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

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Table of Contents

Welcome to the Newsletter 1
Brownbag Schedule (2019-2020) 1
Social Media and Donation Links 1
Greeting Message 2
40th Anniversary Event Spotlight 2
Life Events and Photos 3
Introducing the New Ph.D. Cohort 4
Professional Accomplishments 5
MSIO ‘19 Graduates 5
Ph.D. Program Milestones 5
Awards and Grants 6
SIOP Fellows: Walter Reichman and Mariangela Battista 6
New Faculty Spotlight: Julie Dinh 8
New Faculty Spotlight: Wei Wang 9
Alumni Spotlight: Julie Weintraub 10
Alumni Spotlight: Tiwi Marira 11
SIOP Acceptances 12
Presentations 14
Publications 17

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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.

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.
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).


**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.
Introducing the 2019 Cohort

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!

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.

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.

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

Professional Achievements

Alumni
Ayanna Cummings accepted a Postdoctoral Scholar and Adjunct 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.

Ph.D. Program Milestones

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

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

MSIO ’19 Graduates

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

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**Lifetime Achievement**

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

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

**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!**
What’s Happening with our 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.

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.
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.

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 😊.
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!
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.


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


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


Symposia


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


Alternative Sessions


Modules


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.
**Recent Presentations**


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

* Names with an asterisk denotes Baruch alumni


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.


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


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

2019 Photo Highlights


doi:10.1177/1046496419872002


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

*Names with an asterisk denotes Baruch alumni
Recent Publications


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

*Names with an asterisk denotes Baruch alumni


**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.


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Here’s to a healthy and safe remainder of 2020!
Thanks for catching up with us!