

# THE IOPP NEWSLETTER

THE UGA INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY PROGRAM

FALL 2009-SPRING 2010

## A WORD FROM OUR PRESIDENT

**Greetings I/O Psychology Program alumni, faculty, and students!** This has been another exciting and productive year for the IOPP and it is our pleasure to share it with you through our newsletter. As always, our program continues to grow and develop into what we consider to be one of the best graduate programs in the country. The spirit of community and cohesion that distinguishes the IOPP has truly flourished over the past few years. Indeed, in tough economic times like these, I think we have all realized how lucky we are to be involved in such a supportive environment in which we can expand ourselves both intellectually and personally.

This year, the William A. Owens Lecture Series brought two great I-O minds to discuss their research: Dr. Wendy Casper and Dr. Tammy Allen. Both talks were widely attended and

were followed with receptions featuring some delicious treats! In addition, IOPP alumnus Dr. Scott Mondore also visited the program to talk about his work and reminisce on his time at UGA. Scott gave some great advice about striking out on your own in the world of I-O consulting and how to use our skills to make an impact in organizations.

One of my favorite aspects of our program is the tradition of family-style get-togethers in the IOPP graduate student lounge. This year, for example, we had a delicious Thanksgiving potluck lunch for students, staff, and faculty and we found out that our students can really COOK! A couple of the faculty members even suggested that we put together a cookbook! These times of fellowship and fun really help us kick back, relax, and get to know each other outside of the classroom and our research.

The IOPP has taken on a new role this year by engaging in efforts to “give back” to the Athens and surrounding community. We established a new philanthropy chair position to help organize our efforts in this respect. So far, we have participated in a canned food drive run by the Graduate School—we ended up collecting almost half of the total amount they received! We also sent a team to help with the annual Martin Luther King, Jr. Day of Service in which a group of IOPP students helped to clear a historic cemetery near UGA. It was hard work but we had a great time!

This year we also celebrate the 23<sup>rd</sup> annual SIOF convention which will be held right down the road from us in Atlanta, GA. Our reception plans are underway and this

year we have reserved the top floor of the hotel for our soiree! Great view, great food, great people—what more could you ask for? We look forward to seeing all of you there!

Also—be sure to visit the IOPP on Facebook (<http://www.facebook.com/group.php?v=info&gid=264093907635>)

President  
Taylor Sparks

## PROGRAM NAME CHANGE!

With a new year also comes a big change. With a unanimous faculty vote, UGA’s Applied Psychology program has officially been renamed The Industrial and Organizational Psychology Program. This change comes on the heels of a national vote for SIOF to keep its name. The Applied Psychology Program name has served students well for the past 40 years but in order to remain competitive and continue to attract top talent, we found it necessary to evolve and be more aligned with the profession.

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## MEET THE FABULOUS FIRST YEAR STUDENTS!

### Stefanie Beck

Guten Tag! I'm Stefanie Beck. I was born and raised in Amberg, Germany. After graduating from High School, I did an internship in Fortaleza, Brazil, which made me realize that I could live very well without the hard German winters. It took me 3 more of those long winters until I finally made it to beautiful Georgia! In July 2009 I came to Athens as an exchange student.

Before, I studied Psychology in Nuremberg, Germany and completed my prediploma (equivalent to a U.S. bachelor's degree) in October 2008. I've never been to the U.S. before, but thanks to the help of my great cohort (plus all the other awesome people in the psychology department), I'm working on unraveling the mysteries of American food, traffic, grad school and much more. In fact, after the first couple of weeks I already started thinking about changing plans and not going back to Germany after nine months. The first semester here at UGA, while being enrolled in the Applied Program, I took also some classes in the Clinical and the Neuroscience & Behavior Program. Now I am working in Dr. Karl

Kuhnert's and Dr. Robert Mahan's labs. My research interests are still broad but I'm especially interested in leadership development and decision-making.

Other than in my office, you mostly find me at Ramsey, trying to learn SCUBA diving,

playing Basketball and learning wall-climbing with the rest of the IOPP students : ) or on planning trips, because I'm addicted to traveling. I'm enjoying UGA so much right now and I'm really looking forward to the next months (years?) in the U.S.!



### Rebecca Eckart

My name is Rebecca Eckart. I was born and raised in the beautiful mountains of Asheville, North Carolina. I graduated from the University of North Carolina at Chapel Hill in 2008 with a degree in Psychology. I am the oldest child; I have one sister that just started college. I also have an adorable little Pomeranian named Roxie that I adopted just prior to moving to Athens. Anyone can tell you just how much I adore that little pup!



