THE GRADUATE CENTER

CITY UNIVERSITY OF NEW YORK

BaruchCOLLEGE

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Dear Members of the Baruch I-O Psychology Community,

So much has changed—both bad and good—since our last newsletter. In the last month, the COVID-19 pandemic has placed unique and unexpected burdens on the lives of so many of our students, faculty, and alumni. And yet, in the midst of this crisis, I've personally witnessed our students and faculty respond not only with resilience, but creativity.

In recent weeks, all of our instructors—spanning the undergraduate, Master's, and PhD programs—restructured their in-person courses to fully online. We are holding two virtual sessions to share some of the research from the 30+ papers that would have been presented at SIOP. Weekly program gatherings continue via virtual Brownbag. Students are finding innovative ways to adapt their research projects for online data collection. And this week, I witnessed a fully virtual dissertation proposal.

Despite all these changes, the student newsletter team has assembled another outstanding issue to celebrate the achievements of our students, faculty, and alumni over the last year. In reading this issue, one fact should be abundantly clear. New York may be on PAUSE, but I-O@Baruch is not.

Wishing you peace and health,

Logan Watts, Ph.D.
Newsletter Advisor

Program Brownbag

Check out our schedule and sign up to join us via Zoom here!

Stay Connected with Us!

@IOatBaruch

Check out our website here.

Help us continue our great work by donating to the program here.

Welcome from the Newsletter Team

Welcome to the sixth edition of the Baruch College Industrial-Organizational Psychology Newsletter. We are happy to once again provide you with an update on the exciting things happening at Baruch with our students, faculty, and alumni. In this newsletter, we'll be sharing the latest news on the program's poster presentations, publications, awards, and other special recognitions, as well as thesis, dissertation, and comprehensive exam completion announcements.

This year the Newsletter Team is comprised of Dr. Logan Watts, third year Alessa Natale, second years Yuliya Cheban and Shivani Shah, and first year Liz Weglarz.

Pictured from left to right: Shivani Shah, Alessa Natale, Yuliya Cheban, Logan Watts, Liz Weglarz

40th Anniversary Celebration of I-O@Baruch

In October 2019, we celebrated the 40th anniversary of the I-O psychology programs at Baruch College! Current students, faculty, and alumni across the undergraduate, Master's, and PhD programs packed the largest conference room available in the Newman Vertical Campus to celebrate this historic moment.

At the event, we heard from Joel Lefkowitz and Walter Reichman, faculty who helped found the I-O program at Baruch. We also had the privilege to honor two of our most accomplished alumni, Sandra Hartog (MS '85, PhD '95) and Nabila Sheikh (MS '09), with awards recognizing their outstanding contributions to the field of I-O psychology.

Thank you to Dean Romero, the Office of Graduate Studies, and the Office of Alumni Relations for coordinating such a successful event. Be sure to check out this video and additional photos from the event. If you would like to give a donation in honor of the 40th anniversary, you can do so here.

Pictured: Nabila Sheikh (left) and Sandra Hartog (right)

Pictured: Joel Lefkowitz

What's Happening with our Students, Alumni, and Faculty!

Births

Hudson James Gray was born to current student Brad Gray on January 18, 2020.

Oliver Kazuo Kato was born to current student Annie Kato on November 13, 2019, joining big brother Jack (3).

Luke Gio Knudsen was born to alumnus Erik Knudsen on January 6, 2020.

Marriages and Engagements

Current student Rachel Omansky got engaged to her fiancé, Rick Beneduci on November 30, 2019.

Current student Manny Gonzalez got married to his wife, Julia Walter on June 8, 2019 in Oxford, NJ.

Kaitlin Busse

Hi there! I graduated from Roanoke College in 2018 where I majored in Psychology, minored in Sociology, and concentrated in HR Management. After graduating, I spent the year at Copenhagen Business School on a Fulbright grant. While in Denmark, I worked on research projects involved in gender equality in the workplace and sexual harassment in organizations. Originally from New Jersey, it's nice to finally be back in the New York City area and to continue my studies! I currently work in Yochi Cohen-Charash's lab. In addition, I will be working with Albert Zhou on my thesis, which will focus on fathers in the workplace. My current research interests include work-family issues, workplace diversity, workplace emotions, and personnel selection. In my free time, I love traveling, reading, hanging out with friends, and trying new food!

Luke Kayga

Hi everyone! I'm Luke Kayga and I am originally from Greencastle, Pennsylvania. I graduated from Penn State University, where I majored in Psychology with a business option and a minor in Labor Employment Relations. Currently, I am working in Logan Watts' Leadership, Ethics, and Creativity Lab and the Personnel Selection and Employee Assessment Lab led by Charles Scherbaum and Harold Goldstein. My thesis, advised by Dr. Goldstein, will focus on leader political belief expressions and the effects that those expressions have on the psychological safety of followers. In my free time, I enjoy watching football and listening to music.
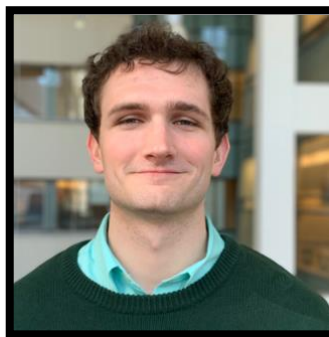
Ethan Ray

Hi everyone, my name is Ethan Ray! I'm originally from Boiling Springs, Pennsylvania. I graduated from Penn State in 2018 where I majored in Biobehavioral Health. I then got the exciting opportunity to attend Baruch and move to New York City (which was a huge/thrilling culture shock from my small, rural hometown)! With a wide variety of research interests in OHP and selection, I am currently in Albert Zhou's Workplace Mistreatment and Employee Well-Being Lab and Charles Scherbaum's Personnel Selection and Employee Assessment Lab. I am also working with Dr. Scherbaum on my thesis which will focus on interviewer reactions to technology-mediated interviews. In my free time, I enjoy traveling, listening to music, hanging with friends around NYC, and snowboarding.

