

CITY UNIVERSITY  
OF NEW YORK

THE  
GRADUATE  
CENTER

Baruch COLLEGE





Dear Baruch I-O Psychology Community,

This has been a pivotal year, full of change, engagement and growth! In the fall, CUNY established policies that upheld public health and allowed us to reconnect safely. Faculty, students, and staff returned to campus – a welcome sight after many months spent socially distancing. It has been a joy to hold class in person, stop by offices and cubicles, and simply say hello to one another in the hallway.

As always, we have maintained our record of productivity. Faculty and students have gained local and national recognition for their accomplishments. This year also marked the first in-person SIOP conference since the pandemic – and, for many students, their first conference, ever. It was gratifying to present, network, and engage with our larger academic circle.

In this evolving environment, our program continues to expand. We are thrilled to welcome two new tenure-track faculty members and five incoming doctoral students. We have developed new opportunities for student engagement, from non-profit pro bono work to industry experience. We have fostered collaborative conversations during our regular program Brown Bags and meetings.

With the help of the outstanding newsletter team, I’m honored to showcase the achievements, efforts, and events of our program this year. It has been a pleasure to serve I-O @ Baruch and celebrate our wonderful community.

With warmth and gratitude,  
Julie Dinh

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**How to Stay Connected**

 [@IOatBaruch](#)

 [Program Brownbag Information](#)

 [Program Website](#)

 [Donate to Our Program](#)

## Welcome from the Newsletter Team



From left to right: Julie Dinh, Kelly Nguyen, Liz Weglarz, Yuliya Cheban, Shivani Shah

Hello I - O @ Baruch! We are delighted to bring you another edition of our newsletter. We hope that this newsletter will continue to keep our connections and the I - O @ Baruch community network strong. It is a privilege to be able to tell your stories, celebrate our collective accomplishments, and cheer you all on in your professional and personal endeavors. Happy reading!



## Introducing our 2<sup>nd</sup> Year Cohort

### Kelly Nguyen

Hi everyone! I'm Kelly (some people call me Kells) and I graduated from California State University Polytechnic, Pomona in 2021 with a Bachelor of Arts in Psychology. My current advisor is Dr. Zhiqing Zhou and I am a member of the Workplace Mistreatment and Employee Well-Being lab. My main areas of research include women in leadership, work-nonwork interface, and diversity in the workplace. During my free time, I love exploring coffee shops and dessert places in the city! I also love going to concerts and traveling to new places.

### Jonas Sutphin

Hi there! My name is Jonas and I graduated from the University of Georgia in 2021 with a Bachelors of Science in Psychology & Sociology. I am currently advised by Dr. Yochi Cohen-Chararsh and am a member of the Emotions in Organizations Lab, but started my time at Baruch by working under the direction of Dr. Julie Dinh in the Diversity, Interventions and Health lab. My main areas of research interest include diversity, selection and wellbeing in the workplace. Outside of being a graduate student, I also enjoy going to the park with my dog, playing on a recreational softball league, and finding the best spots for coffee in the city.

# Introducing the 1<sup>st</sup> Year Cohort

## Anna Bending



Hi everyone, I'm Anna! I recently graduated from the University of Alabama this past May where I majored in Psychology with minors in General Business and Biology. I am beyond excited to be working with Dr. Harold

Goldstein and to be a part of this program. My current research interests include leadership and management development and employee selection. In my free time, I enjoy traveling, cooking, and spending time with friends and family.

## Julia Reilly



Hello everyone, I'm Julia! I graduated from Rice University with a B.A. in Cognitive Science in 2020. After graduating, I spent two years working as a software requirements analyst in the remittance industry. This fall I will begin researching in Dr. Anna Gödöllei's lab. My current research interests

include wellbeing, teams, and the work-family interface, but I am excited to see how my interests change through my work at Baruch. In my free time, I enjoy eating at new restaurants, seeing live music, singing, and spending time with my cat.



## Ava Morgan

Hi everyone, I'm Ava! I graduated from the University of Florida in 2021 with a degree in Psychology. After graduation, I spent a year continuing my research at UF's Life Satisfaction and Excellence Lab, as well as working as an HR intern. These experiences solidified my life-long interests in I/O and led me to Baruch's incredible program! Over the next year, I'm looking forward to working with Dr. Chatterjee in her new lab as we both settle into the program. Through my research I'm hoping to explore the topics of personal authenticity and diversity in the workplace, exclusion resulting from those factors, and how this all affects employee satisfaction. In my free time, I love trying new coffee shops, enjoying live music, collecting new houseplants, and spending time with my cat and boyfriend.

