

THE IOPSA NEWSLETTER

THE UGA INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY PROGRAM

FALL 2014-SPRING 2015

A WORD FROM OUR PRESIDENT:

Dear alumni and friends of the UGA I-O Psychology program,

The UGA I-O students and faculty have had yet another amazing year full of outstanding accomplishments! I'm honored to kick off this year's newsletter by sharing with you how our program has continued to grow and flourish while maintaining our reputation as one of the best graduate programs in the country!

Within IOPSA, we have continued our mission of mentorship and high involvement in order to facilitate success in research, academics, and applied work. Our program prides itself on the cooperation and support our students share with one another, and this was demonstrated yet again as we welcomed and mentored the three incredible students who joined our program this past fall! We were also honored to have a visiting student from Germany who joined us to learn about I-O and experience firsthand the high caliber of our program! These students immediately demonstrated their leadership skills by serving in IOPSA positions their first year, and we are so excited to see what they accomplish next!

We can't wait to welcome our next outstanding cohort of students in 2015!

IOPSA hosted many exciting events for both students and faculty this year to promote some fun within our program! We had a blast at our annual Thanksgiving potluck, enjoyed some friendly competition with our Pumpkin Baking contest for Halloween, and wrapped up the spring semester with our annual Spring Fling event with a cookout for I-O friends and family! IOPSA also had the honor of inviting several top researchers and practitioners for monthly presentations so we could continue to learn and challenge ourselves while staying up-to-date on the important developments in our field. Our faculty and students cherish these visits as we continue to build relationships and collaborations with scholars from around the country!

One of the major accomplishments of our program involves answering the call from our national organization, SIOP, and spreading the brand of I-O Psychology to students through interactive presentations and one-on-one mentoring. To serve our community, we reached out to

hundreds of students this year to teach them about our field and develop undergraduates in reaching their goals so that we can continue to improve our national I-O reputation!

Last year, Dr. Karl Kuhnert started the professional I-O Master's program at UGA to help educate working professionals in important I-O skills while offering applied experiences and teaching from top instructors in our field. This program has flourished over the past year, and now we are excited to welcome Dr. Brian Frost to our team as the new Director of the IOMP! Brian has been such an excellent addition to our I-O family, and we can't wait to see all the amazing accomplishments he has with this program in the future!

We are thrilled to welcome a new faculty member to the UGA I-O family: Dorothy Carter! Her research interests include leadership, social network analysis, teams, and multiteam systems. We know that she will be an excellent addition to our program, and we look forward to her joining us in Fall 2015!

The UGA I-O program has been recognized yet again for its amazing students and faculty. Our students have been awarded grants, have published several first-author publications, and have won many conference awards and accommodations just this year alone! Further, our faculty members have received national recognition, served on editorial boards for many of our top journals, and have published an incredible amount of high impact articles! We are so proud of our students and faculty for producing and presenting research at such a high level. To continue our program's tradition of excellence, we have a strong contingent of students and faculty headed to Philly for SIOP in April! Can't wait to see y'all there!!

-Cindy Maupin

INSIDE THIS ISSUE:

UPCOMING EVENTS	2
AWARDS & GRANTS	3
SPECIAL FEATURES	4
NEW STUDENTS	7
PUBLICATIONS	9
PRESENTATIONS	11
FACULTY UPDATES	13
UPCOMING CONFERENCES	18

UPCOMING EVENTS

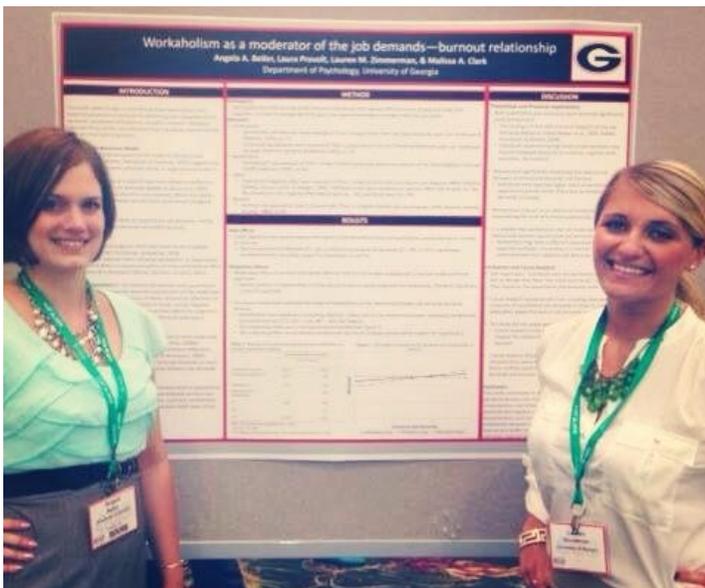
SIOP 2015: Philadelphia, PA

This year the SIOP reception will take place on Friday, April 24th from 7-9 pm at Maggiano's Little Italy. Maggiano's is located a short walk from the conference hotel, at 1201 Filbert Street.

This year's celebration will include a selection of imported and domestic cheeses, an array of fresh vegetables, and various other hors d'oeuvres that are Italian classics and favorites! A ticketed and cash bar will also be provided.

If you have any questions about the event or would like to RSVP, please contact Lauren Zimmerman at lzimm@uga.edu! Hope to see you all in Philly!

-Lauren, SIOP Reception Chair



See pg. 19 for upcoming conferences.

PROFESSIONAL AWARDS & ACCOMPLISHMENTS

Nathan Carter and **Brian Hoffman** were listed as two of the Top 20 Most Prolific SIOP 2015 Speakers. Nathan was listed as 6th and Brian as 14th!

Ada Guan received the University of Georgia's I-O Program's 2015 Dan Mack Award.

Melissa Mitchell won the University of Georgia's I-O Program's 2015 Donald Grant Award.

Mia Tran won the 2015 Herbert Zimmer Research Scholar Award

Nathan Carter cleaned house at the 2015 Faculty Awards Ceremony, claiming the I-O Excellence in Teaching Award, I-O Organizational Citizenship Award, and the Psychology Department Richard L. Marsh Student Mentoring Award and Outstanding Teaching Award.

