Greetings!

I have the privilege of introducing this year’s newsletter for the Baruch I-O PhD program. The student-led newsletter team has put together another terrific issue. We have much exciting news to share.

In 2018, the program launched a new branding initiative called “I-O at Baruch” to highlight our nationally recognized undergraduate Bachelor's program, Master's program, and PhD program. As part of this initiative, we launched a new program website and have also stepped up our social media presence. In addition, alumni now have the opportunity to donate directly to the I-O program in order to support initiatives like PhD student scholarships. If you haven't recently updated your contact information in our student and alumni database, please do so.

Inside this issue, you can read about recent professional and personal accomplishments of our students, faculty, and alumni. In addition, you’ll find interviews covering the exciting careers of two alumni, as well as our newest faculty member, Zhiqing (Albert) Zhou. Check out one or more of the many presentations available from Baruch-affiliated scholars at SIOP this April. Details on the time and location of our program get-together will follow.

We hope your 2019 is filled with many satisfying opportunities and joyous experiences in your careers and your homes. See you in National Harbor!

Best,
Logan Watts
Newsletter Advisor

Follow us!
@IOatBaruch

Check out our new website here and our alumni database here.

Help us continue our great work by donating to the program here.
Greetings from the Newsletter Team!

Welcome to the fifth 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, fifth year Julia Leone, fourth years Brad Gray and Irina Kuzmich, second year Alessa Natale, and first years Yuliya Cheban and Shivani Shah.

Exciting Life Events

Baby Spencer Rose Gray, born May 25, 2018 at 11:02pm to parents Brad (current student) and Shandy Gray.

Baby Luca Salas Feitosa, born January 1, 2019 at 3:42am to parents Jenn Feitosa (current faculty) and Diego Salas.

Baby Andrew Michael DeNunzio, born January 31, 2019 at 11:14am to student Michael DeNunzio and wife Antonella.

Current student Stefanie Gisler married her husband Michael Larsen on August 11, 2018.

Professional Accomplishments

- Rachel Omansky started as an analyst at Goldman Sachs in August 2018 and was invited to be a panelist at METRO's Career Day Young Professionals Panel in March 2019.

- Irina Kuzmich will be on a panel at the Association for Psychological Science (APS) convention in May 2019 called, “The Naked Truth Panel I, Getting into Graduate School.”

- Justina Oliveira received tenure from Southern New Hampshire University in February 2019.

- Judi Komaki is now introducing a reinforcement plan to prevent sexual abuse in an Army infantry division in Hawaii. She'd welcome students who'd like to get involved in this dramatically different approach — celebrating a team-spirited culture and keeping soldiers safe. Contact her: jkomaki@gmail.com.
Introducing the 2018 Cohort

Yuliya Cheban

Hi, everyone! I’m Yuliya. I’m originally from Minsk, Belarus and grew up in Los Angeles, CA. My interest in learning more about the scientist-practitioner gap is what compelled me to pursue a PhD and ultimately move to NYC! During my masters program in I-O psychology I was able to do applied work which molded my passion for both selection and public sector agencies. Specifically, I’m interested in the process of validation and use of selection systems as a whole. During my time at CUNY, I’ll be working with Charles Scherbaum and expanding my horizons into the “O”-side with Logan Watts and Yochi Cohen-Charash.

Josh Nagel

Born and raised in Los Angeles, I somehow convinced myself moving to New York would be a good idea. Seven years later, I’ve learned how to layer up in the cold, avoid the subways in the summer (I try to bike), and find free activities to do around the city. After graduating Yeshiva University in 2016, I worked as the Research and Development Coordinator at UJA-Federation of New York until I decided I want to go back to school for five years. I’m currently working in Dr. Logan Watts’s Leadership, Ethics, and Creativity Lab and focusing my thesis on ostracism in the workplace with Dr. Kristin Sommer.

Wiston Rodriguez

Hi everyone, my name is Wiston Rodriguez! I am originally from San Francisco and graduated with my M.S. in I-O Psychology from California State University, Long Beach (CSULB). During my time at CSULB I worked for the City of Los Angeles as an Exam Analyst and later on as a Learning and Development Consultant for Panasonic. My applied experiences furthered my interests in occupational health psychology and diversity. I am specifically interested in exploring topics that look at workplace incivility towards racial minorities and LGBTQ employees. I will be working with Albert Zhou during my time at Baruch. In my free time I enjoy traveling, binging Netflix, and exercising.