## Caraline Malloy



Hallo Leute! :) My name is Caraline Malloy. I am a 2022 graduate of the University of NC at Greensboro, where I majored in Psychology with minors in business and German. Starting this

fall, I will assist Dr. Charles Scherbaum in his Personnel Selection and Employee Assessment Lab. My research interests include assessment/evaluation, group membership within the workplace, and diversity, equity, and inclusion. My free time is usually spent baking, traveling, listening to tunes with my family, or reading.

## Lia Crowley



Hi everyone! My name is Lia and I am from North Haven, CT. I graduated from the University of Connecticut Honor's Program with a Bachelor of Arts in Psychological Sciences and a minor in Statistics. Since graduating from UConn, I have worked in the STEM Program

Evaluation and Research Lab at Yale University. This fall, I will be working with Dr. Anna Gödöllei where I will be studying workplace motivation. In addition to workplace motivation, I am also interested in work-life balance, big data, and social networks. In my free time, I like to travel, read, cook/bake (eat!), and spend time with friends and family.

# Exciting Life Events for our Students!



Alumni Nicolette Rainone got engaged to her fiancé, Adam in June 2022.



Current student, Alessa Natale, married her husband Danny in July 2022.



Current student, Liz Weglarz, got engaged to her fiancé, Jesse in August 2022.



Current student Josh Nagel married his wife Frannie in July 2021.



Current student, Yuliya Cheban, married her husband Vadim in August 2022.

## I-O @ Baruch Community Celebrating Being "Together Again"!



## Grants, Awards, & Accomplishments

### Current Students

**Yuliya Cheban** won the Excellence Award in Teaching from the Weissman School of Arts and Science at Baruch College for the 2021-2022 academic year.

**Jonas Sutphin** was named as the National Science Foundation (NSF) Graduate Research Fellowship Program (GRFP) Awardee for 2022.

**Dina Fleyshmakher** won the Doctoral Student Research Grant (DSRG) from the Graduate Center, CUNY.

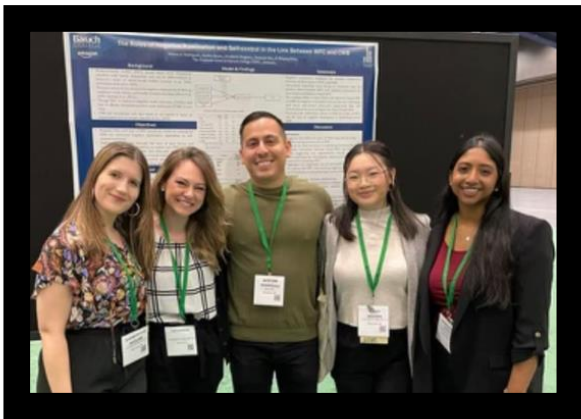
**Kaitlin Busse** and **Josh Nagel** were awarded the 2022 SIOP Student Travel Awards from the Society for Industrial-Organizational Psychology.

**Brad Gray** began working as a Talent Management Consultant at Integer.

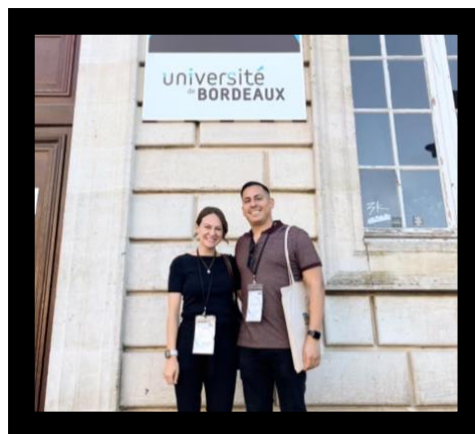
### Faculty

**Charles Scherbaum** was awarded the REU Site: Undergraduate Research in Basic and Applied Science of Psychology grant from the National Science Foundation (NSF), with co-PI Jai Park.

**Charles Scherbaum, Harold Goldstein, Elliot Larson, Ken Yusko, and Rachel Ryan** received the 2021 M. Scott Myers Award for Applied Research in the Workplace from the Society for Industrial and Organizational Psychology for their project, "Development and implementation of the National Football League Player Assessment Test".