Nathan Carter won two SIOP awards, the Robert & Joyce Hogan Award for Personality and Work Performance, and the P. Richard Jeanneret Award for Excellence in the Study of Individual or Group Assessment, for his paper titled "Uncovering curvilinear relationships between conscientiousness and job performance: How theoretically appropriate measurement makes an empirical difference".

Cori Bazemore received 3rd place at the annual Psi Chi Conference.

Cavan Gray is currently interning with the Organization and Management Development team at Fri-to-Lay.

Lauren Zimmerman accepted an internship with Johnson & Johnson's Organizational Analytics

Colby Kennedy is currently interning with Development Dimensions International (DDI).

Anna Hulett accepted an internship focused on Employee Engagement at UPS.

Angela Beiler-May began interning with the Selection & Leadership team at Aon Hewitt in Fall 2014.



GRANTS

Anna Hulett was awarded the Innovative and Interdisciplinary Research Grant of \$1,500 from The University of Georgia Graduate School.

Melissa Mitchell was awarded \$8,000 from the Sunshine Education and Research Center for her project titled "Grandchild Caregiving and Health: A Survey of Grandparents and their Adult Chil-



SPECIAL FEATURES

Officer List:

President - Cindy Maupin
Vice President of Finance - Rachel Williamson
Vice President of Programs - Andrea Hetrick
Reception Chair - Lauren Zimmerman
Recruitment Chair - Kate Conley
Events Chair - Lane Siedor
Records/Social Media Chair - Jorge Lumbreras
Newsletter Chair - Angela Beiler-May
Philanthropy Chair - Samia Shaikh
Diversity Chair - Jorge Lumbreras



Psychology Mentoring Program

For the second year in a row, the Psychology Mentoring Program has experienced growth in the number of undergraduates interested in pursuing graduate school in I-O. Eight of our I/O graduate students serve as active mentors in the program, and I/O students consistently make an effort to attend our workshops on graduate school. The leadership team for the program is extremely pleased with the support we have received from students and faculty in the I/O program.

-Melissa Mitchell, Coordinator

Social Media & Diversity

As both Social Media and Diversity chair, my duties are to get the word out about what's going on within and outside the 3rd floor. It is exciting to watch the Facebook page grow in the number of views and "likes" every month, especially after an announcement that shows off how hard-working our students and faculty are. Diversity chair involves awareness of talks and events outside (and within) our department which deal with several facets of diversity, for example Women's History month events as hosted by the Institute of Women's Studies. Another example is the RED workshop which hosted Dr. Kameron Sheats from the CDC, who discussed the impact of poverty, racism, and stress on young African American college students.

—Jorge Lumbreras, Diversity & Social Media Chair



SPECIAL FEATURES CONTINUED...

Social Events

There were several IOPSA events this semester starting with a lunch at Teds Most Best to celebrate Alex LoPilato and Cavan Gray's completion of Prelims! It was a great time- some of us are messier eaters than others. What gives?

Our next event was an excellent display of our culinary abilities with the IOPSA Cooking challenge, pumpkin themed (thanks Iron Chef America). Mind you, the competition was a relative measure of success; even the winners' raw scores would be considered low in a normal population. Good thing they don't pay us to cook. The three winners (of about 6 participants, odds were favorable) were given Jittery Joes gift cards. Yes, tensions were high. If I remember correctly, there was a third place tie and a \$5 gift card (essentially one single coffee) was split between Andrea Hetrick and Cindy Maupin. You guys are good sports!

Our next event was also about food, no surprise there, but this time we decided to invite the faculty along... sometimes quantity really is the goal. Our annual thanksgiving was quite a hit, if I do say so myself. The food was delicious and the company was even better, no jokes this time.



We had two events in February: Angie's prelim Lunch, which doubled as a lunch for prospective students, and a Valentines Day cookie-decorating event. Thankfully Kate Conley was in charge of Angie's lunch because she did a knock-out job. Congrats again, Angie! Valentines Day was a little gender lopsided but fun nonetheless. We'll get it next year, guys. And pretty much anytime you bring people and processed sugar together it's bound to be a good time.

We have several events in the books for the rest of the semester including a spring fling at Terrapin on Wednesday, April 8th. Also, rumor has it Selma is a must see movie- anyone want in? More information about events to come, save the (attempted) humor.

— Lane Siedor, Events Chair

Finances

Thanks to Rachel Williamson's financial savvy, we are thrilled to announce that we were able to use some of our IOPSA money this year to fund students' transportation and conference costs. Although Philly isn't quite as expensive as Honolulu, the extra help was greatly appreciated.



SPECIAL FEATURES CONTINUED...

Professional Development

In 2014, our program was fortunate to host speakers from various backgrounds and research interests. We began the fall semester with our 2nd Annual IGNITE event featuring engaging presentations from graduate students



Dr. Anthony Boyce

Cindy Maupin, Andrea Hetrick, Rachel Williamson, Ada Guan, Cavan Gray, Jacob Martin, and Melissa Mitchell.

Our fall semester series continued with Dr. Tony Boyce from Aon, who presented about the development of an adaptive personality test. Dr. Rustin Meyer from Georgia Tech completed our 2014 brownbag year with his research talk on situational influences in organizations. We look forward to continuing the program's tradition of hosting diverse and prestigious speakers in 2015.

On behalf the UGA I-O program, I would like to thank this year's speakers for visiting us. Your talks have been a wonderful learning experience for us, and we are grateful to have meet leaders in our field.

