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Greetings from the I-O Faculty!

Welcome to the first I-O psychology Ph.D. program newsletter! The last several years have witnessed a whirlwind of change and exciting developments in the program. A few examples include hiring new faculty members, some retirements, dramatically increasing the national profile of the program (we are now ranked #16), our students winning national awards, faculty and students regularly presenting and publishing in the top outlets of the field, and the program being realigned to better support student and program success. These are very exciting times! The faculty have a long-term vision for continuing this momentum and success. Part of that vision is to build stronger engagement with the alumni of the program. This bi-annual newsletter is one small step in that direction. We hope that it serves to better connect you to the program, current students, the faculty, and fellow alumni. One feature of this newsletter will be to celebrate the success and news of our alumni. Please share your stories, news, contact information, and photos. You can send them to: Psych.IO@baruch.cuny.edu.

Greetings from the Newsletter Team!

Welcome to the first edition of the Industrial/Organizational Psychology Newsletter! We are delighted to be sending out the inaugural edition and sharing with you the latest news about the program and the students, faculty, and alumni of which it is comprised. The newsletter team consists of first year student Bradley Gray; second year students Jeremiah McMillan and Julia Leone; third year students Danielle Wald, Manny Gonzalez, Rachel Omansky, and Vivian Chou; and fourth year student Erik Pesner. We will use this newsletter to share the latest news about the program's poster presentations, publications, awards, and other special recognitions, as well as thesis, dissertation, and comps completion announcements. We will also be interviewing faculty, both new to the program and more senior members, and interviewing alumni to learn about what some graduates have been working on since their time at Baruch. We are happy to share the latest news with you and look forward to receiving your feedback in order to include more alumni accomplishments in future editions of the newsletter!

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Spring Brownbag Schedule

2/1 - Program Meeting

2/8 - Mike Covell

2/15 - Presidents Day

2/22 - Seminar Series: Charles Scherbaum

2/29 - Priyanka Mitra-Hahn

3/7 - Jeff Conway, I/O Psychologist at Credit Suisse, NYC

3/14 - Christina Arroyo

3/21 - Manny Gonzalez

3/28 - Surprise

4/4 - Rachel Omansky

4/11 - SIOP Poster Presentations

4/18 - Vivian Chou

4/25 - Spring Break

5/2 - Jeremy Rothstein

5/9 - Danielle Wald

Introducing the 2015 Cohort

Bradley Gray



Hello all. I graduated from Wake Forest University in 2010, then completed a Clinical M.A. at Towson in 2012. I am now at Baruch to study issues in work/life balance and what companies can do to improve employee wellbeing and job

retention. Further, I hope to learn more about the interaction between job embeddedness and career compromise on work efficacy. I'll be working with Erin Eatough and Karen Lyness to assist with their research and to further my own. As a native Floridian, I'm still adjusting to the cold, harsh Northern weather, but so far I've been loving my time in NYC. Outside of class, I spend most of my time with my wife, to whom I got married just last October, our cats, and dog, as we explore all that the city has to offer.

Irina Kuzmich



I graduated from Montclair State University in 2013. My main research interest is in personnel selection. Specifically, I am interested in the development and design of assessment tools that are used to make selection

decisions. While studying the predictive validity of different assessment tools is certainly important, I am also drawn to learning about the biases present in these tests against different groups of people and how to reduce and ultimately eliminate such biases. Additionally, I enjoy researching other aspects of industrial-organizational psychology such as legal issues in employment settings, the Dark Triad, and toxic employees in the workplace. I'll be working with Charles Scherbaum during my time here at Baruch. In my free time, I like reading books, running, photography, and making artwork.

Marino Mugayar-Baldocchi



Hello everybody! My name is Marino. I am an international student from Brazil/Australia and I am so excited to be studying at Baruch. I recently graduated from the College of Charleston ('15), and now plan on studying the interrelated impact of leadership on group

dynamics, the application of positive psychology in the workplace, and finding a healthy junction between workplace and family relations. Currently, I am working on approach-avoidance motivation systems activation in relation to different emotions, as well as researching alternative primary components of illegitimate tasks. I will be working with Loren Naidoo and Erin Eatough. I deeply value making new connections with people, learning their language, and asking them about their favorite animal (mine is the giraffe).

Ethan Rothstein



Hello all! My name is Ethan Rothstein and I'm originally from the far-away state of Connecticut. I graduated from Tufts University in 2013 with a major in Clinical Psychology and a minor in Economics. After graduating, I

worked for two years in a clinical research lab at Mount Sinai School of Medicine in New York City, studying personality disorders. While I enjoyed my experiences working with clinical populations, over time I realized that I was more interested in understanding how human behavioral research could benefit a wider range of people. I then discovered I-O Psychology and never looked back! Currently, my research interests include the work-family interface, occupational health psychology, leadership, and personnel selection. While at Baruch I will be working with Kristen Shockley. Outside of psychology, some of my interests include music, baking, and the Boston Red Sox.

Recent Milestone Accomplishments for Students in the Program

Spring 2015 Dissertation Defenses

Lilia Hayrapetyan

“Employee Environmentally Friendly Behaviors in and out of Organizations and across Cultures”

Advisor: Charles Scherbaum

Mary E. Ignagni

“Do cultural and perceptual factors matter?: An investigation of factors impacting intelligence test scores of Latinos/Hispanics in the United States”

Advisor: Charles Scherbaum

Lauren Mondo Kane

“Telework and Organizational Citizenship Behaviors: The Underexplored Roles of Social Identity and Professional Isolation”

Advisor: Kristin Sommer

Justina Oliveira

“Effects of Job Type and Culture on Relationships between Job Characteristics and Worker Outcomes: a Multilevel Analysis”

Advisor: Charles Scherbaum

Fall 2015 Dissertation Defenses

Rachel Pascall-Gonzalez

“Psychological perspectives on the under-representation of African-Americans and Females in entrepreneurship: The relationship between perceptions of fit and intentions to leave”

Advisor: Charles Scherbaum

Thesis Proposals

Rachel Omansky (Dec 2015)

Erik Pesner (Sep 2015)

Jeremy Rothstein (Nov 2015)

Comprehensive Examinations

Eric Knudsen (May 2015)

Casey Smith (Nov 2014)

Christine Smith (Nov 2014)

Peter Yu (Nov 2014)

Dissertation Proposals

Ayanna Cumming (Feb 2016)

Hilal Erkovan (Dec 2015)

Jane Lim (Feb 2016)

Martine Maculaitis (Dec 2015)

Congratulations to Loren Naidoo!