I-O @ Baruch  
in Seattle,  
Bordeaux,  
San Diego, &  
LA



# Professional Accomplishments

## Ph.D. Program Milestones

### Thesis Proposal

Kaitlin Busse | Luke Kayga  
Liz Weglarz | Chapman Lindgren  
Annalissa Thomas

### Thesis Defense

Yuliya Cheban | Wiston Rodriguez | Shivani  
Shah | Ethan Ray | Luke Kayga | Kaitlin Busse

### Completed

#### Dissertation

[Paige Alenick](#)  
[Irina Kuzmich](#)  
[Ashley Lee](#)  
[Desmond Leung](#)  
[Nicolette Rainone](#)  
[Danielle Wald](#)

### Proposed Dissertation

Alessa Natale | Nicolette Rainone  
Paige Alenick | Kajal Patel | Pat Lee

### Comprehensive Examination

Yuliya Cheban | Wiston Rodriguez  
Shivani Shah

## NSF Graduate Research Fellow Spotlight with Winner, Jonas Sutphin



**Jonas, you were recently named a NSF Graduate Research Fellow.**

**We'd love to hear more about it!**

I am tremendously excited for the opportunity to conduct research through the support provided generously by the NSF. This fellowship will allow me to form

applied organizational collaborations and extend my program's existing partnerships within industry and our professional networks within New York City. Another tremendous benefit of this fellowship is the array of professional and academic resources that will aid me in achieving my research goals. This, along with the added financial security that I am thankful to receive, will be instrumental in facilitating my advancement in my doctoral program at Baruch College and my growth as a researcher! Broadly, my research interests involve understanding and dismantling the pervasive barriers to achievement that have deepened the divide between groups in the workplace. My work will investigate the inhibitory workplace practices that marginalize certain groups of workers and underestimate their performance. My current focus is to prepare my thesis for proposal, in which I am performing an experiment that examines the decision-making reactions to specific impression management techniques within the interview process. The aim of this project is to examine the potential perceptions and biases that influence the hiring party's rating of competence and liking of the candidate based on these behaviors, which in turn bias their hiring and salary decisions.

**What inspired the interest you have in your research area?**

As a first-generation minority student who grew up in the deep south, I spent a great deal of time navigating the arduous path to success in my school and work life. While

I had peers who had financial security and could focus solely on school, I started working at young age to help support my family's struggling small business. I immediately recognized the monumental barriers that economically disadvantaged individuals must surmount in order to achieve the same levels of success that others do, and also how large of an impact work has on people's lives and wellbeing. I have since been motivated to understand how we can utilize research to reduce disparities between the outcomes of those from different social classes.

**What impact are you hoping that your work will have in research and in practice?**

With my research endeavors revolving around my passion of reducing disparities between the outcomes of marginalized and non-marginalized groups in the workplace, I intend to use my role as a researcher to investigate how to improve the experiences of disadvantaged groups and help them succeed. Specifically, I am interested in how resilience factors in employees that come from low SES may be valuable in moderating workplace and performance outcomes. Through this line of research, organizations can begin to recognize the importance of resilience in reducing inherent disparities in their workforce structures, with the end goal of adapting to achieve competitive advantages and growth.

**What made you decide to apply and do you have any advice for students interested in applying to the fellowship?**

I was extremely fortunate to have Dr. Julie Dinh as a mentor, who initially introduced me to the idea of applying for this fellowship during the fall of my first semester at Baruch. Through her guidance, I was able to articulate my goals as a researcher and my aspirations for the future of the workplace. I strongly encourage incoming and current graduate students to apply for this fellowship and to use their peers and mentors as resources in the process. The NSF GRFP is a tremendous way to learn about yourself, define your goals, and make plans for the future!

**Are you excited for your first year at Baruch? Are you excited to move into the city?**

Yes, I can hardly wait for the term to start! NYC has had a special place in my life for over a decade now. I have fond memories of visiting the Met and sitting by Pollock's canvases, meeting my close friends and professional network, and writing my dissertation proposal here. After getting my first academic job, I continued this tradition and would visit NYC once every two months to get my writing done. The energy of the city inspires me, so it feels great that I'll be calling it home.

**Tell us more about your research!**

My primary research interest is in workplace diversity and inclusion. I seek to understand and mitigate the barriers that people with undervalued identities encounter in the workplace. For example, recent projects have included work on structural inequities such as health disparities in racial/ethnic minorities and anti-Black racism. My second line of research focuses on careers. For example, my colleagues and I are studying how two undervalued identity characteristics (e.g., being a noncitizen and a woman) impact career self-efficacy and constrain career pathways in biomedical fields. STEM fields are known to be unwelcoming of people from diverse backgrounds, so I'd like to continue shaping this stream of work.