I guess my path to this program is a little unique as most of my exposure to I/O psychology has been through applied experiences, as my undergrad did not offer classes with a specific I/O focus. Post graduation I joined a large company to work as a business analyst within learning & performance. Faced with the daunting task of linking training with performance improvement and business outcomes, it was clear after a year that I needed more education! As nerdy as it is, I am really looking forward to classes, as it will be nice to finally understand the theories behind the policies/projects that I experienced in applied positions.

My research interests are still a work in progress but currently include Leadership, Performance Appraisal, Engagement, Organizational Conflict and Organizational Change. I chose UGA primarily because of the work of Dr. Karl Kuhnert, my major professor! I could not be more pleased with my choice as I have experienced nothing but support from faculty and other graduate students. I know that this truly collaborative environment will allow for immense personal and professional development over the coming years.

## FABULOUS FIRST YEARS CONTINUED...

### Carlton Lewis

Greetings, I am Carlton Lewis (like from the Fresh Prince of Bel-air, but please refrain from asking me to “Do the Carlton”). I was born in Winnipeg, Canada but my family originates from Trinidad & Tobago, a Caribbean island a few miles off the coast of Venezuela. I have been in the U.S., and Georgia more specifically, since I was eight. I am Georgia raised and have gone to high school, undergrad, and am fortunate enough to attend graduate school in-state.

My BA in psychology was earned at Morehouse College in Atlanta, Georgia. For those of you who are not familiar with Morehouse, it is the only all-male, historically black college & university in the world, and the alma mater of Dr. Martin Luther King Jr. I got in to the field of I/O because it is a perfect marriage between two of my lifelong passions, psychology and economics. UGA was chosen as the place to further my education because of its reputation, the ability for me to learn and be mentored from outstanding professors, and for the fact that now I have an excuse to be in the city of Athens on football game days (Go Dawgs!).

As far as my research interests go, I am interested in studying workplace diversity. Another area that I have become interested in is work-life balance. When I am not enthralled in my research, I am enjoying the journey of becoming a future chess master, putting my Rosetta Stone to good use in practicing my español, and gearing up for my trip to the 2010 World Cup in South Africa!!!

“We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.” -Maya Angelou



### Elizabeth Monahan

My name is Elizabeth Monahan. I am not as well traveled as my fellow cohort members: I wasn't born in Germany or Canada, and I don't spend my vacations visiting relatives in Trinidad and Tobago. I have spent my entire life in Georgia; I was born and raised in Albany, Georgia (also referred to as smalbany). The third child of a dentist and hygienist combo, I was the prized female with two older brothers. Being competitive my whole life, I was pushed on the golf course, while I willingly walked on to the soccer field, basketball court, baseball field (yes baseball not softball, my brothers prevented the “girly” side) and dance floor (they couldn't stop this).



I went to UGA like my brothers and Dad, with the plans of becoming a veterinarian. After bursting through a few years of undergraduate science classes it was painful to admit that any path that involved the 2<sup>nd</sup> Organic Chemistry class was not for me. The summer before my 4<sup>th</sup> year at UGA, it was like a sign from God (or the spaghetti monster) that dropping a biochemistry class and the biology major was a smart move. Psychology, since I considered it the most interesting subject, seemed perfect. Even though the adjustment was hard for my parents, since I wasn't going to be a dentist or a doctor of osteopathic medicine (like my brothers), it was inevitable.

After deciding that I/O was the right path, I explored it further and fell in love, especially with the measurement side. After working as an undergrad with Karl Kuhnert and Brian Hoffman, I was determined to make UGA not only my undergraduate home, but my graduate home as well. I graduated from UGA in May of 2009 (yes it took 5 years) with a bachelor of science in Psychology and a minor in Statistics. To this day I am grateful for being pushed onto the golf course because without that push and my love for statistics, Chuck would never have chosen me, and I would not be knee deep in psychometrics, CFA, and IRT as a first year.

## FABULOUS FIRST YEARS CONTINUED...

### Benjamin Overstreet

So the story goes like this: I was born in Virginia and moved to Florida when I was about 6. I lived all over, in places like Palm Harbor, Clearwater, St. Petersburg, and Hudson until I eventually took off for to the U. of Central Florida in Orlando to study Aerospace Engineering. After a year, I realized I was not a good fit for engineering, and I soon found that I would have a passion for a career in the realm of psychology. At the time, I was managing a small pizza place and working in a few psych labs, and I found that I/O Psychology would explain many of the phenomenon that I was experiencing firsthand in the workplace. Since then, I have always had a desire to understand the complexities of people in the workplace.

My studies took me to Angelo State University in San Angelo, TX for my masters in I/O where I researched things such as regulatory focus, turnover intentions (in my internship), performance appraisal, and rater training. I then decided that I wanted to continue on for my PhD and I applied to work under Dr. Brian Hoffman. I am currently researching team performance in organizations, and I also have secondary interests in rater training, metacognition, diversity, and statistical theory. As of right now, I plan to be a professor, but I also have a desire to work in the real world and apply all that I have learned. I guess I'll cross that bridge when it comes!