Elizabeth Weglarz

Hello, all! I am originally from New York and I completed my undergraduate degree and MBA at Stony Brook University. I've spent the past 5 years working in various HR roles in consulting and technology organizations. Throughout my professional experiences, my fascination with employees' behavior grew, and inspired me to pursue doctoral research in I/O Psychology. My research interests lie in leadership, emotions and motivation. I currently work with Dr. Logan Watts as a Research Assistant and Lab Manager and with Dr. Yochi Cohen-Charash on my thesis, which will focus on emotions of leaders. Outside of professional and academic life, I most enjoy spending time with my friends, exercising, cooking, painting and being outdoors.

Professional Accomplishments

Ph.D. Program Milestones

Thesis Proposal
Paige Alenick
Ashley Lee
Alessa Natale
Kajal Patel
Nicolette Rainone

Thesis Defense
Paige Alenick
Stefanie Gisler
Brad Gray
Ashley Lee
Patrick Lee
Desmond Leung

Passed Comprehensive Examination
Stefanie Gisler
Brad Gray
Annie Kato
Ashley Lee
Patrick Lee
Desmond Leung

Dissertation Proposal
Manny Gonzalez
Julia Leone
Marino Mugayar-Baldocchi
Rachel Omansky
Jeremy Rothstein

Completed Dissertation
Elliott Larson
Michael Denunzio
Mike Covell
Laura Sywulak

Professional Achievements

Alumni
Ayanna Cummings accepted a **Postdoctoral Scholar and Adjust Faculty Member** position at **Georgia Institute of Technology**.

Eric Knudsen accepted a position at **Glint/LinkedIn** to kick off a research function focused on generating thought leadership and new workplace science.

Mike Covell accepted a **Data Analyst/City Research Scientist** position with the **Department of Social Services, NYC.**

Faculty
Yochi Cohen-Charash became a **Board Member** and **Membership Secretary** of the **International Society of Research on Emotions (ISRE)**. Additionally, Yochi serves as the **Co-Editor** on, **"Everyday Beliefs about Emotion"** journal.

Julie Dinh accepted an Assistant Professor position at Baruch. Welcome, Julie!

Rob Silzer is currently writing a book, **Handbook on the Practice of Industrial / Organizational Psychology: Leveraging Psychology for I-O Effectiveness.**
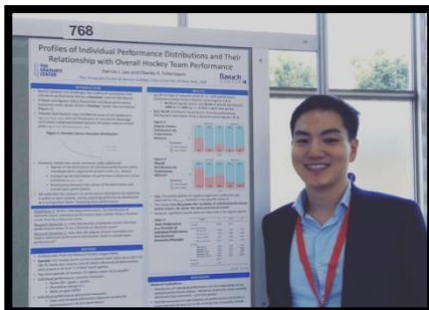
MSIO '19 Graduates

Lara Antell	Canaan Folk-Reinke	Amanda Levine	Andrew Webb
Matthew Battista	Kyla Francis	Lorena Maceira Villalobos	Robert Wechsler
Kevin Blake	Desiree Julian	Julie Nickerson	Brittani Catapano
Yichen Cao	Patrick Kargol	Alexa Palmieri	Courtney Crooks
Sara Carroll	Arielle Katz	Rupakshi Puri	Jennie Bargman
Stephanie Cusumano	Brian Kimbiz	Mairead Reardon	Anita Bissoon
Shlomo David	Devon Klemmer	Brooke Schlatter	Deborah Borlam
Hansanie Deonarine	Jenny Landsman	Artem Shekhter	Meghan Foley
Luthfunnahar Dewan	Taylor Lavelle	Sal Signorelli	Vivian Fu
Tanvi Dutta	Alexa Lenis	Kelly Taveras	Nolberto Joaquin
Anthony Fanni Jr	Ariana Lester	Allison Vaughn	Shayna Winberry

Awards and Grants

Current Students

Annie Kato won the 2018 **Abraham Briloff Ethics Prize**.

Annie Kato won the **2019 James C. Johnson Student Paper Award, International Personnel Assessment Council (IPAC)**.

Ashley Lee won the **Best Poster Award** at the **2019 SIOP Annual Conference**.

Yuliya Cheban, Irina Kuzmich, Josh Nagel, Alessa Natale, Wiston Rodriguez, and **Shivani Shah** won the **Doctoral Student Research Grant (DSRG)** from the Graduate Center, CUNY.

Rachel Omansky and colleagues were recognized for the **SIOP/SHRM Impact Award** for a recruiting practice of using asynchronous structured video interviews.

Josh Nagel won the 2019 **Abraham Briloff Ethics Prize**.

Danielle Wald won the 2019 **Education and Research Center (ERC) grant** for New York and New Jersey.

Alumni

Justina Oliveira won the **2019 Southern New Hampshire University Student Affairs Faculty Partner Award.**
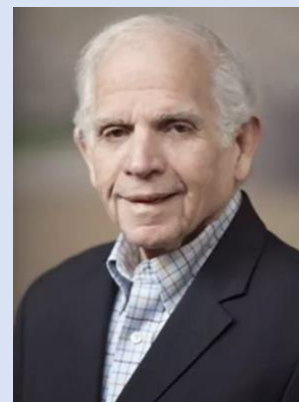
Brian Redmond won the **NACADA Certificate of Merit** for the **Region 2 Outstanding Advising Advocate Award 2019.**

Faculty

Yochi Cohen-Charash won the **PSC CUNY Research Award**.

Lifetime Achievement

Congrats to Baruch College Professor Emeritus Walter Reichman on being elected to fellow status in SIOP!

Lifetime Achievement

Congrats to Graduate Center alumna Dr. Mariangela Battista on being elected to fellow status in SIOP!

Lifetime Achievement

Congrats to Professor Emeritus Joel Lefkowitz founding the SIOP award, "Joel Lefkowitz Early Career Award for Humanistic I-O Psychology"!

