

The IOPSA Newsletter

FROM THE UGA INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY STUDENT ASSOCIATION

Fall 2018

A Word from Our President

*DEAR ALUMNI AND FRIENDS OF THE
UGA I-O PSYCHOLOGY PROGRAM,*

2018 has been another outstanding year for the UGA I-O Psychology program, and we're so pleased to share with you the latest updates and achievements of our students, faculty, and alumni. Looking back on the past year, I'm proud to say that we are continuing in the tradition of productivity, collaboration, and scientific impact that has defined our program since its beginnings.



This fall, we welcomed five new doctoral students to our I-O family (see pg. 2), who are already making big moves in research and bringing new perspectives and experiences to our program. Additionally, after graduating from the program in Spring 2018, Dr. Melissa Robertson joined our program as a post-doctoral researcher, working with Dr. Lillian Eby in the

ECHO lab. We are so happy to have her continued research productivity and mentorship, now as a post-doc! Our program also hosted James Grand, from the University of Maryland, as a brown-bag speaker in September, who spoke to us about his academic career and computational modeling (pg. 3).

This past year has been a significant one for many of our own faculty, students, and alumni. We are happy to celebrate the achievements of our alumni who are continually sharing their expertise and advice with our program (pg. 5) and our current faculty and students who have produced an abundance of high quality publications and presentations (pg. 5).

As we look forward to what 2019 has in store for us as a program, I hope we can look back for just a moment and appreciate all this program has done for us and all it will continue to do for future students. Here's to a new year of hard work, continual learning, and fun!

-Hayley Trainer, IOPSA President



The University of Georgia

I-O Psychology

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Welcome First Years!

Riley Hess



Hi everyone! My name is Riley, I'm originally from Allen, Texas which is a suburb of Dallas, and received my B.A. in Psychology from the University of Kansas. I am working with Dr. Nathan Carter and am primarily interested in personality and the I side of I-O. Currently we're studying the situational factors that play a role in the personality-job performance relationship, and are also studying the heritability of job attitudes, both theoretically and through the use of unique statistical models. In my free time, I've been enjoying salsa dancing, language learning, and exploring Athens and Atlanta. These past few months in the program have been a tremendous growth experience for me. I am so excited and grateful to be a part of this awesome cohort and to be trained at UGA.

Justin Jones



Hello All, I'm Justin Jones and I am originally from Mt. Airy, Maryland. I graduated from Quinnipiac University in Hamden, Connecticut with a B.A. in psychology. After I graduated I spent time conducting research at Yale School of Medicine, and as an intern at a training and development firm. I subsequently received my masters in I-O psychology from Western Kentucky University under the direction of Dr. Reagan Brown. However, I am most proud to say that I work in the LINC Lab with Dr. Dorothy Carter. My research interests generally include team cognition and emergent phenomena, modelling temporal and multilevel dynamics, and advanced quantitative methodology such as computational modelling. In my free time I enjoy studying other topics such as history, math and the physical sciences, travelling, and engaging in gastronomy.

David Facticeau



Hi everyone! My name is David Facticeau, and I'm from Johns Creek, GA. I received my B.A. in psychology with a minor in general business from Auburn University. I am currently working with Dr. Lillian Eby, and I am generally interested in anything that helps individuals lead happier and more productive work lives. My research interests include mentor-protégé relationships, leadership development, and work-life balance. Outside of school, I enjoy hiking and watching sports. I also love music and have enjoyed getting to know the vibrant music scene in Athens!

FALL FEATURE

First Years, continued . . .

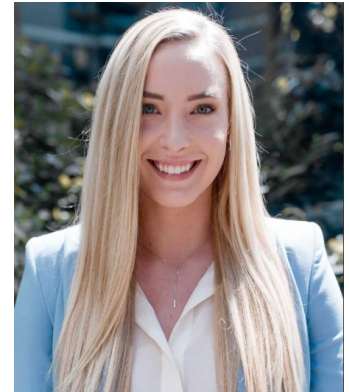
Arturia Melson-Silimon

Hey everyone! My name is Arturia Melson-Silimon and I'm from Marietta, GA. I received my bachelor's from UGA last May. I am currently working with Dr. Nathan Carter and I am primarily interested in issues in employment law and improving the experiences of special populations and marginalized workers. In my free time I enjoy exploring Athens and thrifting.