On a more personal note, I consider myself a musician. I play drums, guitar, bass, and keyboard and I enjoy making music in my spare time. I also enjoy things like looking at the stars with my telescope, painting, and travelling all over to visit family and friends.

In closing, I guess there's nothing more to say other than I love the science of psychology and all the cool places it

has brought me. I really look forward to my future years here in the program!



### Julia Sauer

Hey everybody, my name is Julia Sauer, and I am originally from Stuttgart, Germany, home of Mercedes Benz, Sauerkraut, and some great wine. When I was 16, I came to the US as an exchange student, fell in love with the country and decided to immigrate several years later. I started college at Georgia Military College in Warner Robins, GA, and, eventually, I transferred to UGA where I received my Bachelor's degree in Psychology in May, 2009. Not knowing anything about football, UGA was an interesting and fun change, coming from a soccer nation. However, it didn't take long to convert me to the new faith!

While attending UGA as an undergrad, I had the great opportunity to work as a 4800 for Lillian and Karl. Although I was already really interested in I/O Psychology, working for them strengthened my aspirations of attending UGA as a graduate student. Furthermore, since I already knew many of the graduate students and professors, I knew that the program would be a great fit. I am now working under Lillian, and I am really excited that I have permanently joined Project MERITS. As Lillian's student, my main research interest is obviously mentoring, but I am also very interested in leadership, and, given my background, diversity.



In my spare time, I love to cook, do yoga, and travel-which works out great with being on the grant! I am really excited about continuing my education at UGA, and I look forward to the next 4 years!

## SPECIAL FEATURES

### Annual SIOP Reception

This year marks the first SIOP reception hosted under our new program name, Industrial-Organizational Psychology! The event will take place Friday, April the 9th from 7-10pm at the beautiful Point of View Lounge of Hilton Atlanta. Located on the 30th floor, Point of View Lounge offers a breathtaking floor to ceiling view of the scenic Atlanta Skyline. Everyone should be receiving formal invitations within the next couple of weeks. Please feel free to contact me if you have any questions regarding the reception, and I look forward to seeing you all there!

~Lauren Wood, SIOP Reception Chair

### Special Events Committee

This academic year has been jam-packed with social events! As the social chair I was always up for suggestions from my fellow students, which led us away from the typical events to amazing adventures such as roller skating, scary movie parties, and paintball!

#### **September 2009:**

After Bryan and Pablo successfully completed prelims, we celebrated with an unconventional (12:00pm) Happy Hour substitute of Casa Mia: Tapas, drinks, and Latin music made this event a jolly success.

#### **November 2009:**

A new event this academic year was The Thanksgiving Feast. The students prepared an amazing meal and invited the faculty to the student lounge for a family-style Thanksgiving. Professors and students alike were stuffed with delicious foods including: Brined and Roasted Turkey, Honey-Baked Ham, Pumpkin Bisque, Asparagus Bundles, Rockin-Rolls (homemade!), Bourbon Sweet Potato Souffle, Southern Whipped Potatoes, and Derby Pie!

#### **January 2010:**

To start off the year, the students gathered for the "Fiesta Social" where all indulged in a Mexican FEAST prepared by El Azteca. This event gave the students a chance to relax and enjoy each other free from the worries of grad school life.

#### **February 2010:**

In the whirlwind that began the semester, we decided to come together as a family (faculty and students alike) and enjoy a Multicultural Potluck, where students were asked to prepare dishes unique to their life experiences. Baked Grits, Curry Chicken, Corn Bread Casserole, Corn Beef and Cabbage, Homemade Buttermilk Biscuits, Gulasch, Chicken Salad, Cheese Spatzle, Potato Corn and Cheese Soup, and Rum Cake, were among some of the FANTASTIC dishes prepared by the students. The faculty felt EXCEPTIONALLY appreciated after this one!

When Shane overcame the arduous prelim process, we celebrated with another lunch-style post prelim celebration, this time at the Winery in downtown Athens.

#### **March 2010:**

Shortly after Spring Break, the professors and students will come together once again (this time out of school) for the Spring Fling social. With the downtown Athens location of Transmetropolitan as the backdrop, all attendees will enjoy delicious specialty pizzas hand tossed right in front of us! Good food and good laughs will give us NO complaints!

#### **April 2010:**

First up in April is Paintball Pandemonium. In order to healthily release the extra stress that is caused by finals, students plan to take on each other in a serious game of paintball. Just outside Athens, we will reserve a field in Winterville where we will have an exclusive APSA paintball party! The Paintball Pandemonium is sure to be a fun new adventure!