Congratulations to our Award-Winning Students, Alumni, and Faculty!

NYC Life

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

An enthusiastic yes to both questions! I'm especially excited about joining Baruch. I feel like it's a natural fit, and I'm really looking forward to working with the students and faculty. I also love New York, having spent a lot of time there previously.

Tell us more about your research!

Broadly, I am interested in culture, health, and interventions. For example, my projects examine cultural competence, interpersonal trust and engagement, evidence-based training, and quality improvement. I have collaborated closely with health care institutions thus far, and hope to continue working across disciplines to improve the equity and effectiveness of organizational outcomes.

What is your proudest career achievement so far?

I was honored when I was chosen by the National Science Foundation to be a Graduate Research Fellow. It felt great to represent I/O psychology on a national stage. I was the first person in my department to win it, and have since coached other awardees across the university. I hope to bring this rewarding opportunity to students at Baruch.

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

I've learned to be patient and tenacious, especially because academia involves so much delayed gratification. Many aspects of our work, from the publication process to training itself, can feel interminable. It's important to understand that things take time and persistence pays off.

> "I'm especially excited about joining Baruch. I feel like it's a natural fit, and I'm really looking forward to working with the students and faculty."

What advice do you have for current graduate students?

One of the most fulfilling things in my experience has been connecting with peers and students. Building your network is important – and the nice thing about graduate school is that you have a built-in support system within your program. The people around you will become lifelong friends, collaborators, and colleagues.

What interests do you have outside psychology?

I've been practicing yoga for over ten years now. I also love cooking, hiking, road biking, and volunteering with dog rescues. When I need to de-stress, I turn on some reality television (it can even be educational if you want to learn how to spot dark triad personality traits)!

Is there anything else you want to share/talk about?

A fun fact: I always knew I loved teaching, beginning with the first class I led in undergrad – an elective on the television show, Mad Men.

> "I have collaborated closely with health care institutions thus far, and hope to continue working across disciplines to improve the equity and effectiveness of organizational outcomes."

Tell us about your research!

My research mainly deals with quantitative methods and computational modeling, with its applications in I/O psychology. Currently projects involve social network analysis, applied psychometrics with technology, big data text analytics.

How is your first year going?

It has been great! — except the current trying COVID-19 part. I'm thrilled with the position that is specifically focused on quantitative methods, which is where my passion lies in teaching and research. In terms of research, we have finally got IRB approved and collected some nice datasets.

What is your proudest career accomplishment to date?

One of my papers received the Best Convention Paper Award in the HR Division of AOM in 2016. Every year the AOM HR Division receives hundreds of submissions, and only about 5% are rated as Best Papers. Among the rated Best Papers, only the very top one based on anonymous ratings receives the Best Convention Paper Award. In that paper, we studied how and why turnover behaviors are contagious via network ties in organizations. I'm also proud when my students succeed, big or small. For example, one of my students received the Best Poster Award at 2017 SIOP Conference, and another received a postdoctoral fellowship from Wharton School at UPenn, I can't be prouder of them. When students came to me with zero R programming skills but learn substantially after one semester, I'm very proud of them!

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

Honestly there are many lessons I have learned in my career, and I'm still actively learning. The biggest one probably is to balance multiple research projects and research topics. Because my research is kind of method oriented, there are always many exciting applications of a particular method in I/O or psychology in general.

"It is really so much fun to explore the potential of innovative methods and try to bring new insights to some established I/O questions."

What advice do you have for current graduate students?

Developing a plan for research skill development and start to build your skills strategically. You may first think about your career goal, and then write down all the skills and competences that are needed to take you there-especially quantitative analytical skills. I would suggest that students learn such skills as early and as much as possible; spend time on this now will save you a lot more time in the future – it will not just help with your dissertation, but also your future career.

What do you believe is the most rewarding part of your work?

Definitely teaching and helping students learn analytical skills. Every time when I see a smiling face or hear an "ah-ha" after a student understands an analytical technique through my teaching or one-on-one meeting, I can't be happier! To my experience, helping students improve their analytical skills not just helps them solve an immediate headache, but more importantly, I find it can also help improve their confidence and self-esteem. This definitely is the most rewarding part of my work.

What are you involved in beyond your research and teaching?

Taking care of and playing with my baby son, the next generation quantitative psychologist trained from day 1 ☺ .

Alumni Spotlight: Julie Weintraub

We as Baruch students understand that our program is full of diverse interests and research experiences. Can you please describe what made you choose Baruch's I-O Masters and how your experience was?

I chose Baruch's I-O Master's program because I liked that it was a balanced program, following the scientist/practitioner model. I also appreciated that it was a "true I-O" program, as I wasn't sure going into the program if I had more of a preference for "I" or "O" and wanted to gain exposure to both. My time at Baruch was very positive. There was a great range of instructors, with a nice depth and breadth of experiences.

What was your favorite course that you took during your years and why?

My favorite course during the program was an elective on consulting skills. The instructor for the course was an adjunct with a lot of experience and stories to share. His course really peaked my interest and understanding for the variety of problems that I-O Psychology could address; as well as for the variety of roles that an I-O Psychologist could take on. In fact, I later on created a "Consulting Skills for I-O Psychology" course as an adjunct at Baruch, modeled after that course.

What was the greatest benefit for you from the program? Learning a new skill, networking, job placement, etc.?

The greatest benefit of the program for me was gaining a solid and broad foundation. The courses covered all the critical areas that I would need to be successful in the workplace. I greatly appreciate the relationship with my professors and their openness in providing advice as well.

Can you share one piece of career advice to current Baruch I/O psychology PhD and Masters students?

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.

> "One piece of career advice that I would share is to not limit yourself in opportunities."

> "What I enjoy about my role at the UN and my previous roles, is that my work can help to identify the best candidates to carry out the meaningful mandates of an organization."

To switch gears a bit, we'd love to highlight the various professional ventures that Baruch alumni are working on. Can you tell us a bit about your experience with the United Nations? What initially interested you in working the UN? How has your experience at Baruch shaped this decision?

