (2008). Bridging disciplinary divides in mentoring research. Special issue of the *Journal of Vocational Behavior*.
- **Eby, L. T.** & Allen, T. D. (2008). Moving toward interdisciplinary dialogue in mentoring scholarship: An introduction to the special issue. *Journal of Vocational Behavior*, 72, 159-167.
- **Eby, L. T.**, Allen, T. D., Evans, S.C., Ng, T., & DuBois, D. L. (2008). Does mentoring matter? A multidisciplinary meta-analysis comparing mentored individuals. *Journal of Vocational Behavior*, 72, 254-267.
- **Eby, L. T.**, Durley, J., Evans, S. C., & Ragins, B. R. (2008). Mentors' perceptions of negative mentoring experiences : Scale development and nomological validation. *Journal of Applied Psychology*, 93, 358-373.
- **Eby, L. T.**, **Maher, C. P.**, & Butts, M. (forth coming, 2010) *The intersection of work and family life: The role of affect*. In Annual Review of Psychology, vol. 61.
- Harris, L. & **Kuhnert, K. W.** (2008). Looking through the lens of leadership: A constructive developmental approach. *Leadership and Organizational Development Journal*, 29(1), 47-67.
- Hockett, J. M., Saucier, D. A., **Hoffman, B. H.**, Smith, S. J., & Craig, A. W. (in press). Oppression through acceptance? Predicting rape myth acceptance and attitudes towards rape victims. *Violence Against Women*.
- Hu, C., Thomas, K. M., & **Lance, C. E.** (2008). Intentions to initiate mentoring relationships: Understanding the impact of race proactivity, feelings of deprivation, and relationship roles. *Journal of Applied Psychology*, 148, 727-744.
- Lakey, C. E., Kernis, M. H., Heppner, W. L., **Lance, C. E.** (2008). Individual differences in authenticity and mindfulness as predictors of verbal defensiveness. *Journal of Research in Personality*, 42, 230-238.
- **Lance, C. E.** (2008, a). Why assessment centers do not work the way they are supposed to. *Industrial Organizational Psychology*, 1, 84-97.
- **Lance, C. E.** (2008, b). Where have we been, how did we get there, and where shall we go? *Industrial Organizational Psychology*, 1, 140-146..

Publications Continued...



- **Lance, C. E., Baranik, L. E., Lau, A. R., & Scharlau, E. A.** (2009). If it ain't trait it must be method: (Mis)application of the multitrait-multimethod design in organizational research. In **C. E. Lance & R. J. Vandenberg** (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity, and fable in the organizational and social research* (pp 337-360). New York: Routledge
- **Lance, C. E., Hoffman, B. J., Baranik, L. E., & Gentry, W. A.** (2008). Rater source factors represent important subcomponents of the criterion construct space, not rater bias. *Human Resource Management Review*, 18, 223-232.
- **Lance, C. E., Lambert, T. A., & Gould, R. B.** (in press). Development and evaluation of a task taxonomy to support research on cross-job transferability of skills. In M. A. Wilson, R. J. Harvey, G. Alliger & W. Bennett Jr. (Eds.) *The handbook of work analysis: The methods, systems, applications, & science of work measurement in organizations*. New York: Routledge.
- **Lance, C. E. & Vandenberg, R. J.** (2009, a.). *Statistical and methodological myths and urban legends: Doctrine, verity, and fable in organizational and social research*. New York: Routledge.
- **Lance, C. E. & Vandenberg, R. J.** (2009, b.). Introduction. In **C.E. Lance & R. J. Vandenberg** (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity, and fable in organizational and social research*. (pp. 1-4) New York: Routledge.
- Meade, A. W., Behrend, T. S., & **Lance, C. E.** (2009). Dr. Strangelove or how I learned to stop worrying and love omitted variables. In **C.E. Lance & R. J. Vandenberg** (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity, and fable in organizational and social research*.
- Meriac, J. P., **Hoffman, B. J.**, Woehr, D. J., & Fleischer, M. (in press). Further evidence for the validity of assessment center dimensions: A meta-analysis of the incremental criterion-related validity of assessment center dimension ratings. *Journal of Applied Psychology*. (89-106). New York: Routledge.
- Miller, J. D., **Hoffman, B.**, Campbell, W. K., & Pilkonis, P. A. (in press). An examination of the factor structure of DSM-IV narcissistic personality disorder criteria: One or two factors? *Comprehensive Psychiatry*.
- **Morrison, M. A.** (in press). McNemar's test. In N. J. Salkind (Ed.), *Encyclopedia of Research Design*, Los Angeles, CA: Sage Publications.
- Sinclair, A. L., **Bynum, B. H.**, Thacker, A. A., Hoffman, R. G. (2008). *Third-party checking of 2007 calibration and scaling of the Kentucky core content test*. (FR-07-54). Alexandria, VA: Human Resource Research Organization. Draft until released by KDE.
- **Sparks, T. E. & Gentry, W. A.** (2008). Leadership competencies: An exploratory study of what is important now and what has changed since the terrorist attacks of 9/11. *Journal of Leadership Studies*, 2(2), 22-35.
- **Thomas, K. M.**, Davis, J., & Willis, L. (2008). Mentoring minority graduate students: Issues and strategies for students, faculty, and institutions. *Equal Opportunities*.
*Received a highly commended designation from Emerald Publishing *
- Strang, S. & **Kuhnert, K. W.** (In press). Personality and leadership development levels as predictors of leader performance. *Leadership Quarterly*.
- Wilson, M. G., Basta, T., **Bynum, B. H.**, Dejoy, D. M., Vandenberg, R. J., Dishman, R. K. (in press). Do intervention fidelity and dose influence outcomes? Results from the *Move to Improve* worksite physical activity program. *Health Education Research*.