This April we hope to host our first APSA Field Day! Using this as a fundraiser, we hope to collide all the graduate programs across psychology (social, clinical, etc) and compete across various events (just like elementary school). Some of the games to be played include: egg toss, tug-of-war, shoe-pile, scavenger hunt, capture the flag, and dodge ball.

~Elizabeth Monahan, Social Chair

## SPECIAL FEATURES...

### Prospective Student Committee

The recruitment process has been going really well. In November, 2009, we hosted the prospective student visitation day, and quite a few students came to learn more about the I/O Psychology Program. Each faculty member spoke to the visiting students about his or her research and answered questions that students had. Dr. Karl Kuhnert presented his “top ten reasons why to attend UGA”, which always provides a great overview of both our program and UGA. Furthermore, Taylor Sparks provided the students with information from a graduate student’s perspective of why UGA is the best place to study. We also organized a lunch in the student lounge that many of the current students joined us for. This was a great opportunity for the visiting students to ask any additional questions answered in an informal and fun atmosphere. Finally, we took the visiting students on a tour of the UGA campus. All in all, the visitation day went really well, and, at the end of the day, all the visiting students seemed eager to apply.

We are currently selecting new students, and several have been offered (and accepted) positions to study here at UGA. Furthermore, we are in the process of setting up individual visitation days for the students and their respective major professors and labs. All IOPP students are encouraged to meet them on the day of their visit.

Finally, in times of viral marketing, we have added a new IOPP recruitment tool: We are now on facebook! We feel that this is a great opportunity for prospective students to learn more about our student organization and the projects we are involved in, as well as providing additional insights about what the IOPP is all about. Many students have already joined the facebook group and uploaded pictures from past events, such as SIOP, our service projects, or advertised future events, such as the faculty appreciation day or our bi-weekly goal-setting meetings.

Because we are continually trying to refine and improve our recruitment efforts, please feel free to send any suggestions or ideas to Julia Sauer at [jbsauer@uga.edu](mailto:jbsauer@uga.edu). We are always happy to learn about new ways to hear your suggestions!

~Julia Sauer, Recruitment Chair

### Professional Development

This year, the IOPP has had a number of professional development workshops and brown bags. These sessions provide students with an opportunity to learn about skills for professional advancement as well as potential career paths.

This academic year began with the William A. Owens Lecture Series, which brought two outstanding I/O researchers to UGA. Dr. Wendy Casper's talk taught us about the profits and pitfalls associated with family-friendly policies within organizations. Dr. Tammy Allen presented her work on what we really know about effective mentoring. Each talk was followed by a reception which gave students an opportunity to mingle with these phenomenal researchers.

Lisa Lowe, a knowledgeable representative from the UGA Career Center, presented a workshop to help students "Spice Up" their resumes and CVs. Lisa's tips and tricks were extremely helpful and will ensure that our accomplishments shine on paper. Students were very impressed with Lisa's knowledge and felt that her talk was priceless.

Scott Mondore, co-author of the book “Investing in What Matters: Linking Employees to Business Outcomes” and an alumnus of our program, gave a presentation titled, "Driving HR Strategy with Human Capital Analytics." His talk informed and inspired students about applied life after graduation; it was highly attended and very well received by students.

## SPECIAL FEATURES...

Coming up, we have an amazing international speaker. Klaus G. Melchers from the University of Zurich, Switzerland will give a presentation titled, "What are the effects of candidates' ability to identify the dimensions that are targeted during personnel selection? Results and unresolved issues."

Next, Sara Curtis, Shane Fuhman, Bryan Dawson, & Pablo Gora recently took prelims and will be sharing their approach to studying, preparing, and taking these all-important exams. Their informal workshop will be very useful for our students. Also, Taylor Sparks will also be planning a missing data workshop for the department after finals are over, so stay tuned for details!

To wrap up the semester, Eric Gerber, from RHR International LLP in Atlanta, will visit us at the end of April. As an alumnus in an applied setting, he will share his knowledge and experiences as well as answer questions for our internship-ready students.

All in all, our program strives to stay "in the know" and keep us prepared for the various career paths we can take. These brown bag sessions and workshops are a wonderful tradition for our program. We cordially welcome APP alumni & friends to give Brown Bag presentations to current students! Applied work, research, and academics all wanted! Please e-mail Charleen Maher at [charleen.maher@gmail.com](mailto:charleen.maher@gmail.com) if you or a colleague may be interested in planning a visit!

~Charleen Maher, VP of Programs

### **APSA's Philanthropy Initiative**

This year APSA voted to begin making more of an effort to get involved in our incredible Athens community and created a new APSA position, Philanthropy Chair. I was voted to chair this position and we kicked off our efforts with a food drive in support of the graduate school's drive to donate food to the community during the holidays. APSA's contribution made up a substantial part of the food that was donated. Way to go APP!