My work at the United Nations focuses specifically in the "I" side and assessments for selection. I lead an assessment program for entry level global hiring. All my roles since graduating the program, in both Federal government and State government, have also leaned heavily toward the individual assessment side. What I enjoy about my role at the UN and my previous roles, is that my work can help to identify the best candidates to carry out the meaningful mandates of an organization. I think my experience at Baruch helped guide me in that the emphasis was on the real impact that I-O Psychology can have; and what better way to have an impact than with such an important organization like the UN!

Alumni Spotlight: Tiwi Marira

We as Baruch students understand that our program is full of diverse interests and research experiences. Can you please describe what made you choose Baruch's I-O PhD and how your experience was?

I spent time in a lot of different cities growing up both in the U.S. and abroad. Through that I learned that I always felt most at home in places with a lot of diversity. This made Baruch and New York both perfect choices. Many of the faculty had research interests in areas like social processes, work-family, and adverse impact, that all linked back to diversity and I enjoyed the open nature of the program that facilitated students working in many different labs as well. New York of course is also a great city for connecting with people from all walks of life.

What was your favorite course that you took during your years and why?

That's a tough question. I'm surprised you asked. Won't people say we have favorites when they see us at SIOP next year?! Well, while there were many great courses at Baruch (and across CUNY) to take, I think it's probably a tie between our research lab meetings and Individual Psychological Assessment (IPA). While it wasn't a "course" per se, lab meetings were a great place to reconnect with more senior students, practice presentation skills, and also improve your ability to receive critical review from your advisor and peers. These are all very useful skills for applied and academic settings. IPA was also very interesting to me, because even though our field often dichotomizes our work and skills into the "I" and the "O" in my view there are fewer practical opportunities to practice the "Psychology" involved in asking questions, listening, empathizing and emoting. We were able to practice these skills thanks to the real bravery of some poor undergraduates who volunteered to let us interpret their 360, inbox, and personality data, and also give them feedback-coaching as well.

Can you share one piece of career advice to current Baruch I/O psychology PhD and Masters students?

I think it's especially important to take an agentic and strategic approach to planning your career from the beginning. It can seem overwhelming or "too early" to think about this in grad school, but in my view and practical experience, doing so can pay real dividends later. We have some great example of scientist-practitioners in the program so I don't believe there is any reason why one can't pursue both tracks.

> "…I enjoyed the open nature of the program that facilitated students working in many different labs."

Can you tell us a bit about your experience working in internal and external consulting? How has your experience at Baruch shaped your career path?

I started my career as an external consultant at BTS and Korn Ferry working for different program alumni like Sandra Hartog, Lynn Collins, and Linda Gookin. They are true experts in leadership and technology-enhanced assessment. Working with them gave me many opportunities to hone important skills like client management, executive assessment, and coaching. As an external consultant, all the different problem sets, industries, and tools you deal with enhance your learning agility and give you great perspective on the field. Later on, I transitioned to internal consulting at Amazon and Facebook, because I saw these as a great opportunity to work at world class companies and leverage many of the tools and approaches I had learned as an external consultant. My time at Baruch also made Amazon and Facebook very natural choices. Unlike many companies, Amazon leverages a very rigorous approach to vetting new ideas (in the business and HR) that leverages writing papers, citing lots of data, and receiving feedback on said papers in group peer review sessions. "Fluff" and pretty power points (which are almost never used) cannot survive this process and I found it all surprisingly similar to the R&R process in academia and grad school! I have also found much of the love for diversity and research present at Baruch to be mirrored at Facebook. I am consistently amazed by many of Facebook's internal diversity programs and the technological advances and research being pioneered by our AR/VR (i.e., augmented reality and virtual reality groups) that I partner with most closely. I think both Amazon and Facebook are great employers and I'd encourage any students and alumni to reach out if they are interested in opportunities at either.

SIOP 2020 Acceptances

Posters

DeOrientiis, P. S., Woessner, Z. W., Ryan, A. M., Brucher, N. T., Nye, C. D., Ratan, R., Kuang, S., Bhattia, S., Martin, N. R., Siemsen, A., Justenhoven, R., McClure Johnson, T. K., **Gonzalez, M. F.** (2020, April). *Leveling up: The effects of branding on gamified assessments.*

Dinh, J. V., Traylor, A. M., Kilcullen, M. P., Salas, E. (2020). Teamwork in the dynamic domains of healthcare: A systematic review.

Dodd, H., Shockley, K.M., & **Omansky, R.** (2020, April). Career Consequences of Flexwork Use Among Parents of Children with Autism.

Ellison, L., **Gonzalez, M. F**., McClure Johnson, T., Justenhoven, L., Pilipovic, T., & Sassaman, L. (2020, April). *Development and validation of the Digital Readiness Model*

Gonzalez, M. F., Alenick, P. R., Larson, E. C.,* **& Cohen-Charash, Y.** (2020, April). "I deserve this!" how self- and other-deservingness affects reactions to envy.

Kuzmich, I., & **Scherbaum, C. A.** (2020, April). *Re-examining the effect of mid-test warnings on faking on personality inventories*

Lee, S., Kato, A. E., & **Sommer, K.** (2020, April). Coping with Success: Effects of Coworker Relationship Quality on Outperformer.

Lee, P. J., Leung, D. W., Natale, A. N., Gray, B. E., Gu, H., & Watts, L. L. (2020, April). Who plays the lead(er)? A historiometric analysis of leadership diversity in films.

Natale, A. N., Patel, K. R., Scherbaum, C. A., & **Tumminia, A.** (2020, April). *To Check or Not to Check?: Attention Checks and MTurker Attitudes & Behavior*.

Natale, A. N., Rainone, N. A., & Watts, L. L. (2020, April). Transforming leadership impressions: Effects of trans label, gender & behavior**.**

Oliveira, J.*, Rutligiano, P., **Scherbaum, C.,** & **Saari, L.** (2019, April). Examining the Impact of Survey Identification on Response Behavior.