We're Proud of You!

POSTERS AND PRESENTATIONS

- **Baranik, L. E., Hoffman, B. E., Stanely, L. J., & Lance, C. E.** (2008). *What is mastery avoidance? A meta-analysis.* Poster presented at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- **Baranik, L. E., Scharlau, E., Eby, L. T., & Hoffman, B.** (2008). *Feelings supported at work: Perceived organizational support and mentoring.* Paper presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.
- **Baranik, L. E., Scharlau, E., Eby, L. T., & Hoffman, B.** (in press). *Feeling supported at work: Perceived organizational support and mentoring.* *Southern Management Association Proceedings.*
- **Brink, K. E. & Lance, C. E.** (2008). *Development and validation of newcomer socialization measure of information seeking frequency.* Paper presented at the meeting of the Academy of Management, Anaheim, CA.
- **Brink, K., Lance, C., Bellinger, B., Morrison, M. A., Scharlau, E., & Crenshaw, J.** (2008). *Discriminant validity of the "next generation" assessment center.* Symposium presented at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- **Butts, M. M. & Eby, L. T.** (2008). *Work-nonwork conflict and positive spillover: Identity similarity and work flexibility.* Paper presented in the symposium *New perspectives on individual differences in work-family research.* (M. M. Butts & W. Casper, Co-Chairs) at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- **Bynum, B. H., Hoffman, B. J., Gentry, W. A.** (2008). *A comparison of across-source and within-source measurement equivalence.* In **B.J. Hoffman** (Chair), *Examining the Psychometric Soundness of Multisource Ratings.* Symposium to be presented at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- **Curtis, S. L. & Eby, L. T.** (2008). *A review of the work family literature and policy suggestions for employee and organizational success.* Poster presented at the annual Convention of Behavioral Sciences, Athens, GA
- **Curtis, S. L., Eby, L. T., Hurst, C.S., Baranik, L. E., & Owen, C.** (2008). *The relationship between clinician recovery status and work attitudes in the substance abuse treatment field.* Poster presented at the Addiction Health Services Research (AHSR) conference, Bethesda, MD.
- **Dawson, B.** (2008). *Changing affirmative action beliefs: Examining behavioral outcomes in a Hiring context.* Presented at the River Cities I-O Psychology conference, Chattanooga, TN.
- **Dawson, B.** (Aug. 2009). *Race, gender, and achievement: Hidden barriers to success.* To be presented at the APA conference, Toronto, Canada.
- **Dawson B.** (2008). *Racial bias in mock juror decisions involving sexual harassment of african americans and Latinas.* Presented at the River Cities I-O Psychology conference, Chattanooga, TN.
- **Dawson, B.** (2008). *The potential damage of white "gaze" within multicultural children's books on minority children.* Presented at the Cultural Competency Conference, Atlanta, GA.
- **Della, L. J., Deloy, D. M., & Lance, C. E.** (2008). *Using a psychographic consumer audience segmentation tool to explain fruit and vegetable consumption behavior.* Paper presented at the International Communication Association's 58th Annual conference, Montreal, Quebec.
- **Eby, L. T., Allen, T. D. Baranik, L. A., Evans, S. C., Ng, T. W., & Roote, B.** (2008). *Meta-analytic examination of protégé race and gender as moderators of the mentoring received-outcome relationship.* Paper presented in the symposium *High-quality work relationships: Integrating streams and charting new waters* (Purvanova & Colbert, Co-Chairs) at the annual meeting for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- **Eby, L. T. & Ragins, B. R.** (2008). *Predictors of protégé negative mentoring experiences: A dyadic study.* Paper presented at the Work, Stress, and Health conference, Washington, DC.
- **Griggs, T. L. & Eby, L. T.** (2008). *The effects of work, family and community social support on work-family conflict among low-income workers.* Paper presented in the symposium *New perspectives on individual differences in work-family research* (Purvanova & Colbert, Co-Chairs) at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- **Hoffman, B. J.** (Moderator, 2008). *Assessment center validity: Where do we go from here?* Panel discussion presented at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- **Hoffman, B. J.** (Chair, 2008). *Examining the psychometric soundness of multisource ratings.* Symposium presented at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.