**What is the most important lesson that you've learned in your career so far?**

I have survived two grizzly bears who trapped us in our tent for 13.5 hours at our backpacking site in Yellowstone. During those hours my aspirations were simple: leaving the tent without it turning into an even worse nightmare, seeing my loved ones again, and completing my PhD, so I could carry on my life's work and build my career. In the face of certain death, all I really cared for was survival, love, and intellectual fulfillment. The rest of the stuff that I thought made up my life simply faded into the background.

"Baruch had been a dream destination since grad school, so this moment in time responding as a Baruch faculty member is my proudest career achievement so far!"



**What advice do you have for current graduate students?**

Invest time in building authentic relationships and enjoy the gifts of grad school. It is easy to get overwhelmed with all the work and milestones, but every now and then look up from your busy calendars and take a moment to cherish it all: enjoy the intellectual stimulation in your classes and research, rejoice in the gift of friendship, and take comfort in your mentors' guidance and nurturing (even their tough love!). Your class/research experiences, friends, and mentors may not always be perfect, but know that they are all trying their very best to enrich you. Such dedicated attempts to foster another's growth and development are rare after grad school. So, soak it all up and don't forget to reciprocate the investment others make in you!

**What interests do you have outside psychology?**

I love painting. Lately I prefer watercolors, but I enjoy oils and acrylic just as much. I paint mostly landscapes and botanicals. In addition, I enjoy biking, kayaking, and camping trips, and have never met a museum I didn't like.



### **Are you excited for your first year at Baruch? Are you excited to move to NYC?**

I'm very excited to move to NYC! I'm looking forward to meeting new people and having constant access to delicious food and a variety of activities! Living in a big, vibrant city will be a welcome change of pace compared to living in a small town, especially during the pandemic years. However, if anyone has recommendations for good hiking or camping spots for when I need a moment away in nature - I'd love to hear them!

### **Tell us about your research!**

I was always innately interested in the topic of motivation. However, my grad school mentors truly cultivated my interests in this area. In particular, Justin Weinhardt at the Haskayne School of Business (just down the road from the Psychology Department) at the University of Calgary introduced me to the work of Jeffery Vancouver, Aaron Schmidt, James Beck (who later became my PhD supervisor), etc. I found the debates on the topic of self-efficacy especially intriguing and reading about this topic ignited my passion for understanding self-regulatory processes.

### **What is the most important lesson that you've learned in your career to date?**

As social scientists, storytelling is our most unique and important asset. Our "building blocks" are often complex theories, convoluted literatures, and messy data. Good storytellers can turn these inputs into cohesive and convincing narratives regarding what problems need to be solved, why these problems are important, how to go about solving them, and when solved, why the solutions were effective. Conducting this transformation is a complex (and not very automatable!) skill. If you can learn to be a good storyteller (written and oral), it will serve you well both in academia and in professional settings. My interest in technology at work evolved more serendipitously. Halfway through my PhD, I remember feeling "stuck in a funk" because I couldn't see how my research was impacting real people or

"As social scientists, storytelling is our most unique and important asset."



I had a meeting with my supervisor where I expressed my desire to study more practical problems in the workplace. He suggested we examine SIOP's Top 10 Workplace Trends list to see if we could apply our research to some contemporary problems. Automation was on the list that year. Given my previous work on topics related to technology at work, it seemed like a natural fit. The rest is history!

### **What advice do you have for current graduate students?**

Treat graduate school like a job. In my experience, students who put in consistent effort over time (e.g., 9am-5pm) compared to those who apply shorts bursts of effort (i.e., those who study intensely for classes, tests, papers, but take it easy in between) are more likely to be successful.

### **What interests do you have outside psychology?**

Variety is the spice of life! My hobbies tend to be eclectic and change frequently. However, some activities I enjoy consistently are spending time with my cat – including taking her for walks and teaching her new tricks. I also love spending time in nature - walking, hiking, camping, and biking.

### **How did your experiences at Baruch shape your career decisions?**

Courses in Leadership (Dr. Goldstein) and Individual Psychological Assessment (Dr. Silzer) solidified my interest in executive leadership and performance. In particular, Dr. Silzer's class provided me with the foundational knowledge and skills that would eventually help with my work around assessment centers, assessment feedback, and coaching which is what I have focused on for most of my career. Also, my dissertation research on learning orientation influenced my work in creating learning agility and high potential models during my first few years as a consultant.