Shivani Shah

Hi everyone, I’m Shivani Shah and I am originally from Clifton, New Jersey. I graduated from The College of New Jersey in 2018, where I majored in Psychology, specializing in Industrial/Organizational Psychology, and minored in Business Management. My senior honors thesis focused on leadership, diversity, and stigma in the workplace, which are topics that I want to continue to pursue at Baruch College. Currently, I am working in Karen Lyness’s Diversity Lab and with Albert Zhou on my thesis, which will focus on employee perceptions of illegitimate tasks and the effect that culture has on these perceptions. In my free time, I love exploring New York City with friends and watching reruns of Friends, New Girl, or Parks and Recreation.
Program Milestones

Spring 2019 Dissertation Defenses

Elliot Larson
“A Meta-Analysis of Information Processing Measures of Intelligence, Performance, and Group Score Differences”
Advisor: Charles Scherbaum

Fall 2018 Dissertation Defenses

Christine Smith
“The Role of Self-Disclosure in Improving Workplace Cross-Race Mentoring Outcomes”
Advisor: Harold Goldstein

Tiwi Marira
“Colorism in Assessor Ratings: Exploring the Roles of Social Dominance Orientation, Metaphorical Associations and Skin Tone Stereotypes”
Advisor: Kristin Sommer

Thesis Defenses


Comprehensive Examinations

May 2018
Julia Leone
Vivian Chou
Alexandra Tumminia
December 2018
Ethan Rothstein
Irina Kuzmich
Marino Mugayar-Baldocchi

Dissertation Proposals

March 2018
Laura Sywulak
Mike DeNunzio
January 2019
Casey Smith
February 2019
Jill Douek

Thesis Proposals

February 2018
Brad Gray
March 2018
Patrick Lee
December 2018
Desmond Leung
January 2019
Stefanie Gisler
Logan Watts is one of the winners of the 2019 SIOP’s Bray Howard Reasearch Grant for studying ethical leadership in assessment centers. The award amount is $10,000! Additionally, in 2018, Logan won a grant from PSC-CUNY for studying goals, incentives, and unethical behavior.

Vivian Chou, Charles Scherbaum, and 2 collaborators at the University of Maryland received the 2018 Adverse Impact Reduction Research Initiative (AIRRIA) research grant from the Society for Industrial and Organizational Psychology (SIOP).

Angela Grotto was selected as Gabriel Hauge Faculty Fellow in recognition of her dedication to the O’Malley School of Business and Manhattan College’s mission, and in support of her development and contribution as a junior faculty member. This fellowship consists of a stipend of $3,000 for three years and a $5,000 research fund for each of the three years.

Enjoying NYC Together!
The Fund is being established as an endowed gift for the exclusive purpose of providing an annual award to a member of SIOP.

Objectives
The Fund is designed to promote a humanistic perspective within I-O psychology by recognizing members who have recently produced work that best exemplifies those values by advancing the dignity of and respect for workers; promoting economic and social justice, or the organization's concern for the common good; enhancing organizations as fulfilling places in which to work; or otherwise reflecting a humanistic perspective in a work organization. It further aims to help shape I-O careers in that direction by limiting the award to those in the early stages of their careers.

Criteria
Nominations may be made by any individual member of SIOP. Nominations consist of a letter of nomination or self-nomination and supporting documentation. The letter should describe the ways in which the person's work has advanced a humanistic perspective. It should also address the role or roles played by the nominee(s) in conducting the project(s) if such information is not readily apparent in the documentation.

Documentation submitted in support of nominations may be single-authored or have multiple authors, and should include one or more peer-reviewed publications or books. The award is given to a SIOP professional-level member (or team, at least one member of which is a SIOP member). The SIOP member must have played a demonstrably major role in the project. Unpublished Doctoral Dissertations and technical reports may be submitted to support the nomination, but they are not sufficient documentation in themselves.