POSTERS AND PRESENTATIONS (Continued...)

- **Hoffman, B. J.** (Chair, 2008). *Reexamining assessment centers: Alternate approaches*. Symposium presented at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- **Hoffman, B. J.** (2008). Individual difference correlates of assessment center dimension and exercise effects. In **B. J. Hoffman** (Chair), *Reexamining the assessment centers: Alternate approaches*. Symposium presented at the annual Society of Industrial Organizational Psychology (SIOP) conference, San Francisco, CA
- **Hoffman, B. J.** & Woehr, D. J. (2008). Expanding the nomological network of msr source ratings. In **B. J. Hoffman** (Chair), *Examining the psychometric soundness of multisource ratings*. Symposium presented at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA
- **Lance, C. E.** (2008). Panelist. In **B. J. Hoffman** (Chair). *Assessment center validity: Where do we go from here?* Panel discussion at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- **Lance, C. E.** (2008). *Statistical/methodological myths and urban legends III: The sage continues*. Symposium presented at the annual Society for Industrial and Organizational Psychology (SIOP) conference, San Francisco, CA.
- **Lance, C. E., Hoffman, B. J., Bynum, B. H., & Gentry, W. A.** (2008). Trait, level, and rater effects in multisource ratings: Redux. In **B. J. Hoffman** (Chair), *Examining the psychometric soundness of multisource ratings*. Symposium presented at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- McCleese, C. & **Eby, L. T.** (2008). *Conversations about health: Supervisor health and safety support scale development*. Paper presented at the Work, Stress, and Health conference, Washington, DC.
- McCleese, C., **Eby, L. T., Baranik, L., & Owens, C.** (2008). Does bad beget bad in formal mentoring? A dyadic study. Paper presented in the symposium *Building successful mentorship programs— New research, lessons, and best practices* (Locke, Chair) at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- **Morrison, M. A. & Fuhrman, S.** (2008). *Discrimination and job satisfaction: A meta-analysis*. Poster presented at the Society of Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- Putka, D. J., **Lance, C. E., & Hoffman-Bynum, B. H.** (2008). *Modeling the psychometric properties of multi source ratings: CFA vs. GLMM*. Paper presented at the annual Society of Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- **Thomas, K. E.** (2008). *Making room at the table: Diversity lessons from the field*. Presented at APA.
- **Thomas, K. E.** (2008). *Multicultural competence*. Presented at the American Heart Association.
- **Thomas, K. E.** (2009). *Diversity resistance and the costly implications for organizations*. Presented at SEIOPA.
- **Williams, A. D. & Christie, J.** (2008). *Bridge employment: A meta-analysis*. Poster presented at the annual Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.