### **We know that you have held IO roles in consulting as well as in-house with large companies. What have you found to be the differences and similarities between the two? Any advice for current students or alumni trying to break into either sector?**

In both, you need to be able to leverage your knowledge, credibility, and understanding of others to influence. This requires you to know your audience, understand their needs and concerns, and tailor your message accordingly. Both consulting and working internally are equally challenging and rewarding in their own ways.

### **What advice would you give to early-career IO alumni?**

Ask lots of questions and push yourself outside of your comfort zone! Do your best to learn the business that you work in or your clients' business. The more you can speak that language, the easier it will be to make an impact.

### **Based on your knowledge of the current industry, what can students do to best prepare themselves to succeed on the job market?**

One piece of career advice that I would share is to not limit yourself in opportunities. Don't worry too much about the title of the job. Rather, focus on what your responsibilities could be and what you can learn from your colleagues.

"Don't be afraid to make mistakes as long as you show a willingness to learn from them!"



### **What are some major projects from your experience as an IO Psychologist that you take pride in?**

It's hard to single out specific projects in particular, but here are a few areas that I've been most proud of: 1) creating learning agility and high potential models as part of my consulting work; 2) designing and implementing a virtual leadership assessment center platform, including custom business simulations for clients in multiple industries; 3) building organizational competency models that underpin major HR initiatives; and 4) influencing an organizations' culture to embrace assessment for the purposes of selecting and developing their associates. In particular, at Walmart I've taken pride in embedding assessments into our executive selection process and helping our leaders make informed talent decisions using the insights from those tools.

### **What inspired you to pursue IO Psychology?**

After my UG studies, I worked fulltime for a HR outsourcing company. I enjoyed the opportunities I had when I was able to train others, and I also realized that a graduate degree would help me gain a more in-depth understanding of strategic HR. These combined experiences motivated me to go to graduate school to study IO Psychology.

### **How did your experiences at Baruch shape your career decisions?**

By providing a great foundation of knowledge and skills as well as experiences in both research as well as applied IO. Through excellent courses in methods and stats in addition to leadership, training, and social psych, I had a great foundation of the knowledge and skills needed to continue this work.

### **We know that you have experience in both industry and academia. What factored into your decision to stay in academia?**

I have always loved the combination of results and reflection. When you move into academics, you need to spend time not only on thinking about how to complete a project, or understand a problem, but then spend time analyzing results and reflecting in a way that can help others in the field learn from what you have learned. It's a continuous cycle of learning, informing, and generating new questions to explore.

### **Any advice for current students or alumni trying to break into either sector?**

One key skill is to listen more than you talk. I have learned so much from the people I work with over the years in different industries from finance, to hospitality to education. As you learn from others, you also begin to see patterns and themes emerge across industries and disciplines. I am a curious person, so listening and learning is a part of the process that is fun.



“As you learn from others, you also begin to see patterns and themes emerge across industries and disciplines. I am a curious person, so listening and learning is a part of the process that is fun.”

### **Based on your knowledge of the current industry, what can students do to best prepare themselves to succeed on the job market?**

- Get experience. Any experience. If you can't get an internship, that's okay. Go get a job somewhere, show up, be dependable, and try to move up in that position (even if part time). You can learn a tremendous amount about a workplace even in part time positions.
- Be curious and open to new and different experiences. The worst that can happen is that something doesn't work for you – you can leave. But, sometimes, finding out what you don't like can be as influential as learning what you do like (and are good at).
- Keep writing. Clear and concise writing is important in any job.

“You also must have patience with yourself, as well as with opportunities.”

**Posters**

**Chatterjee, D.**, Den Houter, K., & Davis, M. "Becoming the uniform": minority police officers' perspectives on identity management. Poster to be presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

**Kayga, L., Rodriguez, W.A., Sutphin, J., & Dinh, J. V.** (2022, April). Clarifying cultural training: A theoretical operationalization and narrative review. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

**Kuzmich, I.**, Watts, L. L. & **Zhou, Z. E.** (2022, April). The effects of stress and trait mindfulness on ethical decision-making. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

Leung, D. W.\* & **Lyness, K. S.** (2022, April). Underrepresentation of Asian Americans in leadership: An intrapersonal analysis. Poster presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

**Lindgren, C., Sutphin, J.**, Golding, M., Revilla, L., Wong, A., & **Dinh, J. V.** (2022, April). An analysis of racial composition and test scores in medical residency specialties. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

**Nagel, J. A.**, Gonzalez, M. F.\*, & **Cohen-Charash, Y.** (2022). Feeling heard: Envy-invoking social comparisons, voice, and task performance. Poster presented at the 37<sup>th</sup> Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