-Andrea Hetrick, VP of Programs

Recruitment

With some small changes in the recruitment process this year, we were able to host three accepted students during one weekend this Spring Semester. On "Friday Funday with Faculty", new students had a chance to meet one-on-one with our award-winning faculty members, get a short, yet lively, tour of the beautiful north campus, and listen to the unforgettable excitement of our 1st Annual Faculty Ignite research talk event. Of course the fun carried into happy hour and a well-deserved trip to Krispy Kreme donuts. During "Saturday Social with Students", the new students had a better chance to get to know fellow graduate students with a Special Brunch Edition Goals Meeting, a "Battle of the West Side vs. East Side" apartment tour, and of course, a local band and brew at the legendary Athen's brewery, Terrapin. Not only did this recruitment weekend provide our perspective students with a greater understanding of our collaborative culture and successful program, but gave us a chance to develop a greater appreciation for the amazing people in our program that inspire our truly outstanding research and applied work all year round. And, I must say, there was plenty of delicious Athen's cuisine all weekend that makes it

hard to say no to an offer from UGA I-O!

- Kate Conley, Recruitment Chair



MEET OUR NEW STUDENTS!

Kate Conley

Hi Everyone,

My name is Kate Conley and I am this year's "Northerner Gone South". I grew up in Wisconsin and attended the University of Wisconsin-Madison for my undergraduate career, earning a B.A. in Psychology and a Certificate in Business. Although I will always be a Badger and a Cheesehead (GO PACK!), I am loving Athens so far and everything the South has to offer, including the warmer weather.

My curiosity towards women's conflicting roles at work and at home, coupled with my passion for families and children, has directed my research interests toward work-family conflict and professional women. Working with Dr. Malissa Clark provides a perfect fit for me to further explore these areas of research as she holds a joint position with the Women's Studies and Psychology departments. I am hoping to develop my research around work-family conflict throughout the lifespan and during major life changes, such as the transition to parenthood. I am also interested in other "O"-related topics surrounding employee well-being and positive psychology in the workplace including potential employee and organizational benefits of inducing positive affect through gratitude and similar interventions.

By choosing UGA for my graduate career, I chose to join a collaborative culture facilitated by brilliant, enthusiastic and supportive faculty and graduate students. My experience at UGA has been extremely rewarding thus far and has opened up a gamut of opportunities to advance both my applied and academic skills. Although learning not to say yes to all of these opportunities can be hard, I am able to find my own sense of work-life balance here at UGA.



Lane Siedor

Hi, my name is Lane Siedor. I was born and raised in Atlanta and went to The Paideia School for 13 years.

I'd like to blame my weirdness on going to the same school for that long; that would make anyone a weirdo, right? I graduate from The University of Georgia in May of 2014 with a bachelors of science in psychology. I was always interested in psychology but I was unsure where specifically I wanted to go with my



degree until I completed my internship in the summer of 2012 with Aon Hewitt in Atlanta. At Aon Hewitt I got to work on several consulting projects that solidified my interest in IO (not to mention all of my bosses were women!)

I had the fortunate experience of working with several professors at UGA during undergrad including Drs. Brian Hoffman and Karl Kuhnert, as well as working

with social psychologist Dr. Michelle vanDellen. Fortunately, I was able to combine my appreciation for social psychology and IO in my graduate research at UGA under the advisement of Drs. Keith Campbell, Karl Kuhnert and Brian Hoffman (it's complicated). So far I've been incredibly fortunate to work on a number of applied projects and continue my research on leadership. Recently, I've become really interested in psychometric research under the advisement of Dr. Nathan Carter; an interest which came as quite a shock to me and even more so to my parents. I'm really excited to keep working defining my research area.

NEW STUDENTS CONTINUED...

Jorge Lumbreras

Hello, my name is Jorge Lumbreras and I earned my Bachelors from the University of Georgia in 2013! By this point I've realized that I am never leaving this school. My family lives only an hour away in Lawrenceville, GA, which they kindly remind me of whenever they ask why I don't visit more often.

It was when I took Dr. Karl Kuhnert's Psychology of the Workplace one summer when I realized that I wanted to be like Karl when I grew up. Unfortunately I had to give up on growing to his height so I took on I-O Psychology instead. Jacob Martin, a current fifth-year, took me under his wing as my mentor and introduced me to diversity research during undergrad. I later developed an interest in the changing nature of work while working with both Dr. Brian Hoffman and Lauren Wood, a recent graduate of our program.



I am currently working under Dr. Hoffman and Dr. Gary Lautenschlager in a co-mentorship, focusing on the changing nature of work with an emphasis on Hispanic/Latino workers. I am continuing to love Athens after 5 years and am looking forward to completing an entire decade in this wonderful city.

Cornelia Schmid

I'm Cornelia Schmid, and I am an exchange student from the university of Erlangen-Nuremberg in Germany, where I am currently enrolled in the Master's psychology program.

It was a big step to leave my home country for one year to explore the I-O psychology PhD world at the University of Georgia, but from the very beginning I felt very welcomed by everyone in the I-O department.

In my courses, I have gained a deeper insight into different topics of I-O psychology and advanced statistics than would have been possible at my home university, and I feel better prepared for my future work as an I-O psychologist. My year at UGA is almost over and I am about to go back home to finish my Master's, but I am glad that I got the chance to make this great experience and meet so many nice people here in Athens!



SO MANY PUBLICATIONS!