Check out the January 2016 issue of The Industrial Psychologist (TIP) for Loren Naidoo’s Max. Classroom Capacity column! As the writer for Max. Classroom Capacity, Loren will share his insights on best teaching practices and facilitating student learning in the organizational sciences. Follow the link below to check out Loren’s introductory article!

www.siop.org/tip/jan16/pdf/mcc.pdf

Congratulations to Our Award Winning Students and Faculty!

John Capman - 2015 Leslie W. Joyce and Paul W. Thayer Graduate Fellowship in I-O Psychology

The SIOP Foundation is pleased to offer a graduate student fellowship, which recognizes the mentoring relationship existing between Dr. Leslie Joyce and Dr. Paul Thayer, both during graduate school and during Dr. Joyce's subsequent career. The Joyce and Thayer Fellowship is designed to provide financial support to a doctoral student in I-O psychology who is specializing in training and development and/or selection and placement. The fellowship provides an annual award of \$10,000 (from start of the academic year through the following summer).

Eric Knudsen - John C. Flanagan Award for the Outstanding Student Contribution to the SIOP 2015 Conference Program

Only one poster receives this award each year.

Yael Oelbaum – CUNY Graduate Center Dissertation Fellowship (2015-2016)

Rob Silzer, HR Assessment and Development Inc., and Baruch, CUNY, received the 2016 International Award for Excellence in Consultation (APA Division 13) and the 2015 Distinguished Professional Contributions Award (APA Division 14).

As a leading practitioner for 40 years, Dr. Silzer has had a profound influence on the field of I-O Psychology. His efforts to advance knowledge and practice in individual assessment, talent management, executive development, leadership potential, and professional practice have been the foundation for much outstanding work by I-O psychologists. He helped to build an applied knowledge base that emphasizes rigorous I-O science. He has made major contributions in over 150 domestic/international client organizations. He has had a major impact on I-O psychology through his writing, workshops, presentations, and teaching. He significantly impacted professional education by delivering 10 SIOP workshops (also APA, NY Metro and IAAP workshops) as well as originating and leading the Leading Edge Consortia (LEC). His passion for creating and disseminating new knowledge is evidenced by his three edited books in SIOP's Professional Practice Series, 14 book chapters, 40 professional articles, and 28 data-based TIP articles, a prolific output for a practitioner. He has strongly advocated for I-O practice by collecting data from colleagues, providing new insights and challenging the status quo. He also has a passion for graduate education and is a popular doctoral faculty member at Baruch (CUNY). He is a Fellow in SIOP, APA, APS, and SCP. Through all his involvements, he has made an enormous contribution to I-O Psychology.

Jolie Terrazas - SIOP Small Grants Award

The overarching goal of the Small Grant Program is to provide funding for research investigating topics of interest to both academics and practitioners. Thus, considerable weight will be given to whether the proposal consists of a cooperative effort between academics and practitioners.

Danielle Wald - Guest Presenter at Sunshine Education and Research Center (ERC)

Danielle Wald has been invited to present her research on "illegitimate tasks" at this year's Sunshine ERC Poster Symposium and Interdisciplinary Research Training at University of South Florida on February 18-20th. ERCs are funded by the National Institute for Occupational Safety and Health (NIOSH) with the aim of promoting graduate training and research related to occupational health and safety. Way to go, Danielle!

Blast from the Past!



Q & A with Joel Lefkowitz



What prompted you to create the PhD I-O program at Baruch, and what challenges did you face during the process of creating it?

While the Baruch MBA program always had a focus in I-O and there was an OB doctoral program in Business, Joel was eyeing doctoral programs elsewhere and felt that Baruch could develop its own doctoral program strictly focused on I-O. Although his desire to create the program began in the 1970's, this dream came to fruition after he became a full Professor and strong support from other department faculty developed. The first class of students was admitted in fall 1982!

As the founder of this program, what program changes have you seen over the years?

Joel feels that the most obvious change has been in the program's faculty. There were only two other I-O related

faculty when the program first began, and they were less research-oriented. Now there are seven I-O faculty with independent labs who are actively conducting and publishing research. Joel feels that this shift has influenced student career interests, as well. Research-related activities are very accessible to students, thus enabling them to develop a strong interest in an academic career.

What is it like to be the founder of this program?

"It's like being a grandpa!" Joel will be teaching ethics this upcoming spring. He explained that this will be the first time in many years that he is not already friends with the students enrolled in his course. For more than 25 years he was the program head, conducted the student admissions interviews, and taught four different doctoral courses (Personnel I and II, Training, and Ethics). And he very much appreciates the opportunity to teach ethics every other year even though as only an adjunct.

What is your favorite thing about this program?

Joel's favorite part is observing the "fresh faces that come in and seeing what they turn out to be...the transformation." He enjoys going to SIOP and reconnecting with relatively senior, well-known, respected I-O psychologists who he remembers coming in as 21-year olds. For some former students, Joel can "literally remember their admission interview, and who showed up with a parent in tow."

How would you describe the program at Baruch?