We also organized a group to give back on MLK day with a day of service. Through HandsOn North East Georgia the group signed up for a project to help clean up a historic cemetery. This incredible group of students pitched in to cut limbs, clear brush, rake leaves, clear around headstones, and more. We also made an exciting and unexpected contribution to the effort. While cleaning up some trash we discovered a grave marker that had been pushed into the dirt. The cemetery historian happen to come by and notice. She informed the group that this marker had been missing for many years and thanks to the APSA students this man's grave was found and noted so that his family now can visit him and have peace knowing where he is laid to rest. What an incredible story!

Our philanthropic efforts will continue throughout the year. We are currently holding a clothing drive and we hope to organize more spring activities such as a 5k or some volunteer projects.

~Hannah Burk , Philanthropy Chair





## THE PROOF IS IN THE PUBLICATION!

### Congratulations to faculty & students for their recent publications:

- Allen, T. D., Smith, M. A., O'Shea, P. G., Mael, F. A., & Eby, L. T. (2009). Organization-level mentoring and organizational performance within substance abuse centers. *Journal of Management*, *35*, 1113-1128.
- Baranik, L., Bynum, B., Stanley, L. J., & Lance, C. E. (in press). Examining the construct validity of mastery-avoidance achievement goals: A meta-analysis. *Human Performance*
- Baranik, L. E., Roling, E. A., & Eby, L. T. (in press). Why does mentoring work? The mediating role of perceived organizational support and mentoring. *Journal of Vocational Behavior*.
- Brannick, M. T., Chan, D., Conway, J. M., Lance, C. E., & Spector, P. E. (in press). What's method variance and how can we cope with it?: A panel discussion. *Organizational Research Methods*.
- Brunell, A., Campbell, K., Gentry, B., Hoffman, B., & Khunert, K. (2008). Emergent leadership: The case of narcissism. *Personality and Social Psychology Bulletin*, *34*, 1663-1676. \*(Interviewed by *Canadian Business* for an article about this study.)
- Chandler, D. E., & Eby, L. T. (in press). When mentoring goes awry...and what to do about it. Sloan Management Review/Wall Street Journal's collaborative *Business Insight*.
- Christie, J., Smith, G. R., Williamson, G. M., Lance, C. E., Shovali, T. E., & Silva, L. C. (2009). Quality of informal care is multidimensional. *Rehabilitation Psychology*, *54*, 173-181.
- Della, L. J., DeJoy, D. M., & Lance, C. E. (2009). Explaining fruit and vegetable intake using a consumer marketing tool. *Health Education and Behavior*, *36*, 895-914.
- Eby, L. T., Maher, C. P., & Butts, M. M. (in press). The intersection of emotion, affect, and work-family experiences. *Annual review of psychology* [invited contribution]
- Eby, L. T. (in press). Organizational mentoring: Past, present, and future. In S. Kozlowski (Ed.), *Oxford handbook of industrial and organizational psychology*. New York: Oxford University Press [invited contribution].
- Eby, L. T. (in press). Mentoring. In S. Zedeck (Eds.). *APA handbook of industrial and organizational psychology*. Washington, DC: American Psychological Association [invited contribution].
- Hoffman, B. J., Lance, C. E., Bynum, B. H., & Gentry, W. A. (2010). Rater source effects are alive and well after all. *Personnel Psychology*, *63*, 119-151.
- Hoffman, B. J., Lance, C., Bynum, B., & Gentry, B. (2010). Rater source effects are alive and well after all. *Personnel Psychology*, *63*, 119-151.
- Hoffman, B. J. & Woehr, D. J. (2009). Disentangling the meaning of multisource feedback: An examination of the nomological network surrounding source and dimension factors. *Personnel Psychology*, *62*, 735-765.
- Hoffman, B. J., Woehr, D. J., Maldegan, R., & Lyons, B. (in press). Great man or great myth? A meta-analysis of the relationship between traits and leader effectiveness. *Journal of Occupational and Organizational Psychology*.
- Lance, C. E., Dawson, B., Birkelbach, D., & Hoffman, B. J. (in press). Method effects, measurement error, and substantive conclusions. *Organizational Research Methods*.
- 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* ( pp. xxx-xxx). New York: Routledge.