Rainone, N. A., Watts, L. L., Mulhearn, T. J., McIntosh, T. J., & Medeiros, K. E. (2020, April). The impact of happy and sad affective states on biases in ethical decision making.

Reyes, D., **Dinh, J. V.,** & Salas, E. (2020, April). Professional rejection sensitivity theory.

Rodriguez, W., Cheban, Y., Shah, S., & Watts, L. L. (2020, April). When does personality inhibit idea evaluation?

Rodriguez, W., M. J., **Zhou, Z. E.**, & Lu, C-Q. (2020, April). Incivility and employee silence: A serial mediation model.

Shah, S., Rodriguez, W., Ray, E., Che, X. X., & **Zhou, Z. E.** (2020, April). Workplace incivility and work-family conflict: Effects of negative rumination and mindfulness.

Symposia

Alenick, P., Nagel, J., Che, X. X., & **Zhou, Z. E.** (2020, April). How supervisor passivity begets subordinate incivility: A moderated mediation model. In Bowling, N. A., & Michel, J. (Chairs), What's stopping you? Organizational constraints as a major work stressor.

Alenick, P. R., Lee, S., Busse, K.A., & **Cohen-Charash, Y**. (2020, April). Got a bad reputation: Better understanding socially undesirable emotions.

Brandt, O. S., Englund, M., Justenhoven, R., **Gonzalez, M. F.,** & Tschöpe, N. (2020, April). Automated linguistic analysis to predict personality in asynchronous video interviews: A pioneer study. In N. Tschöpe & O. S. Brandt (Chairs), *Asynchronous video interviews today – Artificial intelligence analysis tomorrow?*

Gonzalez, M. F., Liu, W., Shirase, L., Tomczak, D. L., Lobbe, C. E., Justenhoven, R., Brandt, O. S., Tschöpe, N., Martin, N. R., & Preuss, A. (2020, April). AI as an ally: Improving reactions to artificial intelligence. In M. Langer & J. Basch (Chairs), *Interview technology and AI: Effects on applicants, evaluators, and adverse impact*.

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

SIOP 2020 Acceptances

Gu, H., Gray, B., Natale, A. N., Leung, D. W., Lee, P. J., & **Watts, L. L.** (2020, April). Do popular films present valid cases of outstanding leadership? In K. Walters, J. Lovelace, and S. Hunter (Co-chairs) symposium, What's new with CIP model of leadership research? Novel advancements and applications.

Larson, E.*, & **Goldstein, H**. (2019, April). The Drive to Learn: Developing Talent in Sports Using I-O Principles. In E. Heggestad's (Chair) Talent Management in Elite Sports: Using an I/O Lens.

Silzer, R. (Chair, Panelist). Day, D., Zaccaro, S., Schiemann, & Bank, J. (2020, April). Organizational Leadership: What is Now Needed in a Changing World?

Valentine, A., Yusko, K., Larson, E.*, & **Goldstein, H.W.** (2020, April). Impact of assessment-based global leadership program. In W. Shepherd's (Chair) Assessment-Based Leadership Development Programs: The state of the art (and science).

Zhang, H., **Zhou, Z. E.,** Liu, Y., & Zhang, L. (2020, April). How customer mistreatment hinders employee recovery: An examination of the resource and cognition perspectives. In Marquez, S. M., Arnetz, J., & Chang, C. H. (Chairs), Mistreatment in healthcare workers: Antecedents, outcomes, and interventions.

Panels

Capman, J., Marira, T.* Translating the Hype: Evaluating Trends for Business Partners.

Hayrapetyan, Lilia* (2020, April) Panelist. In E. Yu's (Chair) What are we linking today? Linkage analysis in the People Analytics Era.

Hayrapetyan, Lilia* (2020, April) Panelist. In J. Diamond Acosta's (Chair) Sharing Your voice while protecting your data: privacy compliant employee surveys.

Justenhoven, R., **Gonzalez, M. F.**, Martin, N. R., Shirase, L., & Preuss, A. (2020, April). Chairs. *Humanistic machines: Artificial intelligence and fairness in employee selection.*

Patel, K. R., Becker, W., & **Natale, A. N.** (April, 2020). *Co-Chairs. Can Cognitive Psychology and Neuroscience Answer Problems in Performance Management?*

Scherbaum, C. A. (2020, April). Panelist. In H. Kell (Chair). Non-g-ocentric Models of Cognitive Abilities and Their Relevance to IO Psychology.

Scherbaum, C. A. (2020, April). Panelist. In P. Agnello's Synthetic Validity: An Authentic Solution to Applied Problems.

Silzer, R. (Chair, Panelist). Day, D., Zaccaro, S., Schiemann, & Bank, J. (2020, April). Organizational Leadership: What is Now Needed in a Changing World?

Silzer, R. (Chair), Cerrone, S., Cober, R., Graddick-Weir, M., & Mason, J. (2020, April). CHRO Panel on Changing Leadership in a VUCA world.

Alternative Sessions

Kato, A., Wee, S., Lang, J., **Goldstein, H.,** & Nye, C. (2020, April). Panelist in A. Kato* & S. Wee's *Translating Research on Specific Cognitive Abilities into Opportunities for Practice*.

LeNoble, C., **Wald, D.,** & Verhoeven, D. (2020, April). What's in a postdoc? Experts tell all about I/O's best-kept career secret.

Modules

Silzer, R., Davis, S., & Vandaveer, V. (2020, April). The Secret Sauce: An Insider's Guide to Assessment Interpretation and Integration. Individual Leadership Assessment course Module 3 presented at the Annual Meeting of the Society for Industrial & Organizational Psychology, Austin, TX.

Silzer, R., Davis, S., & Vandaveer, V. (2020, April). From Insight to Action: Advanced Approaches for Providing Assessment Feedback and Using it for Growth and Action. Individual Leadership Assessment course Module 4 presented at the Annual Meeting of the Society for Industrial & Organizational Psychology, Austin, TX.