**Nagel, J. A., Shah, S. S., & Zhou, Z. E.** (2022). How stable is work-family conflict? Short-term and long-term meta-analyses. Poster presented at the 37<sup>th</sup> Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Nandi, S. Watts, L.S., **Lefkowitz, J.** & Gonzalez, M.F.\* (2022, April). The APA Ethics Code and I-O Psychology: Applicability, Gaps, and Recommendations. Poster presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Phillips, J., Oliveira, L., Vigna, K., Jacobsen, N., & **Chatterjee, D.** Person-job fit as a mediator for job attitudes and the role of remote work. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

**Ray, E. J., & Kayga, L.** (2022). Does Telework Work? Clarifying the effects of telework on work-family conflict. Poster to be presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

**Ray, E. J.**, Pindek, S., **Zhou, Z. E.** (2022). Effects of Daily Active and Passive Email Incivility on Employee Cyberloafing. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

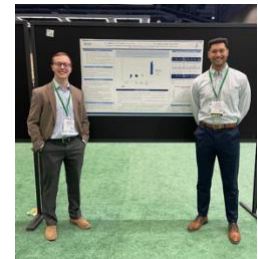
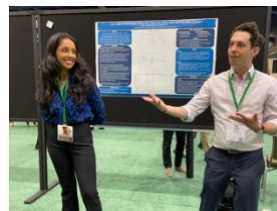
Reyes, D. L., **Dinh, J. V.**, Luna, M., Salas, E. (2022, April). Professional rejection sensitivity and perceived discrimination on career success. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

**Rodriguez, W. A., Busse, K., Weglarz, E., Che, X., & Zhou, Z. E.** (2022). How Family-Work Conflict Triggers Silent at Work Through Motivation and Exhaustion. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

**Rodriguez, W. A., Weglarz, E., Busse, K., Che, X., & Zhou, Z. E.** (2022). The Roles of Negative Rumination and Self-control in the Link Between WFC and CWB. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

**Sutphin, J., Rodriguez, W., Shah, S., & Dinh, J. V.** (2022, April). Patient trust in healthcare: An integrative review using organizational science. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

Yu, S. & **Scherbaum, C.** (2022, April). Impact of Warnings on Gamified Personality Assessments. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology. Seattle, Washington.



**Bolded names** denote current Baruch students and/or faculty

\* Names with an asterisk denotes Baruch alumni

**Symposia**

**Alenick, P.R. & Cohen-Charash, Y. (2022, April).** The Unfairest of Them All: How Stress and Accountability Affect Fair Behavior in Selection. Symposium paper presented at the 37<sup>th</sup> Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

**Busse, K., Nguyen, K., & Zhou, Z. E. (2022).** The dark side of telecommuting: A moderated mediation approach. Symposium paper presented at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

**Busse, K, Thomas, A., & Zhou, Z.E. (2022).** The Spillover and Crossover Effects of Leadership Role Occupancy. Symposium paper presented at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

**Thomas, A., Lee, S.\*, & Zhou, Z. E. (2022, April).** Impact of Leader Appreciation on Employee and Spousal Stress. In C.E. Burnett (Chair), Leadership and Health Outcomes: Explorations of the Far-Reaching Impact of Leadership. Symposium paper presented at the 37<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

**Weglarz, E. R. (Chair), Busse, K. (Co-Chair), Rodriguez, W.A. (Co-Chair), & Cohen-Charash, Y. (Co-Chair) (2022).** Bridging I & O Psychology: An Application to the Study of Selection. Symposium presented at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

**Panels**

**Alenick, P. R. (Co-Chair), Pineault, L. (Co-Chair), Alber, M., Bourdage, J., Gardner, C., Liff, J., McCarthy, J., & Melchers, K. (2022, April).** Applicant anxiety in virtual interview contexts. Panel discussion at the 37<sup>th</sup> Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

Bartunek, J., **Dinh, J. V.**, Langley, A., Pratt, M. & Symon, G. (2022, April). In **Y. Cohen-Charash, D. Fleishmakher, Gonzalez, M., and E. Weglarz (Chairs),** Qualitative research for I-Os: Opportunities and approaches. Panel discussion at the 37<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