Pro-student. The faculty has a vested interest in graduating their students. "We understand it may be hard for you to see and accept when going through the 7th iteration of your thesis

proposal, but we always try to convey that we have your success first in mind."

Lack of competition between students. Joel notes that from the early days there was never competition between students. The faculty tried to promote a more collaborative atmosphere. From early on, this contrasted with what students reported they heard from other students in other programs when they came back from SIOP meetings.

What is the Lefkowitz fund?

The purpose of the fund is to raise money for a "colloquium series." It was started by graduates of the program as a "gift" to Joel when he retired. The fund pays honorarium expenses for guests to come in and give talks to not only members of the doctoral program, but to the whole psychology department.

What is your proudest moment at Baruch?

"There are two. The start of the doctoral program and all of the nice words and appreciation I received at the end, when I retired (although one tends to pause and think maybe they're just glad to see me go!). The first time was when we admitted students in the fall of 1982. The program was finally a reality. I was proud that through all the wheeling and dealing and politicking at the department, school, college, university, and state levels, we got it done. I was experiencing it as a reality. I thought, 'There are real students. It's really happening!' The second time was during my retirement dinner. There was an outpouring of wonderful student sentiment. Many former students showed up and had kind words for me. As a testament, they created the Lefkowitz Colloquium Series. In the same vein, they distributed rubber bracelets engraved WWLD, or 'What Would Lefkowitz do?' That was pretty cool."

Continued on next page...

Q & A with Joel Lefkowitz

Where do you see this program going? What is the future of this program?

According to Joel, one must first answer the question “Where do you see I-O Psychology going?” He hopes that the program will be a good reflection of where I-O goes in the future, “a direction of becoming humanistic and employee-centered as a field...valuing issues about who we are and who we want to be in a broader moral sense, rather than simply being good corporate servants.”

What hobbies and interests do you have outside of work?

Photography and Tennis!

Joel’s interest in photography began when he first started teaching. He would teach in evening session, four nights a week. During the day, he would prepare his class lecture notes and roam around the Village taking pictures. He still photographs people in the street (as well as “interesting little things”). Joel’s interest in tennis started at the age of 50. He plays five-six days/week in the summer and three days in the winter, despite the fact that he has had total knee replacements in both knees. Go Joel!

What are you up to now?

Recently, Joel has done a lot of writing for IOP and for TIP, all focusing on the ethical values of I-O Psychology. He has just signed a contract to revise “Ethics and Values in Industrial-Organizational Psychology” for a 2nd edition. He continues to teach the doctoral ethics course, play tennis, and take photographs.

Joel is also a relatively new grandfather—son Jared had fraternal twins (congratulations, Joel!).

In terms of your career, what is your proudest accomplishment?

1. This doctoral program
2. My book, “Ethics and Values in Industrial-Organizational Psychology”

How would students describe you?

Informal but scary; also serious but funny.

While Joel likes to joke around, he is very serious about the quality of work that students produce. Although he always requested that students call him “Joel,” even when most other faculty were called “Professor This” or “Professor That” (everyone’s on a first-name basis nowadays), he recalls receiving feedback that students were intimidated by him. He wonders whether this was a result of his reputation for knowing a lot of stuff or whether it was something about his demeanor of which he wasn’t fully aware. (Although he was notorious for the amount of written feedback on term papers. Heads-up for those in Ethics next term: he’s “old-school”—insisting on paper copies that he can comment on.)

Joel thinks that it would be interesting to see what some of his former students say. So, alumni, what do you think?

Congratulations to Erin Eatough!

We are very excited to announce that our very own Erin Eatough just spoke about her research on illegitimate tasks on stage alongside Malcolm Gladwell (*Blink, Outliers, The Tipping Point*), Tim Ferris (*The Four Hour Work Week* and many other best-selling books), Liz Wiseman (world-renowned leadership expert and author of *Multipliers*), and Stephen Dubner of *Freakonomics* at the 2016 Qualtrics Insight Summit in Salt Lake City, Utah on February 17th. Erin participated in a *Freakonomics*-hosted gameshow with Gladwell, Dubner, and company in an event called “Tell me something I don’t know.” Erin was hand-selected by *Freakonomics* to speak on the main stage as one of the focal appearances at this highly anticipated event!

Way to go Erin!



An Interview with Faculty Member Kristen Shockley

What is your favorite aspect of the I/O program here?

Kristen immediately responded that her favorite part of the program is the people, both faculty and students. She feels that the I/O program has a lot of motivated, intelligent, and fun people to be around. She's happy with how supportive everyone is of one another and she also feels that she's received a lot of support from her fellow faculty members.

Tell us about your research.

Kristen's research consists of four main areas that fall under the umbrella of work/family. Her first focus is on organizational initiatives aimed at managing work and family. More specifically, she has examined organizational culture and flexible work arrangements. Her second area of interest is the impact of work/life conflict on health outcomes. For example, in one study she examined the relationship between episodes of work-family conflict, heart rate, and blood pressure. A third research area pertains to theories surrounding the work-family domain. Specifically, Kristen noted that there is a need for more theory on the topic. Her final area of interest surrounds dual-career couples. For example, one of her studies looks at the alignment between couples' division of labor before versus after they have children and the potential effects of misalignment on well-being.

What are you currently working on?

Kristen is currently writing a book on global work-family conflict. She is also conducting a huge meta-analysis on the relationship between gender and work-family conflict. Contrary to popular belief, she found an effect size of zero between gender and work-family conflict. This supports the notion that work-family conflict is more than just a women's issue and that men should

get more involved in the discussion. In addition, Kristen is collecting a second round of episodic data for a study on emotions and attributions following work-family conflict episodes.

What would you say is your proudest accomplishment thus far?