Hope Dodd

Hi everyone! My name is Hope Dodd and I'm from Lakeland, Florida. I just graduated this past May with my bachelor's degree in psychology from the University of Florida. I'm working with Dr. Kristen Shockley. My research interests broadly include work-family conflict, career development, and employee well-being. More specifically, I am interested in work-family boundaries and how work-family conflict is manifested differently for various groups of people. In my free time I love traveling, listening to music, and exploring Athens! I'm so excited to be here in Athens and to be continuing my education in such a supportive community!

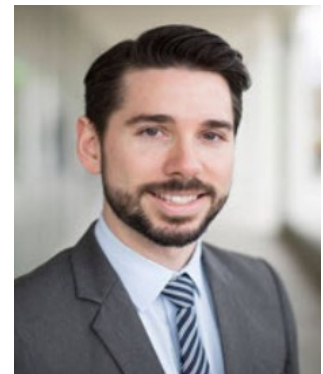


Speakers & Professional Development



Dr. James Grand, Assistant Professor in the Social, Decision, and Organizational Sciences program at the University of Maryland, gave a brownbag talk on computational modeling in organizational research. Prior to the talk, he held a Q&A with our I/O graduate students.

Dr. Michael Daniels, Assistant Professor in the Organizational Behaviour and Human Resources Division at the University of British Columbia Sauder School of Business, gave a brownbag talk in November on humility and the legitimacy of leaders.



Program & Alumni Updates

Notes from the Program

THESIS & DISSERTATION DEFENSES:

Lauren Rice (Zimmerman) successfully defended her dissertation.

Muriel Clauson successfully defended her thesis.

COMPREHENSIVE EXAMS:

Alexandra Harris successfully passed her written and oral prelims.

Kate Conley successfully passed her oral prelims.

Muriel Clauson successfully passed her oral prelims.

Olivia Vande Griek successfully passed her written and oral prelims.

Aspen Robinson successfully passed her written prelims.

NEW JOBS & INTERNSHIPS:

Olivia Vande Griek accepted a job as a Human Capital Consultant at PDRI in Arlington, VA.

Andrea Hetrick started a new job in August as an Assistant Professor in the Department of Organizational Studies in the Anderson School of Management at the University of New Mexico.

Cindy Maupin (advisor, Dr. Dorothy Carter) accepted a position as Assistant Professor of Organizational Behavior and Leadership at Binghamton University beginning Fall 2019.

Notes from Home

Dr. Rachel Williamson Smith ('18) married Billy Smith on May 19th, 2018.

Dr. Andrea Hetrick ('16) married Ben Nargi on June 23rd, 2018.

Dr. Taylor Sparks Sullivan ('12) and husband Chris welcomed their first child, Jack William Sullivan, on September 30, 2018.

Lindsay Lepage (formerly Brown) was married September 9, 2018.

Dr. Lauren Rice ('18) (formerly Zimmerman) was married June 2, 2018.

Program & Alumni Updates, continued. . .

Alumni Updates

‘98 **Dr. Cheryl Toth** recently moved back to the US after 6 years in Asia with her husband, Bill Newbolt ('99 Ph. D) and their two daughters. She's taken a new role as Executive Succession & Development Leader for IBM's Systems Unit. Cheryl & Bill recently moved to Redding CT as she's working at IBM's headquarters in Armonk, NY. Bill is still lecturer with the Exec MBA Program at UNC-Chapel Hill and has started a job search in the NY area. Their oldest daughter is a freshman at the College of William & Mary in Virginia.