- Allen, T. D., **Eby, L. T.**, Weiss, H. M., & French, K. A. (2014). I-O psychology's Chicken Little syndrome. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *7*, 304-311.
- Carter, D.R.**, DeChurch, L.A., Braun, M. & Contractor, N. (2015). Social network approaches to leadership: An integrative conceptual review. *Journal of Applied Psychology*. doi: 10.1037/a0038922
- Carter, D.R.**, & DeChurch, L.A. (2014). Leadership in Multiteam Systems: A network perspective. In D.V. Day (Ed.), *Oxford Handbook of Leadership* (pp. 483-505), Oxford University Press.
- Carter, D.R.**, Seely, P. W., Dagosta, J., DeChurch, L.A., & Zaccaro, S.J. (2014). Leadership for Global Virtual Teams: Facilitating Teamwork Processes. In R. Griffith & J. L. Wildman (Eds.), *Leading Global Teams* (pp. 225-252), Springer.
- Clark, M. A., Beiler, A., & Zimmerman, L.** (forthcoming). Examining the work-family experience of workaholic women. In M. Mills (Ed.), *Gender and the Work-Family Experience: An Intersection of Two Domains*. Springer Publishing.
- Clark, M. A.**, Michel, J. S., & Stevens, G. W. (2014). Affective reactions and subsequent consequences of heavy work investments. In I. Harpaz & R. Snir (Eds.), *Heavy work investment: Its nature, sources, outcomes, and future directions* (pp. 187-203). Psychology Press Taylor & Francis Group.
- Clark, M. A.**, Michel, J. S., Early, B., & Baltes, B. B. (2014). Strategies for coping with work stressors and family stressors: Scale development and validation *Journal of Business and Psychology*, *29*, 617-638.
- Clark, M. A.**, Michel, J. S., Zhdanova, L, Pui, S., & Baltes, B. B. (in press). All work and no play? A meta-analytic examination of the correlates and outcomes of workaholism. *Journal of*
- Clark, M. A.**, Rudolph, C. W., Zhdanova, L., Michel, J. S., & Baltes, B. B. (in press). Organizational support factors and work-family outcomes: Exploring gender differences. *Journal of Family Issues*.
Management.
- 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., (in press). From teams in organizations to organizing in teams. *Handbook of Industrial/ Organizational Psychology*.
- Downey, S.L.**, van der Werff, L., **Thomas, K.M.**, & Plaut, V.C. (2014). The Roles of Diversity Practices and Inclusion in Promotion Trust and Employee Engagement. *Journal of Applied Social Psychology*.
- Eby, L. T., Mitchell, M. E., & Zimmerman, L.** (forthcoming). Work and family in times of crisis. In T. D. Allen & L. T. Eby (Eds.) *Oxford handbook of work and family*. Oxford University Press.
- Eby, L. T.**, Butts, M. M., **Hoffman, B. J., & Sauer, J. B.** (in press). Cross-lagged relations between mentoring received from supervisors and employee OCBs: Disentangling causal direction and identifying boundary conditions. *Journal of Applied Psychology* doi: 10.1037/a0038628
- Eby, L. T.**, Laschober, T. C., & Muilenburg, J. L. (2015). Sustained, New, Never, and Discontinued Tobacco Cessation Services Adopters. *Journal of Substance Abuse Treatment*, *49*, 8-14. doi:10.1016/j.jsat.2014.07.017
- Eby, L. T.**, Laschober, T. C., & Curtis, S. L. (2014). Substance abuse-specific knowledge transfer or loss? Treatment program turnover versus professional turnover among substance abuse clinicians. *Journal of Addictive Diseases*, *33*, 243-252. doi: 10.1080/10550887.2014.950022.
- Eby, L. T.**, Laschober, T. C., & Muilenburg, J. L. (2014). Understanding counselors' implementation of tobacco cessation services with patients. *Journal of Substance Abuse Treatment*, *47*, 314-320. DOI: 10.1016/j.jsat.2014.06.007
- Eby, L. T.**, & Laschober, T. C. (2014). Clinicians' perceptions of implementation extensiveness of 100% tobacco-free practices: A longitudinal study of New York State. *Journal of Behavioral Health Services & Research*, *41*, 50-63.
- Gentile, B., Wood, L.A., Twenge, J.M., **Hoffman, B.J.**, & Campbell, W.K. (2014). The problem of generation change: Why cross-sectional designs are inadequate for investigating generational differences. In C.E. Lance and R.J. Vandenberg, *More Statistical and Methodological Myths and Urban Legends*. Taylor & Francis, New York, NY.
- Hoffman, B. J., Kennedy, C. L., LoPilato, A. C., Monahan, E. M., & Lance, C. L.** (In press). A review of the content, criterion-related, and construct validity of assessment center exercises. *Journal of Applied Psychology*.
- Laschober, T. C., Muilenburg, J. L., & **Eby, L. T.** (in press). Factors linked to substance use disorder counselors' (non)implementation likelihood of tobacco cessation 5 A's, counseling, and pharmacotherapy. *Journal of Addictive Behaviors Therapy & Rehabilitation*.
- LoPilato, A. C., Hoffman, B. J., & Overstreet, B. L.** (2014). Outcomes of peak, typical, and variability in performance of college football teams. *Journal of Business and Psychology*, *29*, 221-233.
- McAbee, S., King, E., **Allen, T. D.**, Converse, P. D., Eby, L. T., Leslie, L. M., Meyer, R. D., Oswald, F. L., Rogelberg, S. G., Stake, S., & Yang, L. (2014). Including science advocacy in industrial-organizational

PUBLICATIONS CONTINUED...