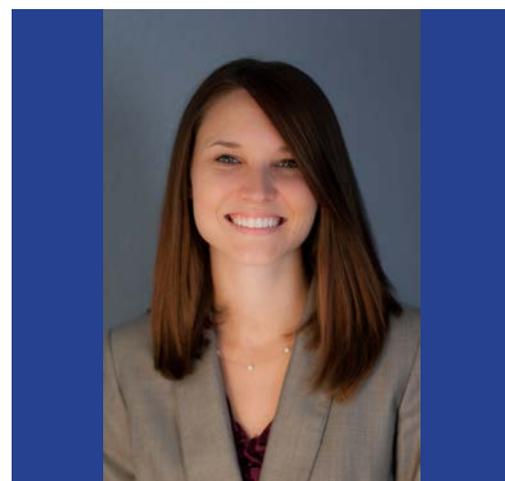
Kristen stated that her proudest accomplishment is winning the SIOP Dissertation Award. She felt that it was nice to be recognized for something she had put so much effort into. However, Kristen admittedly did not expect to win the award because her dissertation on pre and post-child division of labor among couples was not a "traditional" I/O topic.

What are you involved in beyond your research and teaching?

Kristen told us about the various activities that she is involved both within and outside of the I/O program. Currently, Kristen serves as the deputy chair of Baruch College's Psychology Department and is also a member of the Psychology Department's curriculum committee. This past summer, she spearheaded the creation of the I/O program handbook, which was developed in order to provide students with a better sense of clarity in navigating their coursework and program requirements. Notably, Kristen also served as program chair for the annual SIOP conference that took place from April 23-25.

What was it like to play such a big role in organizing SIOP last year?

The first thing Kristen said when asked about her prior role as SIOP Program Chair was that it was a lot of fun being able to contribute to the conference, which she feels is the heart and soul of SIOP. She strongly encouraged involvement in SIOP, as it was a great opportunity for her to get to meet a lot of people and make connections. Kristen



added that she was particularly proud of the success of this past year's conference, which was one of the most highly attended yet!

You recently received tenure! How does it feel?

Kristen said that earning tenure definitely took off a layer of stress. While she expressed that she was excited about the achievement, Kristen noted that she finds it easy to remain driven and productive because she truly loves what she does.

What is the most important lesson you have learned in your career to date?

Kristen stated the most important lesson she has learned thus far was how to manage her time. She admitted that the transition from graduate student to faculty member was hard for her and that it took some adjustment to learn to balance teaching and research.

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

Kristen told us that her most rewarding experiences come from mentoring students. She said it's great to see where students start and see their growth as I/O psychologists over the years.

Dr. Sandra Hartog

After graduating with her PhD in Industrial Organizational Psychology from Baruch, Sandra started her career as a tenure-track professor at SUNY Farmingdale, where she taught for 4 or 5 years while consulting on the side. At that point, she decided to transition to full-time consulting and although she continued to teach graduate courses for some time, she soon realized that the applied side of the field was her calling card. For a number of years, Sandra provided organizational consulting in several areas including competency modeling and assessment. Eventually, she developed her client base to a point where she was able to start a small firm specializing in virtual assessment. Impressively, Sandra and her team were able to grow Fenestra into the leading brand for virtual assessment centers across the globe. Sandra entered the most recent stage of her career approximately 15 months ago when Fenestra was acquired by BTS, a leading provider of strategic organizational solutions.

Sandra is most proud of Fenestra's place as an early innovator in the field and the many successes her virtual assessment center programs have had in developing their clients' workforces. She also subscribes to the apprenticeship model and enjoys the opportunity to shape and mentor younger professionals to help them develop and to push the field further. Currently, Sandra continues to work on her transition from the head of a small, boutique-consulting firm to an executive in a much larger consulting firm. While this transition has been challenging, she enjoys the process of contributing her background in IO psychology and her expertise in virtual assessment within the larger context of BTS and their services.

Sandra notes that throughout her career she has benefitted from a number of colleagues and mentors, including several other Baruch alumni who she has worked closely with throughout her career. She pointed to Joel Lefkowitz, Walter Reichman, and the late Roger Millsap among other faculty members who were able to instill a vision and foster a culture of collaboration within the burgeoning program. Sandra emphasized that the connections she made with her colleagues during graduate school formed the foundation upon which she has built her professional career. Sandra recommends always putting your best foot forward. IO Psychology is a small community of professionals and within this community it is critical to work well with peers and to possess a collaborative rather than competitive mindset.

Dr. Mariangela Battista

Dr. Battista entered Baruch's doctoral I/O program in the fall of 1989, after receiving her undergraduate and master's degree at NYU. She remembers the Baruch program fondly, including the collegial atmosphere, the mentorship provided by older students, the environment for learning, and her effort in helping to start up the external colloquium program. The work ethic required to successfully juggle and deliver in multiple aspects of graduate school life, and to receive a PhD, are aspects of her Baruch experience that translated well to the workplace. In addition, the technical rigor, critical thinking, and project management skills she honed during her time in the program has aided her in a career that spans many different industries.

Her first job in I/O was work in IBM's global employee research group, where she spent 3 years conducting employee survey work. At the time, it was one of the few organizations conducting internal employee research, which made for a cutting-edge experience. Thereafter, she was recruited to American Express to work on competency modeling which was relatively new at that time followed by work at Pepsi on organizational development, performance management, and succession planning. This was followed by a fulfilling span of time at Starwood Hotels, where she was challenged to fully strategize and build up a multitude of programs to build individual and organizational capability.

Dr. Battista's subsequent work includes high-level talent management positions at Pfizer, Guardian Life Insurance, and XL Group. Her current work as chief talent officer for a global commercial insurance corporation involves integrating talent strategy and culture in the work environment. Her extensive experience in applying I/O work to very different companies has been rewarding, encompassing an impressive range of responsibilities for staffing, learning & development, performance management, talent and succession planning, change and culture, and engagement.