## 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 methodology in organizational research. 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. 337-360). 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.
- Lance, C.L., Dawson, B., Birkelbach, D., & Hoffman, B. (in press). A review of the magnitude of common method variance in organizational research. *Organizational Research Methods*.
- Lyons, B., Hoffman, B.J., & Michel, J. (2009). Not much more than g? An investigation of the impact of intelligence on NFL performance. *Human Performance*, 22, 225-245.\* (Article featuring this study appeared in the *Atlanta Journal Constitution*.)
- 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* (pp. 89-106). New York: Routledge.
- Pryor, L., Miller, J.D., & Hoffman, B.J., & Harding, H.G. (2009). Pathological Personality Traits and Externalizing Behavior. *Personality and Mental Health*, 3, 26-40.
- Putka, D. D. J., Lance, C. E., Le, H., & McCloy, R. A. (in press). A cautionary note on modeling multitrait-multirater data arising from ill-structured measurement designs. *Organizational Research Methods*.
- Strang, S., Kuhnert, K.W. (2009). Personality and leadership development levels as predictors of leader performance. *Leadership Quarterly*, 421-433.
- Suveg, C., Hoffman, B.J., & Zeman, J. (2009). Common and specific emotion-related predictors of anxious and depressive symptoms in youths. *Child Psychiatry and Human Development*, 40, 223-239.
- Twenge, J., Campbell, S., Hoffman, B. J., & Lance, C. E. (in press). Generational differences in work values: Leisure and extrinsic values increasing, social and intrinsic values decreasing. *Journal of Management*.
- Yanchus, N. J., Eby, L. T., Lance, C. E., & Drollinger, S. (2009). The impact of emotional labor on work-family outcomes. *Journal of Vocational Behavior*.

**We're Proud of You!**



## POSTERS AND PRESENTATIONS

- Birkelbach, D., Brink, K. E., & Lance, C. E. (2009, April). *Race bias in structured interview and assessment center ratings*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Brannick, M. T., Chan, D., Lance, C. E., Spector, P. E., & Williams, L. J. (2009, April). *Method variance: Problems, preventatives and remedies*. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Baranik, L., Morrison, M.A. & Eby, L. T. (April, 2009). *What's in it for me? Giving versus receiving workplace help*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Baranik, L., Eby, L. T., Hurst, C. S., & Curtis, S. (April, 2009). *Organizational support for mentoring: Aligning mentor and protégé expectations*. Paper presented in the symposium "What did you expect? Managing expectations in mentoring relationships" (Murchy & Ragins, Co-Chairs). Annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Butts, M. M. & Eby, L. T. (August, 2009). *Is there more to life than just work and family? Investigating the relative contribution of psychological and behavioral involvement in non-work roles*. Paper to be presented at the annual meeting of the Academy of Management, Chicago, IL.
- Butts, M. M., Eby, L. T. & Hurst, C. S. (November, 2009). *Protégés' negative mentoring experiences and psychological withdrawal: The role of victim precipitation and coping style*. Paper to be presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
- Curtis, S., & Eby, L. T. (April, 2009). *Recovery at work: The relationship between identification and work attitudes*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Dawson, B.L., Tran, N. M., & Johnson, L. N. (2009) *Race, Gender, and Advancement: Hidden Barriers to Success*. Presented at the American Psychological Association (APA) Conference, Toronto, Canada.
- Eby, L. T., Maher, C., & Burk, H. (October, 2009). *How serious of a problem is counselor turnover in substance abuse treatment? A longitudinal study of actual turnover*. Poster presented at the Annual Addiction Health Services Research Conference, San Francisco, CA.
- Eby, L. T., & Baranik, L. (November, 2009). *The role of clinical supervisory relationships in understanding substance abuse counselors' job satisfaction and burnout*. Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
- Eby, L. T., Butts, M. M., Evans, S., Durley, J., & Ragins, B. R. (November, 2009). *Are bad mentoring experiences stronger than good ones in predicting health-related and relational outcomes?* Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
- Eby, L. T., Burk, H., & Baranik, L. (November 2009). *The physical work environment as an organizational stressor: Unique effects on employee strain reactions*. Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
- Griggs, T., Casper, W., & Eby, L. T. (April, 2009). *The moderating effects of support on WFC-withdrawal relationships*. Paper presented in the symposium, "An Examination of Work-Family Conflict among Low-Income and Non-Professional Workers" (Griggs & Casper, Co-Chairs). Annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Hoffman, B. J., & Lance, C. E. (2009, April). *Unanswered questions: Examining the psychometric properties of assessment centers*. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Hurst, C. S., Eby, L. T., & Butts, M. (August, 2009). *Conversations about health: Supervisor health and safety support scale development and validation*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Johnson, C.D. & **Tran, N.M.** (2010). *When the giraffe and elephant went to college: Using Thomas's fable to teach diversity and change in management*. Paper presented at Research Initiative for the Study of Diversity Conference at Auburn University, Auburn, AL.