Master Tutorials

Dinh, J. V. (2020). Going for the GRFP: How to win an NSF Graduate Research Fellowship. Master tutorial to be presented at the 35th Annual Meeting of the Society of Industrial and Organizational Psychology, Austin, TX.

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Recent Presentations

Alenick, P. R., & Cohen-Charash, Y. (2019, July). Can two be better than one? Exploring the influence of multiple stressors on decision-making. Poster presented at the annual conference of the International Society for Research on Emotion, Amsterdam, The Netherlands.

Andreassi, J. K., Grotto, A. R.*, et al. (2020, June). Department of Labor proposed organizational benefits: Is there a business case? Paper to presented at the Work-Family Researchers Network 5th Biennial Conference, New York, NY.

Barden, K.L.* (2019, November 15). Panelist in H. Ginsberg (Chair), What Does the Future Hold for Performance Management Practice? Panel discussion conducted at The Conference Board Performance Management Conference, New York, NY.

Barden, K.L.* (2019, November 14). Panelist and Chair, Fail Fast, Learn Fast, and Adapt Fast: How Companies Adapted to the Changing Realities. Panel discussion conducted at The Conference Board Performance Management Conference, New York, NY.

Cohen-Charash, Y., Gonzalez, M. F., Larson, E. C., Lee, S., & Alenick, P. R. (2019, April). A Contextual Goal-Based Theory of Envy and its Outcomes. Paper presented at the annual conference of the International Society for Research on Emotion, Amsterdam, The Netherlands.

Dinh, J. V. (2019, August). Interpersonal dynamics. Paper session chaired at the 79th Annual Conference of the Academy of Management, Boston, MA.

Dinh, J. V., Paoletti, J., Rosen, M. A., & Salas, E. (2019, August). Looking after one's own: An overview of the "team care" construct. Paper orally presented at the 79th Annual Conference of the Academy of Management, Boston, MA.

Dinh, J. V., & Salas, E. (2019, August). Clarifying competencies: A qualitative synthesis of cross-cultural training objectives. Paper orally presented at the 79th Annual Conference of the Academy of Management, Boston, MA.

Dinh, J. V., Ninemire, M. R., Musick, M., Thammasitboon, S., & Loftis, L. (2019, November). Psychological safety among healthcare providers in the PICU. Poster presented at the American Public Health Association Annual Meeting, Atlanta, GA.

Dinh, J. V., Arevalo, T., Loftis, L., & Hellsten-Brown, M. (2019, November). Patient trust and satisfaction in diverse populations: A mixed-methods study in the PICU. Oral presentation to be presented at the American Public Health Association Annual Meeting, Philadelphia, PA.

Gonzalez, M. F., Justenhoven, R., Lobbe, C., Liu, W., Shirase, L., Tomczak, D. L., & Martin, N. R. (2020, July). The human touch: Reactions to AI-based, human-based, and mixed selection processes. In O. S. Brandt (Chair), Artificial intelligence in recruitment – A closer look. Symposium paper to be presented at the 12th annual meeting of the International Testing Conference, Belval, Luxembourg.

Gonzalez, M. F., Cohen-Charash, Y., & Busse, K. (2020, August). Chairs. Psych'ed Up for Business School: Preparing I-O Psychologists for Business School Careers. Professional Development Workshop to be conducted at the 80th annual meeting of the Academy of Management, Vancouver, Canada.

Grotto, A. G.* & Terrazas, J. B.* (2019, November). In helping others, I hurt myself: A qualitative analysis of work-family ambivalence among nonprofit workers. Poster presented at the 13th International Conference on Occupational Stress and Health: Work, Stress and Health, Philadelphia, PA.

Kato, A. E. (2019, July). Cognitive Ability Tilt and Job Performance: A Case for Specialization. Paper presented at the annual conference of the International Personnel Assessment Council, Minneapolis, MN.

Lee, S., & Cohen-Charash, Y. (2019, July). Yes, I can (achieve what you have): Effects of self-efficacy on reactions to envy. Paper presented at the bi-annual conference of the International Society for Research on Emotions, Amsterdam, The Netherlands.

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Recent Presentations

Lee, S.* (2020, May). Yes, I Can (Achieve What You Have): Effects of Self-Efficacy on Reactions to Envy. (Data Blitz presented at the annual conference of the Psychology Research Day, The Graduate Center, City University of New York, NY, USA).

Lee, P. J.*, Rainone, N. A.*, Aiken, J. R., Dickson, M. W., **Scherbaum, C. A.**, Chen, T., Hanges, P. J. (2020). Where are they now? Re-examining the migration of I-O psychologists to business schools. The Industrial-Organizational Psychologist, 57. [* = equal authorship, authors listed alphabetically]

Leung, D. W., Watts, L. L., Kuzmich, I., Gibson, C., & Barsa, A. (2019, August). Who self-enhances on applications the most? Demographics, self-enhancement, and sales performance. Paper presented at the 79th annual meeting of the Academy of Management, Boston, MA.

Loughlin, D., Oliveira, J.M.*, O'Connor, C., & Pinard, K. (2019, November). The use of humor within police, emergency medical services, and firefighter jobs. Poster presented at the annual New England Psychological Association Conference. Manchester, NH.

Markus, K. A. (2019). Psychomtrics' inherited ontologies: Nomological networks, causal structures, and measurement. International Meeting of the Psychometric Society. Santiago, Chile (July 18).

Oliveira, J.M.*, Hughes, J., & Bickford, C. (2019, June). The power of storytelling: Creating and curating stories for deeper learning and higher engagement. Presentation at the annual Management and Organizational Teaching Society Conference. Mahwah, NJ.

Oliveira, J.M.* (2019, October). Poetry and psychology: How to illicit curiosity and learning about constructs such as self-concept, culture, and dual attitudes through poetry. Poster presented at the Society for the Teaching of Psychology's Annual Conference on Teaching (ACT). Denver, CO.