- curriculum. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 61-65.
- Meriac, J.P., **Hoffman, B.J.**, and Woehr, D.J. (2014). A conceptual and empirical review of the structure of assessment center dimensions. *Journal of Management* 40, 1269-1296.
- Mitchell, M. E., Eby, L. T.,** & Lorys, A. J. (in press). Feeling work at home: A transactional model of women and men's negative affective spillover from work to family. In M. Mills (Ed.) *Gender and the work-family experience: An intersection of two domains*. Springer.
- Mitchell, M. E.,** & Zatzick, C. D. (in press). Skill underutilization and collective turnover in a professional service firm. *Journal of Management Development*.
- Montoya, A., **Carter, D.R.**, DeChurch, L.A., & Martin, J. (in press). The Five Perils of Team Planning: Regularities and Remedies. In M. Frese & M. Mumford (Eds.), *Organization Planning: The Psychology of Performance*. *Organization and Management Series*: Taylor & Francis.
- Muilenburg, J. L., Laschober, T. & **Eby, L. T.** (in press). Prevalence of and factors related to tobacco bans implementation in substance use disorder treatment programs. *Administration and Policy in Mental Health and Mental Health Services Research*.
- Muilenburg, J. L., Rothrauff, T. C., & **Eby, L. T.** (2014). Relationship between low-income patient census and U.S. substance use disorder treatment programs' availability of tobacco cessation services. *Journal of Drug Issues*, 45, 69-79. doi: 10.1177/0022042614552020
- Muilenburg, J. L., Laschober, T. C., & **Eby, L. T.** (2014). Climate for innovation, 12-step orientation & tobacco cessation treatment. *Journal of Substance Abuse Treatment*, 46, 447-455. doi:10.1016/j.jsat.2013.10.016
- Muilenburg, J. L., Laschober, T. C., & **Eby, L. T.** (2014). Organizational factors as predictors of tobacco cessation pharmacotherapy availability in addiction treatment programs. *Journal of Addiction Medicine*, 8, 59-65. doi:10.1097/ADM.0000000000000008
- Murase, T., **Carter, D.R.**, DeChurch, L.A., & Marks, M.A. (2014). Mind the gap: The effect of leadership on collective cognition in multiteam systems. *The Leadership Quarterly*, 25(5), 801-1078.
- Plaut, V.C., **Thomas, K.M.**, Tran, N.M., & **Bazemore, C.M.** (2014). Diversity ideologies in organizations: An introduction. In K.M. Thomas, V.C. Plaut, and N.M. Tran's (Eds). *Diversity Ideologies in Organizations* [Applied Psychology Series] (pp1-18). NYC: Routledge-Taylor Francis.
- Plaut, V.C., **Thomas, K.M.**, & Hebl, M.R. (2014). Race and ethnicity in the workplace: Spotlighting the perspectives of historically stigmatized groups. *Cultural diversity and ethnic minority psychology*. 20(4), 479-482.
- Plaut, V., **Thomas, K.M.**, & Hebl, M. (Eds). (2014). Racial and Ethnic Minorities' Experiences in the Workplace. A special issue of, *Cultural Diversity and Ethnic Minority Psychology*. Washington, DC: APA. Book Forward
- Putka, D. J., **Hoffman, B. J.,** & **Carter, N. T.** (2014). Correcting the Correction: When Individual Raters Offer Distinct but Valid Perspectives. *Industrial and Organizational Psychology*, 7, 543-548.
- Putka, D.J. & **Hoffman, B.J.** (2014). "The" reliability of job performance ratings equals .52. In C.E. Lance and R.J. Vandenberg, *More Statistical and Methodological Myths and Urban Legends*. Taylor & Francis, New York, NY.
- Spell, H. B., **Eby, L. T.,** & Vandenberg, R. J. (2014). Developmental climate: A cross-level analysis of voluntary turnover and job performance: A cross-level investigation. *Journal of Vocational Behavior*, 84, 283-292. doi:10.1016/j.jvb.2014.02.001
- Thomas, K.M.** (2015). Forward. In Hughes, C. (2015). *Impact of Diversity on Organization and Career Development*. (xiii-xiv) Hershey, PA: IGI Global. doi:10.4018/978-1-4666-7324-3.
- Thomas, K.M.** (2014). Invited Comment (for V. Plaut's Models of Success in the Academy). In S. Fryberg & E. Martinez (ed.). *The Truly Diverse Faculty: New Dialogues in American Higher Education*. (pp 61-67). Palgrave Macmillan.
- Thornton, G.C. III., Rupp, D.E., & **Hoffman, B.J.** (2014). *Assessment Center Perspectives for Talent Management Strategies*. Routledge, New York, New York.
- Tran, N.M., **Thomas, K.M.**, & George, K.E. (2014). The intersection of organizational and individual diversity ideology on diverse employees' perceptions of inclusion and organizational justice. In K.M. Thomas, V.C. Plaut, and N.M. Tran's (Eds). *Diversity Ideologies in Organizations* [Applied Psychology Series] (pp205-232). NYC: Routledge-Taylor Francis.

CHECK OUT OUR POSTERS & PRESENTATIONS!

- Carter, D.R.**, & Cullen, K. (August, 2015) Network Approaches to Opening Governance and Leadership. Caucus accepted at the 75th Annual Meeting of the Academy of Management: Vancouver, CA.
- Carter, D.R.**, DeChurch, L.A., & Zaccaro, S.J. (2014). Impact of leadership network structure on the creative output of multiteam systems. Paper Proceedings of the 74th Annual Meeting of the Academy of Management.
- Carter, D.R.**, DeChurch, L.A., & Zaccaro, S.J. (August, 2014). Impact of leadership network structure on the creative output of multiteam systems*. Paper presentation at the 74th Annual Meeting of the Academy of Management: Philadelphia, PA.
- Carter, D.R.**, Gibson, Z.M., & DeChurch, L.A. (August, 2015). Big motives and little words: Antecedents of leader emergence in multiteam systems. Paper presentation accepted at the 75th Annual Meeting of the Academy of Management: Vancouver, CA.
- Carter, N. T., Guan, L., & Carter, D. R.** (April, 2015). Using multilevel IRT to understand team construct emergence. In A. D. Mead (Chair) Innovative IRT models for organizational research and practice. Symposium at the annual Society for Industrial and Organizational Psychology Conference, Philadelphia, PA.
- Carter, N. T., Williamson, R. L., Guan, L., & Siedor, L.** (2015, July). *The recent developments in the application of ideal point measurement models for personality assessment*. Symposium presented at the International Personnel Assessment Council (IPAC) annual conference. Atlanta, GA.
- Carter, N. T., Williamson, R. L., & LaPalme, M. L.** (Co-Chair). (2015, April). *Adventures in Unfolding Measurement Models: Applications to Important Work-Related Constructs*. Symposium presented at the annual Society for Industrial and Organizational Psychology Conference. Philadelphia, PA.
- Clark, M. A., Williamson, R. L., Zimmerman, L. M., Sanders, K. N., Mitchell, M. E., & Hoffman, B. J.** (2015, May). *Knowing is half the battle: What management textbooks do (and don't) teach about work-nonwork balance*. In B. J. Hoffman & L. A. Wood (Co-Chairs), *The changing nature of work: Documenting demands, stress, and conflict*. Symposium accepted to the 2015 meeting of the Work, Stress, and Health Conference, Atlanta, GA.
- Clark, M. A., Williamson, R. L., Zimmerman, L. M., Sanders, K. N., Mitchell, M. E., & Hoffman, B. J.** (2015, May). *Knowing is half the battle: What management textbooks do (and don't) teach about work-nonwork balance*. Paper to be presented at the annual Work, Stress, and Health Conference, Atlanta, GA.
- Clark, M. A., & Zimmerman, L. M.** (Co-Chairs). (April, 2015). We're all in this together: Individual and organizational work-family interventions. Symposium to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Clark, M. A., & Zimmerman, L. M.** (Co-Chairs). (April, 2015). Addictions and vices and work, oh my! Symposium to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Conley, K., Zimmerman, L.M., Beiler-May, A.A., & Clark, M.A.** (2015, May). Examining Nonwork-related Antecedents of Employee Health and Well-being Outcomes. Paper to be presented at the annual Work, Stress, and Health Conference, Atlanta, GA.
- DeChurch, L.A., **Carter, D.R.**, & Zaccaro, S.J. (2014). Leadership governance approaches. Paper Proceedings of the North Atlantic Treaty Organization (NATO) Human Factors and Medicine Panel.
- Eby, L. T., Kinkade, K., Brown, L., Mitchell, M. E., Provolt, L., & Hulett, A.** (2015, March). Relational turning points in supervisory mentoring relationships: A mixed methods investigation. In *Mahalo for mentoring: Research designed to make something good even better*. Symposium presented at the 2015 meeting of the Western Academy of Management, Kauai, HI.
- Eby, L. T., Mitchell, M. E., Gray, C., Provolt, L., Lorys, A., Fortune, E., Allen, T. D., & Goodie, A.** (2014, September). *Gambling-related problems in family and work life: An exploratory study of weekly gamblers*. Paper presented at the 2014 II International Conference on Family and Society, Barcelona, Spain.
- Hetrick, A.L., Lyons, B.D., Hoffman, B.J., Kennedy, C.L., Benson, M.L., & Davidson, A.L.** (2015, April). Exploring organizational concern for employee off-duty deviance. Poster presentation at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, PA.
- Hetrick, A.L., Todd, E.M., Clark, J.F., & Hoffman, B.J.** (2015, April). Deification of the CEO: A 40-Year Exploration of CEO Descriptions. Poster presentation at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, PA.