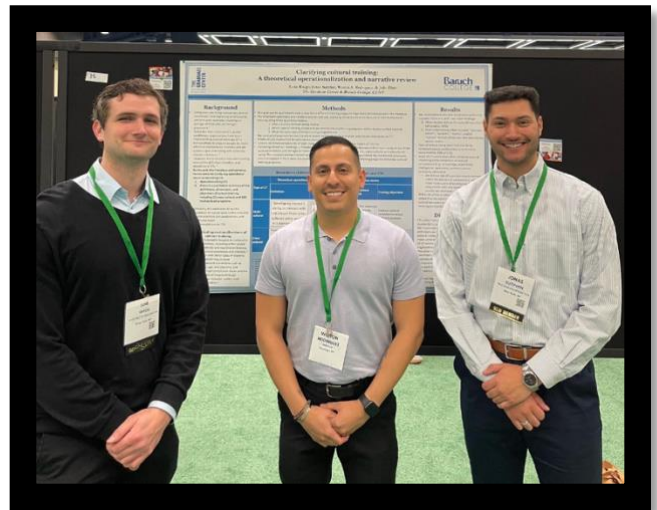
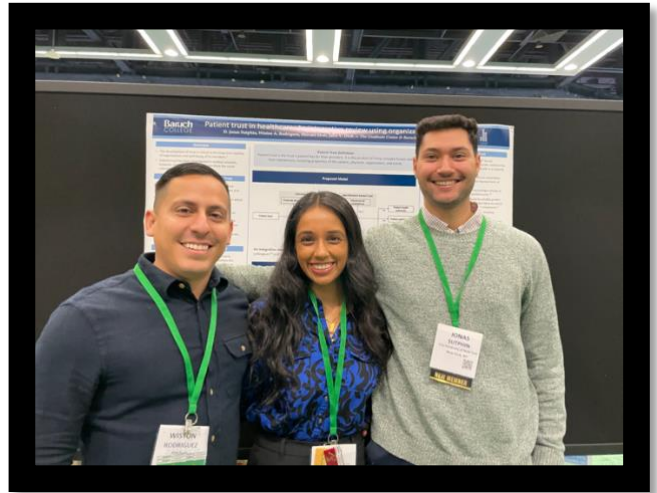
Gonzalez, M.F.\* (Co-Chair), **Fleishmakher, D. (Co-Chair), Cohen-Charash, Y. (Co-Chair),** Einola, K., Grandey, A. A., Langer, M., & Volmer, J. (2022). Judging a Construct by its Cover: Value Judgments in I-O Psychology. Panel discussion at the 37<sup>th</sup> Annual Conference of the Society for

Industrial and Organizational Psychology, Seattle, WA.

Shaju, S. (Co-Chair), Li, S. (Co-Chair), **Alenick, P. R., Woessner, Z. W., Kazmi, M. A., Fedorowicz, N., Danna, G., & Purl, J. (2022, April).** Virtual Internships: The Ins, Outs, and You-Should-Come-Here-to-Find-Outs of Interning Remotely. Panel discussion at the 37<sup>th</sup> Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

**Scherbaum, C. (2022, April).** Panelist. Rethinking What Employees Really Want in the COVID Era. Panel discussion at the 37<sup>th</sup> Annual Conference of the Society of Industrial Organizational Psychology. Seattle, Washington.

**Bolded names** denote current Baruch students and/or faculty  
\* Names with an asterisk denotes Baruch alumni



**Publications**

**Alenick, P. , Zhou, Z. E., Nagel, J. , & Che, X. X.** (2022). How supervisor passivity begets subordinate incivility: A moderated mediation model. *Occupational Health Science*.

**Dinh, J. V., Reyes, D. L., Kayga, L., Lindgren, C.,** Feitosa, J., & Salas, E. (2021). Developing team trust: Leader insights for virtual settings. *Organizational Dynamics*.

**Gan, J., Zhou, Z. E., Tang, H., Ma, H., & Gan, Z.** (202). What it takes to be an effective “remote leader” during COVID-19 crisis: The combined effects of supervisor control and support behaviors. *International Journal of Human Resources Management*.

**Gonzalez, M. F.\*, & Cheban Y.** (In Press). “404 error – interdisciplinarity not found”: Removing barriers to technology research in I-O psychology. *Industrial Organizational Psychology: Perspectives on Science and Practice*.

**Kuzmich, I.\* & Scherbaum, C.** (2021). Identifying faking on forced-choice personality items using mouse tracking. *Personnel Assessments and Decisions*.

**Lefkowitz, J. & Watts, L. L.** (2021, Nov. 21). Ethical incidents reported by industrial-organizational psychologists: A ten-year follow-up. *Journal of Applied Psychology*, in press. Advance online publication.