Nominees must be members in good standing of SIOP at the time of publication of the work(s) and at the time of nomination for the award; and shall be no further than 12 years post-Ph.D. at the time the work was published. Previous winners may not be re-nominated.

Key Talks and Conferences

Dr. Karen Lyness was invited to talk as part of the Women and Public Policy Proram (WAPPP) Seminar series at Harvard Kennedy School in September 2018. The title of her talk was “Woman and Leadership in the United States: Why Do the Gender Gaps Persist?”

Dr. Charles Scherbaum will be a featured speaker at the 2019 conference for the Association of Test Publishers in March where he will be talking about the modern approaches to assessment for employment selection. He will also be giving a keynote address at the annual conference of the Recognition Professionals International in April on recognition analytics. Additionally, Charles and Dr. Harold Goldstein alongside alumnus Dr. Sandra Hartog will be giving a keynote address at the International Personnel Assesment Council in July.

In May, Patrick Lee will be going to Torino Italy to present his work with Charles Scherbaum at the 19th congress of the European association of Work and Organizational Psychology (EAWOP). Look for their poster titled, “Profiles of individual performance distributions and their relationship with interdependent team performance.”

Stefanie Gisler’s poster with Erin Eatough and Eric Knudsen was also accepted, titled “A PATH to employee health: Evaluating healthy workplace practices using O*NET data.”
How is your first year?
It has been exciting. I am excited to be in New York to get the big-city feeling. Meanwhile, I was busy getting ready to teach some new classes. The most exciting part has been working with graduate students and supervising theses and dissertations. There has been a lot going on.

Tell us about your research!
My research mainly focuses on four areas. In the area of Workplace Mistreatment, I study how various types of workplace mistreatment (e.g., workplace aggression, workplace incivility) occur in the workplace and affect employee and employer outcomes, and how organizations and employees can effectively prevent and cope with workplace mistreatment. In the area of Employee Health and Well-being, I study how various individual, organizational, and interpersonal factors affect employee health, safety, and well-being, and how employees can effectively cope with and recover from these effects. In the area of Work-nonwork Interface, I study how work-related experiences and behaviors spill over to employees’ nonwork (e.g., family, social life, community life) domains, and vice versa. In the area of Illegitimate Tasks, I study how various leadership and situational factors lead to the occurrence of illegitimate tasks, and how illegitimate tasks might affect employee and employer outcomes.

What would you say is your proudest career achievement so far?
I am proudest when I see students’ development and achievements. I have supervised 5 theses and am currently supervising multiple theses and dissertations. I am happy to see how small ideas turn into thesis/dissertation proposals and eventually become finished projects.

What is the most important lesson that you have learned in your career to date?
One thing I have learned (and am still learning) is to be brave to get out of my comfort zone. It can be a small step such as learning something new or conducting a new project. It also applies to big career-related and personal decisions.

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What advice do you have for current graduate students?
I think it is very important to be proactive to learn and get involved in things you are interested in, but make sure that you don’t miss the priorities in graduate school training (i.e., thesis/dissertation, coursework, research involvement, etc.). It is hard but important to find a balance that suits yourself.

What interests do you have outside of psychology?
I like running, and sometimes with one of my Huskies. Sometimes I go biking with my wife on trails in the woods. I also like working on my house and gardening projects that can clear my mind.
We students are aware that some of Baruch's faculty members teach I/O courses in Singapore, but we have not yet heard from an alumnus of that program. Can you please describe what interested you in CUNY's executive master's program in I/O psychology in Singapore?

CUNY's executive master's program in I/O psychology was the first-of-its-kind in Singapore. It offered learning and development practitioners like myself a unique opportunity to establish ourselves as qualified I/O psychologists in the Asia region. Being taught by Baruch's faculty members throughout the entire program represented significant value, and gave us the confidence that we are getting the same quality education as those studying at Baruch itself. Importantly, this differentiates CUNY's program from those offered by other foreign universities in Singapore, many of which rely on local adjunct lecturers to run classes.

Which was your favorite course in that program and why?