POSTERS & PRESENTATIONS CONTINUED...

- Hetrick, A. L.**, Lyons, B. D., **Hoffman, B. J.**, **Kennedy, C. L.**, Benson, M. L., & Davidson, A. L. (2015, April). Exploring Organizational Concern for Employee Off-Duty Deviance. Paper to be presented at the Society for Industrial Organizational Psychology, Philadelphia, PA.
- Hoffman, B.** (Chair) & **Hetrick, A.L.** (Co-Chair). (2014, April). Box scores and bottom lines: Sports data and staffing research. Symposium at the 30th Annual Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
- Hulett, A.L.**, & Hunter, S.T. (Co-Chairs; 2015). *Uncharted waters: Navigating selection, disclosure, & employees with disabilities*. Panel discussion to be presented at the 30th Annual SIOP Conference in Philadelphia, PA.
- Jethra, K. & **Hetrick, A.L.** Leadership in the Pressure Cooker: Situational Transactional Leadership and Short-Term Leader Effectiveness. Paper submitted to the 75th Annual Academy of Management Conference, Vancouver, BC.
- Kennedy, C. L.**, **Carter, N. T.**, & **Hoffman, B. J.** (2015, April). *Testing for Curvilinearity between the Dark Triad and Work Outcomes*. In R. L. Williamson, M. LaPalme, N. T. Carter, and W. Wang (Chairs), *Adventures in Unfolding Measurement Models: Applications to Important Work-Related Constructs*. Symposium to be presented at the Society for Industrial Organizational Psychology, Philadelphia, PA.
- Lorys, A., Dean, K., **Provolt, L.**, **Mitchell, M. E.**, **Gray, C.**, & **Eby, L. T.** (2014, May). *Performance and engagement outcomes of gambling interference with work and nonwork*. Poster presented at the 2014 meeting of the Association for Psychological Science, San Francisco, CA.
- Mitchell, M. E.**, **Eby, L. T.**, **Gray, C.**, & **Provolt, L.** (2015, April). *Going all in: Gambling absorption, engagement, and performance*. In M. Clark & L. Zimmerman (Co-Chairs), *Addictions and vices and work, oh my!* Symposium accepted to the 2015 meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Mitchell, M. E.**, **Eby, L. T.**, & Ragins, B. R. (2015, August). *My mentor, my self: Antecedents and outcomes of perceived similarity in mentoring relationships*. Paper accepted to the 2015 meeting of the Academy of Management, Vancouver, BC.
- Park, Y., & **Clark, M. A.** (Co-Chairs). (April, 2015). Current research directions in work-nonwork boundary dynamics. Symposium to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Shum, C., Zhou, L. **Carter, D.R.**, (2014). Influence of subordinates' and supervisors' network positions on the effect of abusive supervision. Paper Proceedings of the 74th Annual Meeting of the Academy of Management.
- Shum, C., Zhou, L. **Carter, D.R.**, (August, 2014). Influence of subordinates' and supervisors' network positions on the effect of abusive supervision. Paper presentation at the 74th Annual Meeting of the Academy of Management: Philadelphia, PA.
- Siminovsky, A.B.**, **Hoffman, B.J.**, & Lance, C.E. (2015, April). Revised estimates of general performance effects on AC ratings. In C.E. Lance & A.C. LoPilato (Chairs), *Perspectives of general performance effects in assessment center ratings*. Symposium to be presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Williamson, R.**, **Carter, N.**, & Zickar, M. (2015, July). *Network analysis of psychometric organizational survey data: Using a visualization tool to ease interpretation and target interventions*. Poster presented at the International Personnel Assessment Council (IPAC) annual conference. Atlanta, GA.
- Williamson, R. L.**, **Carter, N. T.**, **Guan, L.**, **Shaikh, S.**, Benson, M., Davidson, A., Hines, S., & Viran, R. (2015, April). *The Development of an Unfolding Hierarchical Measure of Conscientiousness*. In N. T. Carter, R. L. Williamson and M. L. LaPalme (Chairs), *Adventures in Unfolding Measurement Models: Applications to Important Work-Related Constructs*. Symposium presented at the annual Society for Industrial and Organizational Psychology Conference. Philadelphia, PA.
- Williamson, R. L.** (2014, October). *The development of an unfolding hierarchical measure of conscientiousness*. IGNITE

FACULTY UPDATES CONTINUED...