POSTERS AND PRESENTATIONS (Continued...)

SIOP 2009 PRESENTATIONS:

- **Baranik, L. E., Eby, L.T., Hurst, C. S. & Curtis, S. L.** (2009). Organizational support for mentoring: Aligning mentor and protégé expectations. Paper submitted to the annual Society for Industrial Organizational Psychology (SIOP) conference, New Orleans, LA.
- **Baranik, L. E., Morrison, A., & Eby, L.T.** (2009). What's in it for me? Giving vs. receiving at work. Poster submitted to the annual Society for Industrial Organizational Psychology (SIOP) conference, New Orleans, LA.
- **Burk, H. G., McGee, E. A. & Woehr, D. J.** (2009). Consistency matters: The impact of performance variability in professional golfers. Poster submitted to the annual Society for Industrial Organizational Psychology (SIOP) conference, New Orleans, LA.
- **Lance, C. E., & Baranik, L. E.** (2009) Method effects in MTMM applications. Paper submitted to the annual Society for Industrial Organizational Psychology (SIOP) conference, New Orleans, LA.
- **Maher, C. P., Walvoord, A. G., Rodopoman, O. B. & Allen, T. D.** (2009). Eureka: Advancing theory in work-family research. Symposium to be presented at the annual Society for Industrial and Organizational Psychology (SIOP) conference, New Orleans, LA.
- **Scharlau, E. A., Bynum, B. H., Hoffman, B. J. & Gentry, W. A.** (2009). Gender and measurement equivalence of managerial performance ratings. Poster submitted to the annual Society for Industrial Organizational Psychology (SIOP) conference, New Orleans, LA.
- **Sparks, T. E. & Gentry, W. A.** (2009). Participative management: A multilevel analysis for a universal leadership culture. Poster submitted to the annual Society for Industrial Organizational Psychology (SIOP) conference, New Orleans, LA
Featured Top Poster at the SIOP All–Conference Reception



ADDITIONAL PROFESSIONAL AWARDS & ACCOMPLISHMENTS

- **Lillian Eby:** Fellow, *American Psychological Association* (2008), Fellow, *Society for Industrial Organizational Psychology* (2008), and *Mentoring Legacy Award*, Academy of Management (2008).
- **Chuck Lance:** Traveled to Tucson, Jacksonville, Orlando, and Southern California to collect Merits data; Traveled to Dublin, Ireland with Mark Foster from the Institute of Government in order to formalize the student and faculty exchange program with Dublin City University's Business School.
- **Kecia Thomas:** Invited to serve as the 2009 Psychology Department's Women History Month speaker at the University of Michigan; Serves as a proud member of the higher education resource Services and NSF's Lead Workshop instructional teams; Published articles in the *Journal of Social Psychology*, *Journal of Applied Social Psychology*, *Journal of Career Development*, and *Psychological Science*; Initiated the Franklin Visiting Scholars program and the Graduate Diversity Travel Awards; Serves on the advisory boards for the Office of Institutional Diversity, the LGBT Center and the Center for Teaching and Learning; and Currently writing a book cover endorsement for Jim Outtz's upcoming volume on adverse impact
- **Gary Lautenschlager:** Acquired 3 selection consulting contracts and 1 publication
- **Brian Hoffman:** Served as an ad hoc reviewer for the Journal of Vocational Behavior, the Journal of Organizational Behavior, and the Journal of Occupational and Organizational Psychology; Traveled to Zurich, Switzerland to give a talk about his research on assessment centers and 360 degree feedback measures
- **Beth Hoffman Bynum:** Participated in the Graduate Schools 2008 Emerging Leaders Program
- **Sara Curtis:** Received a New Investigator Travel Award from the National Institute on Drug Abuse
- **Brian Dawson:** Published an executive summary with Mia that was in the Business Journal of Hispanic Research; Served on a Mock Debate with Mia, Pablo, and Brian Roote at American Institute for Managing Diversity in Atlanta
- **Kerrin George and Charleen Mayer:** Inaugural recipients of the Owens Fellowship in memory of Bill Owens
- **Liz Scharlau Roling:** Passed prelims and orals! Taught Psychology in the Workplace; Continued her internship with at Turknett Leadership Group where she recently started a Human Performance Consulting Division