Every module was packed with practical knowledge and insights which I could apply in my role as regional learning and development director. If I had to choose, the Executive Coaching Module could count as my personal favourite. It opened my eyes to a new leadership paradigm that is vastly different from traditional management practices which tended to be more directive and top-down. Through the module, I learnt that the coaching way of leading focuses on harnessing the strengths, insights and energy of employees and teams, rather than giving orders and getting fixated with the weaknesses and limitations of people.

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

All of the above. Before the program, I did my job the best way I knew how. The skills, knowledge, and insights that the program imparted gave further depth and structure to the way I organized and delivered on my learning and development initiatives. One example I can recall was a frontline supervisor leadership program that I was spearheading in a global FTSE100 company across its Asia offices. With the statistics knowledge, managerial development tools, and training facilitation and evaluation skills I picked up at Baruch, I was able to substantiate the design and delivery of the overall training program and measure its impact towards business outcomes. For this, I was presented with a global HR Award by the company at its annual HR conference at Oxford! I would also like to emphasize the immense value of the friendships and network forged in the program. In fact, through my classmates, I was introduced to a significant employment opportunity and eventually clinched the role of Regional Learning and Development Director at a London-listed professional services multi-national company.

To switch gears a bit, we'd love to highlight new products and ventures that Baruch alumni are working on. Can you tell us a bit about The MasterCoach App? What initially sparked this idea? Where does the product stand today? In what ways (if any) has your Master's in I/O helped prepare you for your role as CEO?

The idea for a coaching app came about when we noticed that most leadership training lack sustainable impact. We are all too familiar with the scenario where leaders return from workshops and rarely apply what they have learnt back at work. This universal phenomenon drains organizations and its leaders of time, money and a genuine opportunity to build a more productive and engaged work culture. The answer to this problem is 'not more training', but making available a convenient tool—an app—that managers can easily use on the job to coach and develop their teams. MasterCoach is live on the Apple App Store and will be available on Android next month. We have an initial progress of over 1,000 downloads so far. Importantly, the app combines with our one-day Enterprise Coaching Workshop to impart both coaching technology AND coaching DNA to organizational managers. We are currently offering this unique app + training solution to a pool of progressive corporate and non-profit organizations. More than the helpful course content, it was the Baruch faculty members' role-modelling of great leadership and coaching values throughout their interaction with us that shaped my current leadership outlook and prepared me, both mentally and knowledge-wise, for my role as a HR Tech startup founder and CEO. They made time to mentor me, supported my ideas for this venture (in particular, Prof. Charles Scherbaum, Prof. Loren Naidoo and Prof. Allen Kraut), and they believed in me.

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

More than the rich knowledge and insights you have, bring 'who you are', bring what you stand for, to serve and create value in the place you are called to.
Since graduating in 2003, Dr. Kostman has had an accomplished career. From his time teaching at Baruch and elsewhere, to consulting with the likes of the CIA, FBI, and Barack Obama, to working as a chief data scientist and with applied artificial intelligence, Dr. Kostman states that there has been a consistent guiding force throughout his career: fun. “We’re only on this merry-go-round once, and we should enjoy the ride,” states Dr. Kostman. This propelled him to always seek out new and interesting opportunities as they presented themselves, and to always find satisfaction in his work.

Dr. Kostman does not seem like your typical I-O student. He has had a consistent interest in artificial intelligence and working with computers. Indeed, he notes that he first learned to code on an IBM 1620 with punch cards in the 1970s. However, his interest in AI did not lend itself to computer science, but instead to psychology. His desire to better understand intelligence and human behavior steered him towards applied psychology, with I-O presenting the strongest opportunity to study both human behavior and the quantification of it. When asked if he sees himself as more on the “I” or the “O” side, Dr. Kostman says “I’m that little dash in the middle.” He sees I-O as not just psychology applied to work, but more broadly as applied social psychology within various milieu, leading to questions about how psychology manifests in individual or group settings and how we can use metrics to better understand human capacity.

Tying all of this in to his current work, he points to many of the current issues in the field and workplaces in general as they respond to the influence of globalization and workforce changes. Whereas organizations currently address how people work with other people in a more globally based and diverse workplace, Dr. Kostman states that organizations of the future will need to not only address how people work with other people, but how people work with other people, robots, and tech-based systems. Dr. Kostman is confident about the positive impact that AI will have in the workplace: “What are the parts of our jobs that we don’t like? The mundane, rote, dangerous parts are the parts that machines are best at. And what are humans best at? The things the machines are worst at.” Known as Moravec’s paradox, Dr. Kostman states that our very humanity is what will make sure there are always jobs for people, and the parts that will remain are the parts we enjoy doing the most, so why fear letting machines do the work we dislike?