‘01 **Dr. Adam Meade** and colleague Bart Craig won the 2018 Sage Publications/Robert McDonald Advancement of Organizational Research Methodology Award for their paper, *Rapid Response Measurement: Development of a Faking Resistant Assessment Method for Personality* (full citation below). This award is given to the single paper in the past 5 years with the strongest contribution to the advancement of research methodology.

Meade, A. W., Pappalardo, G., Braddy, P. W., & Fleenor, J. W. (in press). Rapid response measurement: Development of a faking resistant assessment method for personality. *Organizational Research Methods*.

‘03 **Dr. Sarah Stanley Fallaw** and her company, DataPoints, recently released their assessment of psychological risk tolerance, the first of its kind biodata-based assessment that is being used by financial advisors to help clients understand their emotional ability to withstand changes in financial markets. And, on October 1st, *The Next Millionaire Next Door* was published, the book Dr. Fallaw and her father began before his death in 2015. For those of you who don't know, Sarah's father, Dr. Thomas J. Stanley (Ph.D., 74 – Marketing, UGA) wrote the bestseller, *The Millionaire Next Door*, published in 1996. The new book examines the behaviors, lifestyles, and habits of self-made, affluent Americans over 20 years after the original book was published. Dr. Fallaw included research on the job analysis of the "household CFO" in the book, research she conducted alongside Dr. John Grable, professor, and Michelle Kruger, graduate student, in the Financial Planning department in the College of Family and Consumer Sciences at UGA.

Publications

Albright, G., & **McMillan, J. T.** (2018). Virtual humans: Transforming mHealth for veterans with post-traumatic stress disorder (PTSD). *mHealth*, 4, 7.

Albright, G., Timmons-Mitchell, J., & **McMillan, J.** (2018). Gatekeeper training to prevent suicide in the emergency department and in primary care. In T. Falcone & J. Timmons-Mitchell (Eds.), *Suicide prevention* (pp. 229-250). Springer.

Brown, L.B., Manolescu, A.M., Provolt, L., **Robinson, A.J.**, & **Thomas, K.M.** (in press). Understanding barriers to diversifying TEM through uncovering ideological conflicts. In W. Robinson & E. McGee's (Eds.), *Injecting multidisciplinary perspectives of race and gender for the diversification of STEM*. New Brunswick, NJ: Rutgers University Press.

Carter, N.T., **Carter, D.R.**, & DeChurch, L.A. (2018). Implications of observability for the theory and measurement of shared emergent team properties. *Journal of Management*, 44, 1398-1425.

Publications, continued...