DR. LILLIAN EBY

I have been working hard at the Owens Institute for Behavioral Research, revamping the service model for grant-active faculty and making major improvements to our successful Faculty Mentoring Program. I had a very busy fall with a life-changing 170 mile walk from Braga Portugal to Santiago Spain (part of the Camino de Santiago pilgrimage trail, photo attached) and an invited talk at the University of Science and Technology of China. I am also staying very busy as an Associate Editor for the Journal of Applied Psychology and in my service as a study section member for the National Institutes of Health. Thankfully, my co-edited book titled, "Oxford handbook of Work and Family," is near completion (with my longtime collaborator and BFF, Dr. Tammy Allen) and Oxford University Press has asked me to edit a companion handbook on mentoring (which I have tentatively agreed to do). Much of my NIH grant support is winding down but I have a few grant projects in the works and an active National Science Foundation Grant on mentoring triads in data collection. I am excited to start working on more research projects with all the great data that I have from my NIH projects – this is a high priority for me this year. And, based on the paint fumes you may have smelled emanating from my psychology office, I hope to spend more time in the department next year now that the Institute is running so well.



DR. MALISSA CLARK

The Work and Family Experience Research (WAFER) lab is really starting to ramp up now. I have a great group of graduate and undergraduate research assistants, and we are currently working on a variety of exciting projects. Some professional accomplishments include one of my papers being recognized with an editor commendation, and I received a lot of media attention for my workaholic research, which was an interesting experience. One big change is that last June my family moved from Suwanee to Watkinsville, which has cut down my round-trip commute time by two hours each day. I can't tell you how much of a difference that makes! We have really enjoyed being able to spend more time as a family hanging out in Athens, and the kids love their new school. I've also started to get involved in soccer again, thanks to encouragement from graduate student Andrea Hetrick. Although I'm pretty terrible (I'm almost 20 years out of practice!), I have to say I really enjoy it. I'll probably continue playing until I break a leg or something.



FACULTY UPDATES CONTINUED...

DR. BRIAN HOFFMAN

The last year has been a busy one. Brian's lab, The Leadership and Performance Dynamics Lab, has had a number of notable accomplishments! These include, but are not limited to, presenting two posters and two presentations at CURO, presenting four posters at Psi Chi, and having two undergraduates present at SIOP! Also, Brian has been acknowledged as one of the Top 20 most prolific presenters at SIOP this year!



DR. KECIA THOMAS

Leadership Development and Diversity for the Franklin College of Arts and Sciences. In this position I am the liaison for graduate education, faculty development, diversity, and have oversight of the social and behavioral science units. I still also lead the Center for Research & Engagement in Diversity (RED) which is a program of the college. RED provides my students and me an opportunity to engage in applied diversity research and training beyond the boundaries of UGA and Georgia and generate funds for RED Seed Grants.

Our efforts hard work and visibility prompted three unrestricted corporate gifts over the last year that will allow us to promote diversity science more broadly. In fact, I've been able to deliver talks and workshops based upon our work at institutions like IUPUI, the annual meeting of the Midwestern Psychology Association, the National Radio Astronomy Observatory, and UNC-Wilmington, and delivered keynote addresses at the Society for STEM Women of Color, and the Council of STEM Society Presidents. On a personal front, my little drummer girl is loving high school and my senior is in the process of choosing where he will begin college in the fall. Life is good.



FACULTY UPDATES CONTINUED...

DR. NATHAN CARTER

It has been one hell of a year, in a very good way! My third year at UGA has been full of big things. On the professional side, I won two SIOP awards (Hogan and Jeanneret Awards) for a paper concerning how the long-suspected curvilinear relationship between personality and performance has been obscured by measurement problems. I acted as a statistical advisor to the Asia Foundation (a subcomponent of USAID) for their Survey of the Afghan People, published some interesting work with our department chair Keith Campbell and collaborator Jean Twenge regarding declines in trust, increases in tolerance, and increases in attitudes toward working women in the United States from 1972-2012 (all three separate publications), and joined the editorial boards of two top journals in the field. I am also at the very exciting point of starting to see my advisees begin to flourish intellectually and professionally, which is exhilarating to say the least. They have fueled a large part of my productivity and excitement and I am truly thankful for that.

Even more importantly, this year I married an amazing person, Dorothy Carter (That is actually her maiden name, by the way! Just a crazy coincidence!), who will join the program as our newest faculty member in 2015-2016. I am very excited to begin a new chapter in our lives with such an amazing person. Conflicts of interest aside, I really do believe that this new addition further cements our place as the top program in I-O psychology! I am very excited about the future of the program and look forward to being along for the ride.



DR. GARY LAUTENSCHLAGER

Dr. Lautenschlager and Karen await the arrival of their first grandchild in June! Congratulations to you both!



FACULTY UPDATES CONTINUED...

DR. KARL KUHNERT

Three major projects occupied my attention in 2014. I am currently the Executive Director of the I-O Professional Masters Program that resides on UGA Gwinnett campus. We currently have 34 students enrolled in the program. The IOMP as we call it is a two-year professional program designed for working professionals who want to accelerate their careers while earning a graduate degree. Classes and practicum experiences are offered in an executive format, with intensive weekend modules every three weeks and distance learning technologies facilitating coursework in between meetings. We meet five times during the semester on Fridays and Saturdays. We rely on our world class faculty and alumni to teach in the program. This January Brian Frost joined the program as the director of the program much to my great relief. Together we have big plans for the program.

My second project involves facilitating along with Keith Eigel (I-O program alum) the Executive Leadership Institute. The ELI is a six-month executive leadership development program that was initiated by the University System Board of Regents. The program serves all 32 state and regional universities in the University of Georgia System.