Oliveira, J.M.*, & Sanabria, S. (2019, November). Challenges for Latina workers: Understanding existing research and Latinas' personal experiences. Poster presented at the annual New England Psychological Association Conference. Manchester, NH.

Oliveira, J.M.* (in press, slated for April 2020). How to illicit curiosity and deeper learning through poetry in psychology courses. Published on the Society for the Teaching of Psychology's (STP) website section for "E-xcellence" in Teaching Essays and STP's listserve. Also will be published in their 2020 e-book of essays.

Redmond, B.F.* (2019). Authentic Leadership. Talk given at 2019 World Campus Student Leadership Conference. University Park, PA.

Redmond, B.F.*, & Gittler, M. (2019). Getting Real: Immersive simulation video to enhance learning. Talk given at Teaching and Learning with Technology Symposium. State College, PA.

Redmond, B.F.*, Williams, J., Trahan, K., & Loviscky, G. (2020). Online Leadership Assessment Center. Talk given at Teaching and Learning with Technology Symposium. State College, PA.

Redmond, B.F.* (2020). Liderazgo de equipo compartido de un programa online | Shared team leadership for an online program. Revista Española de Pedagogía, 78(275), 89-100. doi: https://doi.org/10.22550/REP78-1-2020-04

Reyes, D. & **Dinh, J. V.** (2019, August). Workplace rejection: A theoretical model of experiencing rejection in the workplace. Symposium conducted at the 2019 annual meeting of the Academy of Management, Boston, MA.

Silzer, R.S., Scott, J., Davis, S. & J. Fulkerson. (2019). Symposium. *High Potential Leadership Talent: Predicting, Motivating, Assessing and Working with High Potentials*. Annual conference of the Society of Consulting Psychology, Philadelphia, February, 2020.

Tremblay, A., Oliveira, J.M.*, & Pinard, K. (2019, November). Acceptance of transgendered military veterans in social settings: An experimental study. Poster presented at the annual New England Psychological Association Conference. Manchester, NH.

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2019 Photo Highlights

Recent Publications

Agans, J. P., Maley, M., **Rainone, N. A.,** Cope, M., Turner, A., Eckenrode. J., & Pillemer, K. (2020). Evaluating the evidence for youth outcomes in 4-H: A scoping review. Children and Youth Services Review, 108, 1 – 12.

Cohen-Charash, Y., & Gibson, D. E. (in press). Review of the book [social functions of emotion and talking about emotion at work,edited by D. Lindebaum, D. Geddes, & P. J. Jordan]. Academy of Management Learning and Education.

Cheng, S., Corrington, A., **Dinh, J. V.,** Hebl, M., King, E., Ng, L., Reyes, D., Salas, E., & Traylor, A. (2019; e-pub ahead of press). Challenging diversity training myths: Changing the conversation about diversity training to shape science and practice. Organizational Dynamics.

Crusius, J., **Gonzalez, M. F.,** Lange, J., & **Cohen-Charash, Y.**(2020). Envy: An adversarial review and comparison of two competing views. Emotion Review, 12, 3-21. [All authors contributed equally.]

Dinh, J. V., Traylor, A. M., Kilcullen, M. P., Perez, J. A.,† Schweissing, E. J.,† Venkatesh, A.,† Salas, E. (2019). Cross-disciplinary care: A systematic review on teamwork processes in healthcare. Small Group Research. doi:10.1177/1046496419872002

Dinh, J. V., & Salas, E. (2019). Prioritization of diversity during residency matching: Trends for a new workforce. Journal of Graduate Medical Education, 11, 319-323. doi:10.4300/jgme-d-18-00721.1

Duckworth, A.L., Quirk, A., Gallop, R., Hoyle, R.H., Kelly, D.R.*, & Matthews, M.D (2019). Cognitive and non-cognitive predictors of success. Proceedings of the National Academy of Sciences Nov 2019, 116 (47) 23499-23504; DOI: 10.1073/pnas.1910510116

Ehrlich, K. B., Stern, J. A., Eccles, J. S., **Dinh, J. V.,** Hopper, E., A., Kemeny, K., & Cassidy, J. (2019). A preliminary investigation of attachment style and inflammation in African American young adults. Attachment and Human Development, 21, 57-69. doi:10.1080/14616734.2018.1541516

Georgoulas-Sherry, V., & Kelly, D.* (2019). Resilience, grit, and hardiness: Determining the relationships amongst these constructs through structural equation modeling techniques. Journal of Positive Psychology and Wellbeing, 1-12.

Gonzalez, M. F., Capman, J. F.*, Martin, N. R., McClure Johnson, T., Theys, E. R., Boyce, A. S. (2019). Personality and the ADA: Ameliorating fairness concerns and maintaining utility. Industrial and Organizational Psychology: Perspectives on Science and Practice, 12, 151-156.

Gonzalez, M. F., & Aiello, J. R. (2019). More than meets the ear: Investigating how music affects cognitive task performance. Journal of Experimental Psychology: Applied, 25, 431-444.

Gonzalez, M. F., Capman, J. F.*, Oswald, F. L., Theys, E. R., & Tomczak, D. L. (2019). "Where's the I-O?" Artificial Intelligence and Machine Learning in Talent Management Systems. Personnel Assessment and Decisions, 5, 33-44.

Gosnell, C., Kelly, D.R.*, Ender, M. G., & Matthews, M.D. (2020). Character strengths and performance outcomes among military brat and non-brat cadets. Military Psychology, DOI: 10.1080/08995605.2019.1703434

Kazi, S., Khalegzadegan, S., **Dinh, J. V.,**Shelhamer, M. J., Sapirstein, A., Goeddel, L. A., Chime, N. O., Salas, E., & Rosen, M. A. (2019). Team physiological dynamics: A critical review. Human Factors. doi:10.1177/0018720819874160

Khan, A. J., Li, Y., **Dinh, J. V.,**Donalson, R., Hebenstreit, C. L., & Maguen, S. (2019). Examining the impact of different types of military trauma on suicidality in women veterans. Psychiatry Research, 274, 7-11. doi:10.1016/j.psychres.2019.02.025

Landy, J. F., Jia, M., Ding, I. L., Viganola, D., Tierney, W., . . . Uhlmann, E. L., [and 186 others, including **Lee, S.** & **Leung, D.W.**] (2020). Crowdsourcing hypothesis tests: Making transparent how design choices shape research results. Psychological Bulletin.