## POSTERS AND PRESENTATIONS (Continued...)

- Lance, C. E., & Baranik, L. E. (2009, April). *On the (mis)interpretation of method factors in MTMM data*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Landor, A.M., Tran, N.M., & Simons, L. (2009). *Perceived racial discrimination on black adolescents' ideal and actual educational goals: Examining moderators and mediators*. Paper presented at the Diversity Challenge Conference at Boston College, Boston, MA.
- Tran, N.M. & Thomas, K.M. (2009). *If "We Do" Then "I Can't": Career and Employment Discrimination of Interracially Married Applicants*. In C.D. Johnson (Chair), *If I Do, Then I Can't: Yet Another Diversity Dilemma and Career Paradox*. Symposium presented at the Academy of Management (AOM) 2009 Conference in the Gender and Diversity in Organizations (GDO), Chicago, IL.
- Thomas, K.M., Dawson, B.L., Tran, N.M., Johnson, L.N., & Lewis, C. (2009). *National origins and acceptance rates: Implications for class based affirmative action*. In Q. Roberson (Chair), *Removing the guesswork from diversity management: An analysis of diversity policies and implications*. Symposium presented at the Academy of Management (AOM) 2009 Conference in Human Resources (HR) Division, Chicago, IL.
- Putka, D. J., Lance, C. E., Li, H., & McCloy, R. (2009, April). *Selection of raters (really) matters when modeling multitrait-multirater data*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Rothrauff, T., & Eby, L. T. (October, 2009). *Adoption of tobacco cessation medications in substance abuse treatment centers*. Paper presented in the symposium "Tobacco dependence in addiction treatment: What's the matter here?" (J. Gudyish, Chair). Annual Addiction Health Services Research Conference, San Francisco, CA.
- 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\*
- Vandenberg, R. J., & Lance, C. E. (2009, April). *Where is the kernel of truth – Part quatre?* Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Wood, L. A., George, K. E., Maher, C. P., & Eby, L. T. (November, 2009). *A counterintuitive approach to CWB: Examining the health benefits of behaving badly*. Paper to be presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
- Invited Presentations:
- Eby, L. T. (January, 2010). *Implementing smoking cessation initiatives in substance abuse treatment: Evidence-based recommendations*. Paper presented at the winter board meeting of the Therapeutic Communities of America. Houston, Texas.
- Eby, L. T. (July, 2009). *Coping with emotional labor in the work and family domain: A longitudinal study of multi-domain surface acting, deep acting, and strain outcomes*. Paper presented at the III International Conference of Work and Family, Barcelona, Spain.
- Eby, L. T. (March, 2009). *Gender and workplace mentoring relationships*. Invited colloquium, Kennesaw State University, Kennesaw, Georgia.
- Eby, L. T. (January, 2009). *Mentoring as a strategy for workforce development: Evidence-based recommendations*. Invited presentation at the Law School, University of Georgia, Athens, Georgia.
- Eby, L. T. (April, 2009). *Mentoring schmentoring: Just kick me in the arse*. Facilitated poster session at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

## POSTERS AND PRESENTATIONS (Continued...)

### SIOP 2010 - Atlanta, GA

- Baldwin, S. P. & Hoffman, B. J. A preliminary investigation of the psychometric characteristics of transformational bosses' performance evaluations. Poster.
- Curtis, S. L., Eby, L. T. & Butts, M. M. Mentoring as a Means to Fostering Employee Engagement. Symposium.
- Curtis, S. L., Kuhnert, K. W., & Eigel, K. K. Personal Development During Job Loss: Turning Crisis into Opportunity. Poster.
- George, K., Patel, P., Hoffman, B.J. Judicial References to Performance Appraisal Evidence in Racial Discrimination Cases. Poster.
- Gorman, C.A., Overstreet, B.L., & Harrison, W. The influence of regulatory focus on performance feedback and motivation. Poster.
- Harris, L., & Kuhnert, K.W. (April, 2009). Tailoring Leadership Development for the Generations. Poster.
- Hoffman, B. J., Baldwin, S. P., & Smith, S. Understanding assessment center criterion-related validity: The neglected role of leader vision. Symposium.
- Hoffman, B. J., Birkelbach, D., Dawson, B., & Lance, C. E. (2010, April). Prevalence of and correction for common method effects. **Won SIOP Top Poster Award!**
- Lance, C. E. Research design and statistical issues in tests of mediation models. Symposium chaired at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Lance, C. E., (2010, April). Exercise-driven variance in assessment centers: Alternate approaches, new insights. Discussant on symposium.
- Lance, C. E., & Vandenberg, R. J. (2010, April). Statistical and methodological myths and urban legends: Part V. Symposium.
- Morrison, M. A., Lance, C. E., Eby, L. T. (2010, April). Do mentor and protégé personality predict relationship quality? Poster.
- Lucius, R.H. Character: What is it good for? Symposium with participation from Liz Roling, Lauren S. Harris, William A. Gentry, Sarah E. Strang, Karl W. Kuhnert
- Morrison, M. A., Reynolds-Dobbs, W. Predicting LGBT Employee Engagement in Organizations. Symposium.
- Morrison, M. A., Lance, C.L., Eby, L. T. Do mentor and protégé personality predict relationship quality? Interactive Poster Session.
- Sparks, T.E., & Burk, H.G. Coping with workplace burnout: The role of political skill. Poster.
- Sutton, A., Baldwin, S. P., & Wood, L & Hoffman, B.J. A meta-analysis of the influence of rater affect on employee performance ratings. Poster.
- Tran, M., George, K., Lewis, C. Diversity Ideologies and Their Role in Inclusion and Compensation Perceptions. In M. Tran (Chair), Diversity Ideology of Choice: Multiculturalism or Colorblindness. Symposium.
- Tran, M. & Ferdman, B.M. "Let's talk": Bridging the gap between diversity researchers and practitioners. Diversity ideology of choice: Multiculturalism or colorblindness. Panel Discussion
- Wood, L & Hoffman, B.J. The Changing Nature of Jobs: A Meta-analytic Investigation of Job Characteristics. Poster.