One piece of advice Dr. Battista has for newcomers joining the field of I/O as internal practitioners is to maintain flexibility and willingness to scale back on initiatives when appropriate, due to timing and organization readiness. Furthermore, it is critical not to underestimate the importance of buy-in and communication of talent strategies. Finally, gaining an understanding of a business, what it is, and its purpose will help translate best practices and research into meeting the needs and finding the best solutions for an organization. As such, she believes I/O work to be art as well as science!

Thursday, April 14th:

Church A.C. & **Silzer, R.** Identifying High Potentials in Organizations. Community of Interest Meeting.

DeNunzio, M. M., Eatough, E. M., Zhou, Z. E., & Wald, D. R. Wasted time as an affective event: Impacts on daily frustration. Symposium.

Gonzalez, M. G., Larson, E., & Cohen-Charash, Y. Discrete emotion processes in the workplace: New research frontiers. Symposium.

Naidoo, L. J., Gonzalez, M. G., & Rothstein, J. D. Leaders' learning and avoid goal orientations impact engagement and burnout. Poster.

Nelson, M. T., **Oelbaum, Y.**, & Selenta, C. When the going gets tough: Tools for building resilience. Session co-chairs. Symposium.

Prager, R. Y. Panelist in C. A. Handler's Identifying High Potential: From Bad HR to Good Behavioral Science. Panel Discussion.

Shockley, K.M., Boyd, E., & Yuan, Z. A fine-grained analysis of work-family conflict episodes, emotions, and performance. Symposium.

Silzer, R. Panelist. In C. A. Handler's Identifying High Potential: From Bad HR to Good Behavioral Science. Panel Discussion.

Wald, D., & Eatough, E. M. More Stressed Than Ever? Emerging Contemporary Workplace Stressors. Session chairs. Symposium.

Wald, D. & Eatough, E. M. Illegitimate tasks exacerbate the undesirable. Symposium.

Friday, April 15th:

Ahmed, S., & Eatough, E. M. Can supportive supervisors prevent depressive mood? Three-way interactive effects. Symposium.

Eatough, E. M. Women at the Top: Perspectives on Getting There and Staying. Session chair. Symposium.

Eatough, E.M., Shockley, K.M., & Minei, E. Why female breadwinners intend to leave their profession. Symposium.

Goldstein, H. W. Panelist in M. W. Dickson's Implementing Deep Organizational Change in HR-Focused Consent Decree Situations. Panel Discussion.

Hayrapetyan, L., & Scherbaum, C. A. Employee environmentally friendly behaviors in and out of organizations. Poster.

Knapp, D., & **Lefkowitz, J.** SIOP's response to the APA collusion report: Making ethics matter. Session Chairs.

McMillan, J. T., & Yu, P. P. Personality and job satisfaction in older adults: A relative weights analysis. Poster.

Omansky, R., Eatough, E., & Fila, M. J. Illegitimate tasks as an impediment to employee satisfaction and motivation. Poster.

Oelbaum, Y., & Shockley, K.M. Understanding why female leaders are on the glass cliff. Symposium.

Parson, C. C., & Huynh, C. T. Closing the digital gap: Barriers and inertia in talent management. Panel Discussion.

Prager, R. Y. Panelist in V. S. Harvey (Chair), Leadership Learning: Strategies for Acceleration. Panel Discussion.

Scherbaum, C. Panelist in S. Murphy's Transforming Big and Small Data to Big Insight. Panel Discussion.

Shockley, K.M., Boyd, E., & Yuan, Z. Discrete episodes of work-family conflict and associated attributions. Alternative Session Type.

Silzer, R. Leadership - New Directions / Paradigms for Identifying & Developing Leaders. Distinguished Professional Contributions Award Presentation.

Silzer, R. Executive Assessments: Applications, Challenges and Organizational Context. Symposium.

Silzer, R. Discussant in Nicole Ginther's Going beyond the label: The impact of HiPo identification programs. Symposium.

Yu, P. P., & Shockley, K.M. Genetic approaches in studying work-family conflict and enrichment. Alternative Session Type.

Saturday, April 16th:

Ahmed, S., & Eatough, E. M. The relationship between illegitimate work tasks and family life spillover. Poster.

Covell, M., & Shockley, K.M. A Self-Determination View of Work-Family Balance. Poster.

DeNunzio, M. M., & Naidoo, L. J. Construction of an ideal-point engagement measure. In N. T. Carter, R. L. Williamson, & R. T. King (Chairs), Exciting new adventures in Thurstonian measurement for self-report data. Symposium.

Douek, J., & Shockley, K.M. Disentangling Causal Literature Surrounding the Motherhood Penalty and Fatherhood Bonus. Poster.

Eatough, E. M., Johnson, R. C., Chang, C.-H., Hammer, L. B., & Truxillo, D. Family-to-work conflict and safety performance in two high risk industries. Poster.

Goldstein, H. W., & Larson, E. Diversity and IT jobs: Alternatives for predicting success for women. In P. J. Hanges (Chair), The Quarterback Problem: When Predicting Success is Difficult. Symposium.

Knudsen, E., Shockley, K.M., Johnson, R.C., & **Eatough, E.M.** Using O*NET to Create an Occupational Family-Friendliness Index. Poster.

Scherbaum, C. Discussant in P. Coyle's Measuring Leadership and Followership: Clarifying constructs and items. Symposium.

Shockley, K.M. Moderator. Work-Family Debate: Better to "Lean In" or "Lean On" Organizations/ Government? Debate.

Shon, D., & **Prager, R. Y.** Re-conceptualizing learning agility: The accelerated learning model. Poster.

Wald, D., Eatough, E. M., Dumani, S., & **Roman, J.** Overqualification and the search for vocational identity. In Debus, M. (Chair). The Power of Doing: Connecting Overqualification to Proactive Behaviors. Symposium.