Looking back on his time at Baruch, Dr. Kostman says his favorite aspect of the program was the cohort model. He noted that being part of a supportive community of students and faculty with no forced lines between different cohorts or even across campuses was a fulfilling experience. His advice to current students is first and foremost, “Don’t worry, be happy.” He suggests to not be concerned about knowing exactly what you should do with your career immediately out of grad school, because if you think you already know, you are probably wrong. Additionally, students should understand that upon graduation, their journey is only beginning. “All grad school has done is give you a set of tools. The knowledge you get is obsolete in 6 months, a year at most. What you’ve really learned is how to think.” Finally, your main obligation in school is to yourself. Extract all the information you can, develop yourself and find opportunities, and always be assessing the progress you are making toward your goals.

For faculty, Dr. Kostman states that they would be shocked and humbled to understand the lasting effect they have on students, and how their words will continue to reverberate throughout a student’s life. Now over 20 years later, Dr. Kostman still recalls his very first day of graduate school and the kindness Professor Joel Lefkovitz showed when he greeted them by saying, “Don’t worry, we didn’t make a mistake. You’re supposed to be here. You’re good enough, you’re smart enough, and you can do this.”
Thursday, April 4th


Zhou, Z. E., Eatough, E. M., & Che, X. X. (2019). When leaders don’t lead: The role of passive leadership in the relationship between illegitimate tasks, psychological detachment, and work-family conflict. (Symposium) 5:00 PM - 5:50 PM, Loc: Chesapeake 1-3


Friday April 5th


Lefkowitz, J. (2019). Understanding Ethical Dilemmas: A Taxonomy of Forms, With Incidents from SIOP Members. (Master tutorial) 1:00pm–2:20pm, Loc: Potomac C

Mugayar-Baldocchi M., Fila, M., Gray, B.E., & Eatough, E. (2019). “I won’t do this again!” An intersectional perspective on illegitimate tasks on MTurk. In M. Mugayar-Baldocchi (Co-chair) and A. Newlin (Cochair), MTurk: Abuses, Misuses and Proper Uses. (Symposium) 8:00 AM - 9:20 AM, Loc: Maryland C


Shah, S., Dahling, J. J., & Patel, K. R. (2019). The effects of model minority stereotype on South Asian leadership perceptions. (Poster) 1:00 PM - 1:50 PM, Loc: Prince George’s Exhibit Hall D
Come See Us at SIOP!

Chou, V. P., Scherbaum, C. A., & Hanges, P. J. (2019). A Neuroscience Method to Elucidate Sources of Score Differences on Ability Tests. (Poster) 10:00 AM - 10:50 AM, Loc: Prince George’s Exhibit Hall D


Gonzalez, M. F., Tomczak, D., Capman*, J. F., Lobene, E. V., & Boyce, A. S. (2019). Scale it up! Culture and multi-anchor forced choice personality assessments. (Poster) 10:00 AM - 10:50 AM, Loc: Prince George’s Exhibit Hall D


Kuzmich, I., & Scherbaum, C. (2019). Using social-categorization theory and methods to study faking behavior. 10:00 AM - 10:50 AM, Loc: Prince George’s Exhibit Hall D


Scherbaum, C. A., & Hanges, P. J. (Chairs) (2019). In the mind’s eye: Eye tracking as a tool for the organizational sciences. (Symposium)
10:00 AM - 11:20 AM, Loc: Maryland D.

1:30 PM - 2:20 PM, Loc: Potomac 5-6

3:00 PM - 3:50 PM, Loc: Prince George’s Exhibit Hall D

8:00 AM, Loc: Maryland A

- Names marked with an astrik are Ph.D. program alumni.
- Bolded names are current students and faculty.
Recent Publications and Presentations


• Names marked with an asterisk are Ph.D. program alumni.

• Bolded names are current students and faculty.
Thanks for catching up with us!