## ADDITIONAL PROFESSIONAL AWARDS & ACCOMPLISHMENTS

**Lillian Eby:** Fellow, International Travel Award, University of Georgia Research Foundation, Office of the Vice President for Research, University of Georgia (2009). Won the Creative Research Award from the Office of the Vice President for Research Office.

**Chuck Lance:** Traveled to Tucson, Jacksonville, Orlando, and Southern California to collect MERITS data; Also traveled to SOB in College Park, MD. Also, along with Bob Vandenberg, winner of *Organizational Research Methods'* 2009 Best Paper of the Decade Award

**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:** Since August, works on a variety of international selection projects (biodata form creation/maintenance; and more recently developing simulation exercises for screening professionals & engineers) with a large South Korean Conglomerate. Continues to work as a consulting expert with an Atlanta attorney regarding an employment discrimination case.

**Brian Hoffman:** 2009 Fantasy Football League Champ; 2009 March Madness Bracket League Champ. After 30 years of misery, finally saw his beloved Saints win the Super Bowl and consequently attended the Saints-Cardinals Divisional Playoff Game in New Orleans. Delivered an invited colloquium to the University of Zurich and vacationed in Switzerland with his wife.

**Beth Hoffman Bynum:** Received SIOP Graduate Student Scholarship for her dissertation.

**Bryan 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

**Briate Roote:** Received SIOP Best LGBT Paper award

## 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 got married!

Charleen Maher purchased her first home!

Bryan Dawson had a baby!

Defended thesis: Sean Baldwin, Mia Tran, & Sara Curtis, Ashley Morrison, Taylor Sparks, Shane Fuhrman

Proposed thesis: Hannah Burk

Defended Dissertation and received PhD: Lisa Baranik, Brian Roote,

Last April Gary's oldest daughter Erica married her longtime beau Cliff, a GATech grad with a dual degree in Engineering & Finance, in small ceremony held at her request in my backyard. She dances professionally and does legal aid work as her day job.

Sarah Strang is getting married in August 2010!

## UPCOMING CONFERENCES

### Society for I/O Psych (SIOP)

**2010 April 8-10 Atlanta, Georgia at the Hilton**

**2011 April 14-16 Chicago, Illinois at the Hilton**

**2012 April 26-28 San Diego, CA at the Manchester Grand Hyatt San Diego**

**2013 April 11-13 Houston, Texas at the Hilton Americas Houston**

**2014 May 15-17 Honolulu, Hawaii at the Hilton Hawaiian Villages**

**2015 April 23-25 Philadelphia, Pennsylvania at the Philadelphia Marriott Downtown**

**2016 April 14-16 Anaheim, California at the Hilton**

### Southern Management Association (SMA)

**2010 Oct. 27-30 St. Pete Beach, FL at Tradewinds Island Grand Resort**

### Academy of Management

**2010 Aug. 12-16 Montreal, Canada**

**2011 Aug. 12-16 San Antonio, Texas**

**2012 Aug. 3-7 Boston, Massachusetts**

**2013 Aug. 9-13 Lake Buena Vista, Florida**



### **A SPECIAL THANKS TO KATHY SHOEMAKER!**

We would like to add a special thank you note to Kathy Shoemaker for providing 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 2010 SIOP RECEPTION**

**Place:** Atlanta Hilton

Point of View Lounge

**Date:** April 9th

**Time:** 7:00-10:00 PM