Yu, P. P., & Knudsen, E. Sunk costs in managerial decision-making: A fantasy football approach. Poster.

Yusko, K., **Scherbaum, C., & Ryan, R.** Intelligence as a predictor of NFL performance. In P. J. Hanges (Chair), The Quarterback Problem: When Predicting Success is Difficult. Symposium.

Recent Publications and Presentations

Ph.D. Student Publications and Chapters (Ph.D. Students in Bold)

Agnello, P., & Scherbaum, C. (2015). Re-exploring the gender gap in mathematics: A within-person approach. *Advances in Psychology Research*. New York: Nova Publishers.

Agnello, P., Ryan, R., & Yusko, K. (2015). Implications of modern intelligence research for assessing intelligence in the workplace. *Human Resource Management Review*, 25, 47–55.

Chou, V. P., & **Tumminia, A.** (in press). Self-determination theory. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.). *Encyclopedia of industrial and organizational psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

Chou, V.P., Ko, N., Holman, T.R., Manning-Boğ, A.B. (2014). Gene-environment interaction models to unmask susceptibility mechanisms in Parkinson's disease. *Journal of Visualized Experiments*, (83), e50960-e50960.

Cohen-Charash, Y., & **Larson, E.** (in press). Mood. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.). *Encyclopedia of industrial and organizational psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

Cohen-Charash, Y., & **Larson, E.** (in press). What is the nature of envy? In U. Merlone, M. Duffy, M. Perini & R. Smith (Eds.), *Envy at work and in organizations: Research, theory, and applications*. Oxford University Press.

DeNunzio, M. M. (in press). Engagement. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.). *Encyclopedia of industrial and organizational psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

Naidoo, L. J., & **DeNunzio, M. M.** (in press). Regulatory focus/approach–avoidance. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.). *Encyclopedia of industrial and organizational psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

Ginns, E.I., Mak, S. K. K., Ko, N., Karlgren, J., Akbarian, S., **Chou, V.P.**, & Manning-Boğ, A. B. (2014). Neuroinflammation and α -synuclein accumulation in response to glucocerebrosidase deficiency are accompanied by synaptic dysfunction. *Molecular genetics and metabolism*, 111(2), 152-162.

Knudsen, E. A. (in press). Subconscious motivation. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.). *Encyclopedia of industrial and organizational psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

Kane, L. M., & Youseffnia, D. (in press). Survey non-response bias. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.). *Encyclopedia of industrial and organizational psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

Larson, E., & **Gonzalez, M. F.** (in press). Social comparison theory. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.). *Encyclopedia of industrial and organizational psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

Mellert, L., Scherbaum, C., Wilke, B., & **Oliveria, J.** (2015). The relationship between organizational change and financial loss. *Journal of Organizational Change Management*, 28, 59-71.

Nelson, M., Liesten, J., & **Oelbaum, Y.** (in press). Moving from Succession Planning to Succession Management. *Benefits Pro*.

Oelbaum, Y. (in press). The Glass Cliff. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.). *Encyclopedia of industrial and organizational psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

Parson, C. & Silzer, R.F. (January, 2015). Practice Perspectives: SIOP Workshop Attendance: Trends and Popular Workshops from 1999–2014. *The Industrial-Organizational Psychologist*, 51(4), 87-99.

Recent Publications and Presentations, Cont.

Pesner, E. D., & Rothstein, J. D. (in press). Employee Participation and Voice. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.). *Encyclopedia of industrial and organizational psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

Pinder, C. C., & **Knudsen, E. A.** (in press). Work motivation. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.). *Encyclopedia of industrial and organizational psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

Ragins, B. R., Ehrhardt, K., Lyness, K. S., Murphy, D. D., & **Capman, J. F.** (in press). Anchoring relationships at work: High-quality mentors and other supportive work relationships as buffers to ambient racial discrimination. *Personnel Psychology*.

Scherbaum, C. Goldstein, H., **Ryan, R., Agnello, P.**, Yusko, K., & Hanges, P. (in press). New Developments in Intelligence Theory and Assessment: Implications for Personnel Selection. In J. Oostrom & I. Nikolaou's (Eds.) *Employee Recruitment, Selection, and Assessment. Contemporary Issues for Theory and Practice*. London: Psychology Press-Taylor & Francis.

Shockley, K.M., **Smith, C.R., Knudsen, E.** (in press). The impact of work-life balance on employee retention. In H. Goldstein, E. Pulakos, J. Passmore, and C. Semedo (Eds.) *Handbook of the Psychology of Recruitment, Selection, and Retention*, Wiley-Blackwell.

Silveri, M. M., Sneider, J. T., Crowley, D. J., **Covell, M. J.**, Acharya, D., Rosso, I.M., Jensen, J. E. (in press). Frontal lobe GABA levels during adolescence: Associations with impulsivity and response inhibition. *Biological Psychology*.

Silzer, R.F. & **Parson, C.** (January, 2014). The Leading Edge Consortium: Realigning for Future Success. *The Industrial-Organizational Psychologist*, 51(3), 99-111.

Silzer, R.F. & **Parson, C.** (April, 2014). Professional Labels and Job Titles of SIOP Members. *The Industrial-Organizational Psychologist*, 51(4).

Silzer, R.F. & **Parson, C.** (July, 2014). Best-Selling SIOP Books; A Call for "Recognition Equity" for Practitioners. *The Industrial-Organizational Psychologist*, 52(1).

Silzer, R.F. & **Parson, C.** (October, 2014). SIOP Workshops: Thirty Years of Professional Development for SIOP Members. *The Industrial-Organizational Psychologist*, 52(2).