**Lefkowitz, J.** (2021). Forms of ethical dilemmas in Industrial-Organizational psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

**Lefkowitz, J.** (2022). Organizational outcomes: It’s not (only) a level issue. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, in press.

**Pindek, S., Zhou, Z. E., Kessler, S., Krajcevska, A., & Spector, P. E.** (2021). The lingering curvilinear effect of workload on employee rumination and negative emotions: A diary study. *Work & Stress*.

**Scherbaum, C., Goldstein, H., Yusko, K., Larson, E., Kato, A., Patel, K. & Cheban, Y.** (in press). Advances in cognitive ability assessment to mitigate group differences. Invited Chapter in T. Kantrowitz, J. Scott, & D. Reynolds (Eds.), *Talent Assessment Innovations and Trends*. Oxford University Press.

**Scherbaum, C., Naidoo, L., & Saunderson, R.** (2021). The Impact of Manager Recognition Training on Performance: A Quasi-Experimental Field Study. *Leadership & Organization Development Journal*.

**Shi, Y., Xie, J., Zhou, Z., & Ma, H.** (2021). How parents’ psychological detachment from work affects their children via fatigue: The moderating role of gender. *Stress & Health*.

**Shi, Y., She, Z., Zhou, Z. E., Zhang, N., & Zhang, H.** (2022). Job crafting and employee lift satisfaction: A resource-gain-development perspective. *Applied Psychology: Health and Well-being*.

**Steele, L., Busse, K., Rodriguez, W., \*Gonzalez, M., \*Cohen-Charash, Y.** (2022). A tale of two departments: Examining the differences between I-O psychology and management programs. *The Industrial-Organizational Psychologist (TIP)*.

**Watts, L., Lefkowitz, J., Gonzalez, M. & Nandi, S.** (2023). How relevant is the APA ethics code to industrial-organizational psychology: Applicability, deficiencies and recommendations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, in press.

**Wax, A., Rodriguez, W. A., & Ascencio, R.** (2022). Spilling Tea at the Water Cooler: A Meta-Analysis of the Literature on Workplace Gossip. *Organizational Psychology Review*.

**Zhou, Z. E., Pindek, S., & Ray, E. J.** (2022). Browsing away from rude emails: Effects of daily active and passive email incivility on employee cyberloafing. *Journal of Occupational Health Psychology*.

**Presentations**

**Busse, K., Rodriguez, W. A., & Zhou, Z. E.** (2022). Eating Stress Away? The Spillover and Crossover Effects of Job Insecurity on Employee and Spousal Stress and Unhealthy Eating. Oral presentation to be presented at the Biannual Conference of the European Academy of Occupational Health, Bordeaux, France.

**Cheban, Y., Ray, E., Scherbaum, C. A., Alber, M., Blair, M., Larson, Elliott., & Highhouse, S.** (2022, July). The promises and perils of asynchronous video interviews. Presented at the annual conference of the International Personnel Assessment Council, San Diego, CA.

**Cohen-Charash, Y. & Gonzalez, M.\*** (2022, July). Politicizing Emotion: Terminology and Political Ideology Influence Attitudes Toward Politicians Expressing Anger and Envy. Poster presented at the biannual conference of the International Society for Research on Emotion, Los Angeles, California.

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**Fleishmakher, D., & Cohen-Charash, Y.** (2022, July). Curb Your Contempt: A Qualitative Study of Contempt in the Workplace. Poster presented at the biannual conference of the International Society for Research on Emotion, Los Angeles, California.

Hashimoto, M., McDonnell, A., Sugrim, G., & **Scherbaum, C.** (2022, August). Evaluating disabled candidate characteristics in recorded job interviews. Poster Presented at the Annual Meeting of the American Psychological Association. Minneapolis, Minnesota.

**Rodriguez, W. A., Busse, K., & Zhou, Z. E.** (2022). How Supervisor Incivility Begets Employee Silence: A Moderated Mediation Model. Oral presentation presented at the Biannual Conference of the European Academy of Occupational Health, Bordeaux, France.

**Rodriguez, W.A., Busse, K., Zhou, Z.E., & Che, X.X.** (2021). The differential effect of family-to-work conflict and enrichment on OCBs: The role of exhaustion and FSSB. Poster presented at Work, Stress, and Health, Virtual.

**Weglarz, E., & Cohen-Charash, Y.** (2022, July). When the Call to Lead Threatens the Leader: A Qualitative Examination of Fear of Leading. Poster presented at the biannual conference of the International Society for Research on Emotion, Los Angeles, California.

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Grateful to be back in-person!



Thanks for catching up with us!