- Carter, N.T.**, Miller, J.D., & Widiger, T.A. (in press). Extreme personalities at work and in life. *Current Directions in Psychological Science*.
- Clark, M.A., Haynes, N., Sanders, K., Vande Griek, O.H.** (In Press). Lifespan perspectives on work and non-work roles. In B. Baltes, C. Rudolph, & H. Zacher (Eds.), *Work Over the Lifespan*, Elsevier.
- DeChurch, L. A., **Carter, D. R.**, Asencio, R., Wax, A. Seely, P. W., Dalrymple, K. Vaughn, S., Jones, B., & Plummer, G., Mesmer Magnus, J. R., (2018). From teams in organizations to organizing in teams. *Organizational Psychology*. In N. Anderson, D. S. Ones, H. K. Sinangil & C. Viswesvaran (Eds.), *Handbook of industrial, work and organizational psychology* (Vol. 1, 2nd ed.). London, UK: Sage.
- Eby, L.T., Robertson, M., Williamson, R., & Maupin, C.K.** (2018) The development and test of a framework examining the associations between gambling behavior, strain-based gambling interference with work and nonwork, cognitive disengagement, and role performance. *Community, Work, & Family*.
- Eby, L.T., Vande Griek, O., Maupin, C.K.,** Allen, T.D., Gilreath, E., & Martinez, V. (2018) A cultures within culture perspective on work and family among U.S. employees. In K. Shockley, W. Shen, & R. Johnson (Ed.s) *Cambridge handbook of global work and family*.
- Harris, A.M., Williamson, R.L., & Carter, N.T.** (in press). A conditional threshold hypothesis for creative achievement: On the interaction between intelligence and openness. *Psychology of Aesthetics, Creativity, and the Arts*.
- Hirshi, A., **Shockley, K.M.**, Zacher, H. (in press). An action regulation model of work-family management. *Academy of Management Review*.
- Hyatt, C.S., Owens, M.M., Gray, J.C., **Carter, N.T.**, MacKillop, J., Sweet, L.H., & Miller, J.D. (in press). Personality shares overlapping neuroanatomical correlates with internalizing and externalizing psychopathology. *Journal of Abnormal Psychology*.
- Long, M., Albright, G., **McMillan, J., Shockley, K.,** & Price, A. (2018). Enhancing educator engagement in school mental health care through digital simulation professional development. *Journal of School Health*, 88,651-659.
- Lapierre, L., Matthews, R., **Eby, L. T.**, Truxillo, D., Johnson, R., & Major, D. (2018). Recommended practices for academics to initiate and manage research partnerships with organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. Advance on-line doi:10.1017/iop.2018.83.
- Llewellyn, N., **Carter, D.R.**, Nehl, E. J., & Rollins, L. (2018) Charting the publication and citation impact of the NIH Clinical & Translational Science Award (CTSA) program from 2006-2016. *Academic Medicine*, 93, 1162-1170.
- Lungeanu, A., **Carter, D.R.**, DeChurch, L.A., & Contractor (2018). How team interlock ecosystems shape the assembly of scientific teams: A hypergraph approach. *Communication Methods and Measures*, 12, 174-198.
- McMillan, J. T.**, Karimi, L., & Rada, J. (2018). A review of work-family research in the Middle East. In **K. M. Shockley**, W. Shen, & R. C. Johnson (Eds.), *Handbook of the Global Work-Family Interface*. Cambridge Industrial and Organizational Psychology Series.
- McMillan, J., Shockley, K. M., & Carter, D. R.** (2018). Gender differences in SIOP Research Fellows' publication networks. *Industrial/Organizational Psychology: Perspectives on Science and Practice*, 11, 439-448.
- McMillan, J.T. & Shockley, K.M.** (in press). The role of technology in the work-life interface. In R. Landers (Ed). *Cambridge Handbook of Technology and Employee Behavior*. Cambridge.
- Melson-Silimon, A., Harris, A.M.**, Shoenfelt, E.L., Miller, J.D., & **Carter, N.T.** (in press). Personality testing and the Americans with Disabilities Act: Cause for concern as normal and abnormal models are integrated. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. [Focal Article]
- Plaut, V.C., **Thomas, K.M.**, Hurd, K. & Romano, C. (2018). Do colorblindness and multiculturalism remedy or foster discrimination? *Current Directions in Psychological Science*, 27, 2000-2006.

Publications, continued...

- Robinson, A.J., Thomas, K.M.,** Brown, B.L. & Provolt, L. (in press). When Black leaders leave: Costs and consequences. In Laura Morgan-Roberts and David Thomas' (Eds.), *Race, Work and Leadership in the 21st Century*. Cambridge, MA: Harvard Business School.
- Shockley, K.M.** & Allen, T.D. (2018). It's not what I expected: The association between dual-earner couples' met expectations for the division of paid and family labor and well-being. *Journal of Vocational Behavior*, 104, 240-260.
- Shockley, K.M.** (2018). Managing the work-family interface. In N. Anderson, C. Viswesvaran, H.K. Sinangil & D. Ones (Eds.) *Handbook of Industrial, Work, and Organizational Psychology*, Sage.
- Shuffler, M., & **Carter, D.R.** (2018). Teamwork in multiteam systems: Key lessons learned and future opportunities. *American Psychologist*, 73, 390-406.
- Vande Griek, O.H., Clark, M.A.,** Witte, T.K., Nett, R.J., Moeller, A.N., & Stabler, M. (2018). A taxonomy of job stressors among veterinarians: A qualitative analysis. *Journal of the American Veterinary Medical Association*, 252, 227-233.
- Vande Griek, O., Clauson, M. G., & Eby, L. T.** (2018). Organizational career growth and proactivity: A typology for individual career growth. *Journal of Career Development*. Advance on-line <https://doi.org/10.1177/0894845318771216> .