Tate, C. C., **Chou, V. P.**, Hong, S., Ko, N., Campos-Alves, C., Moalem, A. S., ... & Manning-Boğ, A. B. (2015). Mesenchymal stromal SB623 cell implantation mitigates nigrostriatal dopaminergic damage in a mouse model of Parkinson's disease. *Journal of tissue engineering and regenerative medicine*.

Yu, P. P. (in press). Organizational identification. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.). *Encyclopedia of industrial and organizational psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

Zhou, Z. E., Eatough, E.M., & **Wald, D.** (2015). Illegitimate Tasks and Counterproductive Work Behavior: A Daily Diary Investigation of a Moderated Mediation Model. Manuscript submitted for publication.

Ph.D. Student Presentations from 2014-Present (Ph.D. Students in Bold)

Agnello, P. & Scherbaum, C. (2014, May). Re-exploring the Gender Gap in Mathematics Using a Within-Person Approach. Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Agnello, P., & Oelbaum, Y. (2014, May). Energizing Employees: The Link between Corporate Citizenship and Employee Engagement. Poster presented at to the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Recent Publications and Presentations, Cont.

Cohen-Charash, Y., & **Larson, E.** (2015, July). When do reactions to envy turn constructive or destructive? Paper presented at the 2015 Conference of the International Society for Research on Emotion, Geneva, Switzerland.

DeNunzio, M. M., & Naidoo, L. J. (2015, April). Job crafting mediates the approach–avoidance traits—work engagement relationship. Poster presented at the 30th Annual Conference of the Society for Industrial & Organizational Psychology, Philadelphia, PA.

DeNunzio, M. M., & Naidoo, L. J. (May, 2014). Testing an approach–avoidance model of work engagement. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational psychology, Honolulu, HI.

Douek, J., Erkovan H., & Shockley, K. (2014, June). Providing context for differences in mothers' earnings. Poster session presented at the Work and Family Researchers Network Conference. New York, NY.

Eatough, E. M., Dumani, S., **Wald, D.**, & Way, J. (2015, April). Overqualified employees: Predicting performance through engagement and sense of calling. In K. Shockley and C. Smith (Co-chairs). One-size Does NOT Fit All: How Personal Characteristics Shape Engagement. Poster Published at the Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Eatough, E. M., Zhou, Z., & **Wald, D.** (2015, April). Employee-perpetrated mistreatment: Links to abusive supervision and illegitimate tasks. In R. Linden and L. Marchiondo (Co-Chairs). Within and Beyond: Workplace Aggression and Multiple Contexts. Poster Published at the Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Eatough, E. M., Zhou, Z., & **Wald, D.** (2014, November). Illegitimate tasks as a form of mistreatment: Intra-individual evidence. In Perrewe, P. (Chair). Mistreatment in Organizations: The Role of Abusive Supervision. Poster Published at Annual Southern Management Conference, Savannah, GA.

Fong, M., Tumulty, D., Li, M., **Mitra, P., Knudsen, E.**, & Park, J. (2014, May). Effects of information source and direction on implicit attitudes toward consumer brands. Poster presented at the 26 th annual meeting of the Association for Psychological Science, San Francisco, CA.

Gonzalez, M. F., & Aiello, J. R. (2015). More than meets the ear? Music, conscientiousness, and task performance. Poster presented at the thirtieth annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Gonzalez, M. F., & Aiello, J. R. (2014). Music as a beneficial distraction (sometimes): Personality differences in facilitation effects. Poster presented at the fifteenth annual meeting of the Society for Personality and Social Psychology, Austin, TX.

Gonzalez, M. F., & Cohen-Charash, Y. (2015). The relationship between envy and (in)justice depends on the type of justice studied. Paper presented at the 75th annual meeting of the Academy of Management, Vancouver, Canada.

Kane, L. M., & Sommer, K. (2015, April). Telework, professional isolation, social identity, and organizational citizenship behaviors. Poster presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Knudsen, E. A. (2015, April). Building bridges: An occupational network analysis of I-O psychologists. Poster presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA.

Knudsen, E. A. (2014, December). Six Degrees of Occupation. In M. K. Gold (Chair) The Present and Future of the Digital Graduate Center. Symposium at the CUNY IT Conference. New York, NY.

Recent Publications and Presentations, Cont.