GRANTS

- Dr. Lillian Eby received 2 grants from the National Institute on Drug Abuse this year. She received the first grant for the study of *Workplace effect of the impending tobacco-free regulation in New York* in the amount of \$221, 250. The second grant was for \$1,226,095!! Congrats Lillian!!
- Dr. Karl Kuhnert obtained the UPS Corporate/Education Partnership Training Grant for \$45,000. The grant was used to support 3 graduate students on 12-month assistantships
- Dr. Kecia Thomas has received one million dollars in funding from the USDA (deliver diversity training to STEM faculty and mentors), the National Institute of Health (understanding the school to work transitions for Black youth), APA (RED Seed Grants), and Cincinnati Children's Hospital (climate assessment and diversity training)



ON A PERSONAL NOTE

- Sean Baldwin proposed to longtime girlfriend and is currently engaged!
- Beth Hoffman Bynum and her husband adopted their second dog in January 2008. It's a pit bull/boxer mix named Cricket. Also, she and her husband served as Foster Coordinators for Athens Canine Rescue and helped rescue and adopt out 116 dogs.
- Dr. Karl Kuhnert has improved his tennis game although his golf game still needs work. He is now playing 3.5 tennis (USTA) which means "If Nadal were to serve me I would likely not see it." His daughters love school and are learning tennis and golf as well. The family has two new additions to the ir family: Winston and Ella a pair of Siamese rescue cats
- Dr. Gary Lautenschlager's middle daughter Rene was married in 2008. His eldest daughter, Erica, also became engaged. Finally, his youngest daughter, Alison, received her learner's permit.
- Liz Scharlau Roling married Josh Roling on October 18th. They honeymooned in Puerto Vallarta, Mexico
- Dr Kecia Thomas and her husband Darren celebrated their 15th wedding anniversary. Her son Chad has begun middle school this year and loves it. Jordan has found new passions in diving and bowling.
- Ashley Williams Sutton was married on January 2, 2009 to Steve Sutton.

UPCOMING CONFERENCES

Society for Industrial and Organizational Psychology (SIOP)

2009: April 2-4
New Orleans, Louisiana
Sheraton New Orleans Hotel

2010: April 8-10
Atlanta, Georgia
Hilton

2011: April 14-16
Chicago, Illinois
Hilton



Southern Management Association (SMA)

2009: November 11-14
Asheville, North Carolina
Asheville Renaissance Hotel

Academy of Management

2009: August 7-11
Chicago, Illinois
Hyatt Regency
Sheraton
Fairmont

A SPECIAL THANKS TO KATHY SHOEMAKER!

From requesting new computers for our offices to helping the editor with this newsletter, Kathy Shoemaker provides exceptional support. Her expertise and dedication to our program helps us all succeed. Thank you Kathy!



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**DON'T FORGET ABOUT
THE 2009 SIOP RECEPTION**

Place: Sheraton New Orleans Hotel

The Nottoway Room

Date: April 2nd

Time: 7:00-10:00 PM

If you would like to make a donation towards next year's

**2010 UGA SIOP Reception
in Atlanta**

you can do so online at

www.externalaffairs.uga.edu/os/makegift

(be sure to select Applied Psychology Fund),

or you can write a check to The Arch Foundation and mail it to

288 Psychology Building

Attn: Kathy Shoemaker

Athens, GA 30602-3013

Thank you so much for your support!