Presentations

- Carter, D.R.** (Chair) (May, 2018). *Teamwork on the way to Mars: Organizational psychology applied to deep space*. Invited symposium at the Association for Psychological Science 30th Annual Convention. San Francisco, CA.
- ** This session was an Invited chaired symposium at the Association for Psychological Science 30th Annual Convention. San Francisco, CA.
- Carter, D.R.** (May, 2018). *Project FUSION: Facilitating Unified Systems of Interdependent Organizational Networks*. In **D.R. Carter** (Chair). *Teamwork on the way to Mars: Organizational psychology applied to deep space*. Association for Psychological Science 30th Annual Convention. San Francisco, CA.
- Carter, D. R.,** Llewellyn, N.M., Nehl, E.J. & Rollins, L. (April, 2018). *Evolution of the interdisciplinary co-citation network supported by the Georgia Clinical and Translational Science Alliance Program from 2006 through 2016*. Translational Science 2018, Washington DC.
- Carter, N.P., Carter, D.R., Carter, N.T.,** Opitz, R., & Barnes, A. (December, 2018). *Cash crops and snake kings: Integrating archeology, epigraphy, and network analysis in the Southern May Mountains*. Paper presentation at the "Connected Past" multi-disciplinary conference at Oxford University, United Kingdom, <https://connectedpast.net/>.
- Conley, K.M. & Carter, N.T.** (2018, May). *The Family-Friendly Advantage: Evaluating the Effects of Instrumental and Symbolic Organizational Attributes on Efforts to Attract the Emerging Workforce*. 2018 Association for Psychological Science Annual Convention: San Francisco, CA.
- Eby, L. T.** (April, 2018). *Understanding mentoring: Analytic perspectives*. Keynote speaker, Committee on the Science of Effective Mentoring in STEMM. The National Academies of Science, Engineering and Medicine. Washington, DC.
- Harris, A. M.,** Guenole, N., Tocci, M. C., & **Carter, N. T.** (May, 2018). *The interaction between conscientiousness and general mental ability: Support for a compensatory role of personality in task performance*. Poster presented at the 30th Annual Convention for the Association for Psychological Science: San Francisco, CA.

Presentations, continued...

- Kim, Y.J. & Carter, D.R.** (Co-Chairs) (August, 2018). *Exploring team leadership effects via a motivational perspective*. Symposium at the 78th Annual Meeting of the Academy of Management, Chicago, IL.
- Kim, Y.J., Carter, D.R., Maupin, C.K., & Hoffman, B.J.** (Co-Chairs) (August, 2018). *The trickle-down effects of leader-member exchange in multilevel organizations*. In **Y.J. Kim** and **D.R. Carter** (Chairs) Exploring team leadership effects via a motivational perspective. Symposium at the 78th Annual Meeting of the Academy of Management, Chicago, IL.
- Listyg, B., & **Carter, N.T.** (May, 2018). *Projected personality and artistic performance in the hip-hop music industry*. Poster presented at the 30th Annual Convention for the Association for Psychological Science: San Francisco, CA.
- Llewellyn, N.M., **Carter, D. R.**, Rollins, L. & Nehl, E.J. (April, 2018). *A qualitative and quantitative summary of the content of publications supported by the National CTSA Program from 2006-2017: Diversity, scope, and inter-disciplinarity*. Translational Science 2018, Washington DC.
- Llewellyn, N.M., **Carter, D. R.**, Rollins, L. & Nehl, E.J. (April, 2018). *Charting the publication and citation impact of the NIH Clinical and Translational Science Awards (CTSA) Program from 2006 through 2016*. Translational Science 2018, Washington DC.
- Lowery, M., Carter, N. T., & Clark, M.** (May, 2018). *The balancing act of performance: Person-centric networks and the causal interplay organizational citizenship and counterproductive work behaviors*. Poster presented at the 30th Annual Convention for the Association for Psychological Science: San Francisco, CA.
- Maupin, C.K.**, Cullen-Lester, K.L., Gerbasi, A., & **Carter, D.R.** (May, 2018). *Thriving across boundaries: The moderating effect of formal and informal leadership*. Paper presentation at the International Perspectives on Leadership Symposium, Chania, Greece.
- Rollins, L. Llewellyn, N.M., **Carter, D. R.**, & Nehl, E.J. (April, 2018). *An application of the payback framework to evaluate the outcomes of pilot projects supported by the Atlanta Clinical and Translational Science Institute from 2007-2014*. Translational Science 2018, Washington DC.
- Trainer, H.**, Liu, Y., **Carter, D.R.**, **Pendergraft, J.**, & Zhou, L. (August, 2018). *Effects of team veterans' perceptions of newcomers on integration and performance*. In **Trainer, H.**, Liu, Y. (Chairs) Leveraging an interactionist perspective to understand newcomer socialization. Symposium at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Grants, Awards, & Accomplishments