- Larson, E.,** Lipani, L., Zhu, Z., & Kern, M. (2015, April). The elaborated negotiation: Persuasion and communication medium in negotiations. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Larson, E.,** & Cohen-Charash, Y. (2015, August). Different shades of green: Envy from the perspectives of individuals, groups, and organizations. Session co-chair. Symposium presented at the Annual Meeting of the Academy of Management, Vancouver, CA.
- Larson, E.,** & Cohen-Charash, Y. (2014, August). Envy – Beyond the stigma of the word. Session co-chair. Symposium presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
- Leone, J.** (2015, October). Online homework: An assessment of student behavior. Poster presented at the Society for Teaching of Psychology's 15th annual conference on teaching.
- Lyness, K. S., **Maculaitis, M. C., Terrazas, J. M. B., Smith, C. R.,** Judiesch, M. K., **Rutter, J. C., & Erkoven, H. E.** (2014, May). Perceptions of religious groups and Atheists differ by gender: Implications for workplaces. Poster session presented at the annual conference of the Association for Psychological Science, San Francisco, CA.
- Maculaitis, M. C.** & Lyness, K. S. (2015, April). Stereotypes, job social status, and the double-bind of disability. Poster session presented at the annual conference of the Society for Industrial & Organizational Psychology, Philadelphia, PA.
- Maculaitis, M. C., Terrazas, J. M. B.,** Lyness, K. S., **Smith, C. R.,** Judiesch, M. K., **Rutter, J. C., & Erkovan, H. E.** (2015, April). Religious and non-religious group stereotypes: Workforce diversity implications. In C. D. Johnson (Chair), Exploring deviant responses to religious diversity: Stereotypes, discrimination, and intolerance. Symposium conducted at the annual conference of the Society for Industrial & Organizational Psychology, Philadelphia, PA.
- Marira, T.,** & Sommer, K.L. (2014). The Impact of Colorism in Selection Systems: A SDO Perspective. Poster presented at the conference for the Society for Industrial/Organizational Psychology, Honolulu, HI.
- Mitra, P., Yu, P.,** & Shockley, K. (2015, May). The importance of self and partner disclosure of sexual identity in the workplace. Poster presented at the 27th annual meeting of the American Psychological Society, New York, NY.
- Mitra, P., DeNunzio, M. M.,** & Sommer, K (2014, May). Job Crafting: A Way to Satisfy Psychological Needs at Work. Poster presented at the 27th annual conference for the Society for Industrial/Organizational Psychology, Honolulu, HI.
- Mitra, P., Smith, C.,** & Scherbaum, C. (2014, May). Female Managers: The Role of Implicit Attitudes and Organizational Climate. Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Omansky, R., Yu, P. P., & Smith, C. C.** (2015, May). Overemphasis on Anglo-based samples and individual levels of analysis limits cross-cultural generalizability of I/O studies. Poster presented at the annual Association for Psychological Science, New York, NY.
- Pesner, E.D.,** Sommer, K.L., Kern, M., & **Parson, C.C.** (2014). Workplace Ostracism as a Precursor to Unethical Decision-Making. Poster presented at the conference for the Society for Industrial/Organizational Psychology, Honolulu, HI.
- Rutter, J.C.,** Lyness, K.S., **Terrazas, J.M.B., Maculaitis, M.C., Smith, C.R.,** & Arroyo, C.M. (2014, May). Stereotypes of gays in the military: Multiple identities and incongruities. Poster presented at the 29th annual meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI.

Recent Publications and Presentations, Cont.

Shockley, K. M., Boyd, E., Yuan, Z., & **Knudsen, E.** (2015, April). What's in an episode?: Linking work-family conflict episodes to health. In R. C. Johnson (Chair) Sleep and Work: Cruisin' for a Bruisin' by Not Snoozin'. Symposium presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA.

Shockley, K.M., **Douek, J., Smith, C.R., Yu, P. P.**, Dumani, S., & French, K.A. (2014, May). Cross-cultural work-family research: The state of the literature. In K.M. Shockley (Chair) Work and Family Across the Globe: Considerations of Cultural Context. Symposium presented at annual SIOP conference. Honolulu, HI.

Shockley, K.M., **Smith, C.R.**, & Allen, T.D. (2014, May). Work-family balance: A dual-earner division of labor congruence perspective. In K.M. Shockley (Chair) All About Fit: Using Polynomial Regression to Advance Stressor-Well-Being Research. Symposium presented at annual SIOP conference. Honolulu, HI.

Shockley, K. M., Shen, W., **Denunzio, M., & Knudsen, E.** (2014, June). Clarifying gender and work-family conflict: A metaanalytic approach. In M. J. Mills (Chair) Work-Life Interface Meets Employee Gender: Challenge and Opportunity. Symposium presented at the Work Family Researchers Network conference. New York, NY.

Smith, C. C., Santuzzi, A., & Scherbaum, C. (2014, May). Perceptions of Positive Personality in Task Placement: Does Race Matter? Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Smith, C. R., & Knudsen, E. A. (2016, January). "It's Not Easy Being Green?": How Personality Similarities and Differences Relate to Team Perceptions. Poster to be presented at the 17th annual meeting of the Society for Personality and Social Psychology. San Diego, CA.

Tumminia, A., & Dahling, J. J. (2014, May). Effects of self-worth contingencies on perceptions of organizational prestige. Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Wald, D., Eatough, E. M., & Arroyo, C. (2015, April). Sleep, rest, and daily workplace conflicts, yesterday and tomorrow. In R. Johnson (Chair). Sleep and Work: Cruisin' for a Bruisin' by Not Snoozin'. Poster Published at the Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Wald, D., & Eatough, E. M. (2015, April). Better get used to it? Chronic stressors and daily strain. Poster presentation. Poster Published at the Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Wald, D., Eatough, E.M. & Zhou, Z.E (April 2014). Illegitimate Tasks and Employee Behaviors: A Daily Diary Study. Poster published at The Graduate Center's Student Research Day.

Yu, P. P., & Behrend, T. S. (2015, April). Putting the "e" in efficacy: Understanding technology-related efficacy judgments. Session co-chairs. Symposium conducted at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Yu, P. P., & Eatough, E. M. (2015, April). Gender-normative coping strategies for interpersonal conflict stressors. In M. T. Ford (Chair), Longitudinal perspectives on coping and adjustment to stressors. Symposium conducted at the 30th annual conference of the Society for Industrial and Organizational Psychology. Philadelphia, PA.

Yu, P. P., & Good, C. D. (2015, April). Predicting new technology adoption: Collective efficacy, gender, and task interdependence. In P. P. Yu & T. S. Behrend (Chairs), Putting the "e" in efficacy: Understanding technology-related efficacy judgments. Symposium conducted at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Recent Publications and Presentations, Cont.

Yu, P. P., Smith, C. R., Knudsen, E., Sywulak, L., & Shockley, K. M. (2014, May). Meta-analysis of organization-based self-esteem: Updates and extensions. Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Zhou, Z., Eatough, E. M. & Wald, D. (2015, August). Illegitimate tasks and counterproductive work behavior: A daily diary investigation. Accepted for the Annual Academy of Management Conference, Vancouver, Canada.

Media Coverage

Cohen-Charash, Y. (2014). How to keep jealousy and envy from ruining your life. In <http://www.huffingtonpost.com/Amanda-L-Chan> (Ed.). huffingtonpost.com.

We're ready for SIOP 2016. See you there!