*It's not what you look
at it's what you see.*
—Thoreau



One faculty member and one administrator is chosen by the president of each university to participate in the program and we are in our fifth year of the program. We have graduated over 180 participants in the program. The Society for Human Resource Management awarded the program for its excellence in developing future leaders.

Lastly, I was asked to create a new course offering for Arts and Sciences called Entrepreneurial Leadership. The course will explore the applications of arts and science educational foundations to practical issues of leadership and innovation. Students will learn the fundamentals of new venture creation and small business management. Integrating basic knowledge from areas of leadership development, finance, economics, management, and marketing will prepare students to launch and manage emerging and small business. I like to think of it where “Shark Tank” meets the University of Georgia. We launch the class this Fall.

On the personal side my life remains manic with my two daughters, Belle, 12 and Caroline 15. Caroline competes in club volleyball in Atlanta and Belle plays USTA tennis most weekends in towns across the southeast. My Volvo has 225k miles on it as testimony. On our road trips, I have eaten in many of the best BBQ restaurants between Cary, NC and Dothan, AL. I am more than happy to share my experience.

FACULTY UPDATES CONTINUED...

WELCOME, DOROTHY CARTER!

We are pleased to announce that Dorothy Carter has joined the I-O faculty here at UGA! In case you haven't had the pleasure of meeting her, we asked Dorothy to write a little bit about herself.

I am thrilled to be joining the I/O Psychology program at UGA in the Fall of 2015! I've lived in the Atlanta/Athens area since 2011, and have had the pleasure of getting to know many of the students, faculty, and staff at UGA during this time. I've been continually impressed by the intellectual curiosity and stellar research in the psychology department, and am very excited to be joining this great group!

I was born in Houston, Texas, and although it's been over a decade since I moved away, I still find myself identifying as "Texan" when asked where I'm from. Fun fact: prior to attending college, I was a professional ballet dancer for several years, dancing with companies in Texas, Ohio, Colorado, and New Mexico. Then, I earned a Bachelor's of Science in Psychology with a minor in Business Management from Wright State University in Dayton, Ohio (2009), a master's in I/O Psychology from the Georgia Institute of Technology in Atlanta, GA (2013), and am working on finishing my PhD in I/O at Georgia Tech. My research has appeared in outlets including *Journal of Applied Psychology*, *The Leadership Quarterly*, *The Oxford Handbook of Leadership*, and *Industrial and Organizational Psychology: Perspectives on Science and Practice*.



In general, my research sits at the intersection of three key topics—teams, leadership, and social network analysis. For instance, I use network analytic techniques to investigate antecedents of collective success such as leadership, teamwork processes, and emergent psychological states. I also research the factors that enable teams to work effectively with other teams as part of larger, interdisciplinary collectives called “multiteam systems.” Often, my research involves using “digital trace data,” such as team members’ virtually enabled communications with one another, to “unobtrusively” capture teamwork mechanisms. For example, in a recent study, I used a lexical analysis technique to predict members’ emergence as multiteam system leaders based on their word choices in text-based chat messages. Given my interdisciplinary research interests, I plan to recruit students from a variety of educational backgrounds and foster collaborations with researchers from other disciplines related to Computational Social Science topics (e.g., computer science, sociology, geography, communications, engineering).

On a personal note, I just got married to my best friend, Nathan Carter, who has been an assistant professor in the I/O program at UGA for the past 3 years. We both love living in Athens, and enjoy going to the many fantastic restaurants and music venues in the area. I also love traveling, Italian food and wine, and spending time with friends, family, and our two dogs Daisy and Lisa.

CONGRATULATIONS!

THESIS/ DISSERTATION

Thesis Proposals:

Laura Provolt, Rachel Williamson, and Yi Fan all proposed their Masters Theses in the 2014-2015 academic year!

Thesis Defenses:

Ada Guan, Lauren Zimmerman, and Cori Bazemore all defended their Masters Theses!

Dissertation Proposals:

Jacob Martin and **Stephanie Downey** proposed their Doctoral Dissertations in the 2014-2015 academic year!

Dissertation Defenses:

A big congratulations to **Dr. Elizabeth Monahan** and **Dr. Lauren Wood**, defended their Doctoral Dissertations!

PRELIMINARY EXAMS

Alex LoPilato and **Cavan Gray** passed prelims in the Fall 2014 semester!

OTHER EVENTS

Nathan Carter married **Dorothy Carter** on March 23rd!

Angela Beiler married Ryan May on March 6th!

UPCOMING CONFERENCES

30th Annual Society for I/O Psych (SIOP) Conference

Philadelphia Marriott Downtown
Philadelphia, PA
April 23-25, 2015



27th Association for Psychological Science Annual Convention

New York, NY
May 21-24, 2015

75th Academy of Management Annual Meeting

Vancouver, British Columbia
August 7-11, 2015

174th American Psychological Association Annual Convention

Toronto, Ontario
August 6-9, 2015

Southern Management Association Annual Meeting (SMA)

TradeWinds Island Resort
St. Pete Beach, FL
October 27-31, 2015

PUBLISHED BY



IOPSA

THE IOP STUDENT ASSOCIATION

University of Georgia
125 Baldwin Street
Athens, GA 30602-3013

Phone: 706-542-2174
Email the editor: aabeiler@uga.edu

WE'RE ON THE WEB!

[HTTP://PSYCHOLOGY.UGA.EDU/IO-PHD](http://psychology.uga.edu/io-phd)

FACEBOOK:

[HTTPS://WWW.FACEBOOK.COM/
UGAIOPSYCHOLOGY](https://www.facebook.com/UGAIOPSYCHOLOGY)

&

[HTTPS://WWW.FACEBOOK.COM/
UGAIOPSA](https://www.facebook.com/UGAIOPSA)

TWITTER:

@IOATUGA & @IOPSAATUGA

PLEASE COME BY

THE 2015 SIOP RECEPTION

Maggiano's Little Italy

1201 Filbert Street

Philadelphia, PA 19107

Date: Friday, April 24th

Time: 7–9 p.m.