Dr. Dorothy Carter presented her dissertation research on the topic of leadership in multiteam systems at the Center for Leadership (CfL) at Florida International University in Miami, FL in April 2018 as part of the Alvah H. Chapman Jr. Outstanding Dissertation Award "for the dissertation that makes an outstanding contribution to the field of leadership" presented by the CfL and the Academy of Management Network of Leadership Scholars.

Graduate Student **Cindy Maupin** and Assistant Professor **Dr. Dorothy Carter**, along with their colleague Kristin Cullen-Lester (University of Houston) were awarded The 2017 Leadership Quarterly Best Paper Award for their co-authored publication: "Incorporating social networks into leadership development: An organizing framework and evaluation of research and practice".

Grants, Awards, & Accomplishments, continued...

Dr. Dorothy Carter was invited to become an Editorial Board Member at the Journal of Applied Psychology.

Dr. Dorothy Carter's research with NASA was the focus of a cover story in Association for Psychological Science (APS) 2018 Observer magazine (<https://bit.ly/2TiZMVL>) and Dr. Carter was profiled for a feature article in the June 2018 issue of the American Psychological Association's (APA) Monitor on Psychology Magazine: <http://www.apa.org/monitor/2018/06/mission-mars-teamwork.aspx>.

Dr. Nathan Carter is Co-Investigator on a recently funded U.S. Department of Justice grant entitled Promoting Victim Safety in Immigrant Communities: Virtual Case Simulation Training for Religious Leaders (\$449,889; PI: J. Choi).

Dr. Nathan Carter is the Principal Investigator on an industry-sponsored contract with Groupon, Inc. entitled Measuring Customer Trust in Groupon Services: Measure Development and Validation. (\$26,325); Doctoral student Megan Lowery serves as Project Leader along with fellow students Kate Conley, Riley Hess, and Arturia Melson-Silimon.

Dr. Nathan Carter was invited to give a talk at the Hogan Distinguished Speaker Series in January of 2019.

Dr. Nathan Carter was appointed Associate Editor of (a) the Journal for Research in Personality, and (b) Personnel Assessment and Decision.

Dr. Lillian Eby was honored as an Extraordinary Contributor to Work and Family Research from the Work and Family Researchers Network (2018).

Dr. Kristen Shockley received the 2018 Saroj Parasuraman Award (outstanding publication on gender and diversity in organizations) from the Gender and Diversity Divisions of the Academy of Management.

Dr. Kristen Shockley received a Highly Commended designation for *Career Development International* for the 2018 Emerald Literati Awards (Schooreel, Shockley, & Verbruggen, 2017).

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I-O Psychology

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