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Recent Publications

Lefkowitz, J. (2019). The conundrum of industrial-organizational psychology. Industrial and Organizational Psychology: Perspectives on Science and Practice, 12(4), 473-478.

Liu, W., **Zhou, Z. E.**, & Che, X. X. (2019). Effect of workplace incivility on OCB through burnout: The moderating role of affective commitment. Journal of Business and Psychology, 34(5), 657-669.

Markus, K. A.* (in press). Comment on epistemic violence in psychological science. Theory and Psychology.

Martin, N. R., Morgan, K., *Capman, J. F., Boyce, A. S., **Gonzalez, M. F.**, & Adler, S. (in press). New frontiers in cognitive ability testing: Working memory. Journal of Managerial Psychology.

Patel, K. R., & Dahling, J. J. (2019). How important is word of mouth to college students when considering jobs? A policy-capturing study of organizational attraction. Journal of Career Assessment, (pp XX-XX).

Reyes, D. L., **Dinh, J. V.,** Lacerenza, C., Marlow, S., Joseph, D. L., & Salas, E. (2019). The state of higher education leadership development program evaluation: A meta-analysis, critical review, and recommendations. Leadership Quarterly. doi:10.1016/j.leaqua.2019.101311

Reyes, D., **Dinh, J. V.,** & Salas, E. (2019). What makes a good team leader? Journal of Character and Leadership Development, 6, 88-100.

Silzer, R.F, Collins, L, Porr, B, Nagy, N. & M Morris. (Fall, 2019), Professional Practice Committees Are Working for You. The Industrial-Organizational Psychologist, 57(2).

Silzer, R.F. & Collins, L. (Winter, 2020). Advanced Professional Development: A New SIOP Program for Experienced Professional Members. The Industrial-Organizational Psychologist, 57(3).

Silzer, R.F, Davis, S., & V. Vandaveer. (Winter, 2020). Individual Leadership Assessment Course. The Industrial-Organizational Psychologist, 57(3).

Silzer, R.F. & A. H. Church (Spring, 2020). A Practice - Science Partnership: An integrated Approach to IO Psychology. The Industrial-Organizational Psychologist, 57(4).

Silzer, R.F. (Spring, 2020). The 2018 Leading Edge Consortium: A SIOP Success for Practitioners. The Industrial-Organizational Psychologist, 57(4).

Shi, Y., Xie, J., **Zhou, Z. E.**, Tang, H., Ma, H., Zhang, H., & Zhang, N. (in press). Family-supportive supervisor behaviors and employees' life satisfaction: The roles of work-self facilitation and generational differences. International Journal of Stress Management.

Shi, Y., Xie, J., **Zhou, Z. E.**, Tang, H., & Ma, H. (2019). Family supportive supervisor behaviors and work engagement: A social information processing perspective. Current Psychology, 1-13.

Spencer, S.M., Oliveira, J.M.*, Ruben, M.A., Blais, C., & Nugent, L.A. (2020). Interdisciplinary education as a route to promoting psychology across occupations. Published on the Society for the Teaching of Psychology's (STP) website section for "E-xcellence" in Teaching Essays and STP's listserve. Also will be published in their 2020 e-book of essays. https://teachpsych.org/E-xcellence-in-Teaching-Blog/8727857

Watts, L. L., Patel, K. R., Rothstein, E. G., & Natale, A. N. (2019). How do leaders plan for firm innovation? Strategic planning processes and constraints. In M. D. Mumford (Ed.) Frontier Series on Organizational Creativity & Innovation. Taylor & Francis.

Watts, L. L., Medeiros, K. E., McIntosh, T. J., & Mulhearn, T. J. (in press). Ethics Training for Managers: Best Practices and Techniques. Oxford: Routledge Greenleaf.

Watts, L. L., Rothstein, E., & Patel, K. (2020). Multiple pathways to studying outstanding leadership: It is time to expand the methodological toolbox. In S. Hunter and J. Lovelace (Eds.) Charismatic, Ideological, and Pragmatic Leadership (pp. 48-77). Taylor & Francis.

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Recent Publications

Watts, L. L., Gray, B., & Medeiros, K. E. (in press). Side effects associated with organizational interventions: A perspective. Industrial and Organizational Psychology: Perspectives on Science and Practice.

Watts, L. L., McIntosh, T. J., Gibson, P. C., Mulhearn, T. J.,Medeiros, K. E., Mecca, J. T., & **Cohen-Charash, Y.** (in press). Mildaffective shifts and creativity: Effects on idea generation, evaluation,and implementation planning. Journal of Creative Behavior.

Watts, L. L., Medeiros, K. E., McIntosh, T. J., & Mulhearn, T. J. (2020). Decision biases in the context of ethics: Initial scale development and validation. Personality & Individual Differences, 153, 109609.

Watts, L. L., Steele, L. M., & Den Hartog, D. N. (2020). Uncertainty avoidance moderates the relationship between transformational leadership and innovation: A meta-analysis. Journal of International Business Studies, 51, 138-145.

Zhiqinq, Z. E., Che, X. X., & **Rodriguez, W. A.,** (in press). Nurses' experiences of workplace mistreatment. Handbook of Research on Stress and Well-Being in the Public Sector.

Zhou, Z. E., Meier, L. L., & Spector, P. E. (2019). The spillover effects of coworker, supervisor, and outsider workplace incivility on work-to-family conflict: A weekly diary design. Journal of Organizational Behavior, 40, 1000-1012

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> Here's to a healthy and safe remainder of 2020!

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Thanks for catching up with us!

2020