

CITY UNIVERSITY  
OF NEW YORK

**THE  
GRADUATE  
CENTER**

**Baruch** COLLEGE



Greetings from I-O Faculty Member Logan Watts!

The great Ned Stark once said, “Winter is coming.” In reflecting upon my first semester at Baruch, I can’t help but notice that the snow outside my apartment window has finally melted. For a moment I am tempted to think winter is over, but this Texan isn’t so easily fooled! I’ve been told by the NYC natives that there is still a ways to go before spring.

As the newest faculty member in Baruch’s I-O PhD program, it is my great pleasure to introduce our latest spring issue of the program newsletter. There are four things you should know about the current state of the program. First, the faculty and students have been highly productive, with a combined total of over 100 publications and presentations since January 2017. Second, the program has received a good deal of attention within the field, in no small part due to the frequent visibility of our students and faculty in TIP. Third, the student applicant pool is growing more competitive every year, allowing us to continue supporting some of the brightest and most motivated budding I-O minds. Fourth, we have received outstanding support from the college and department to increase our number of tenure-track faculty, with a new hire added in 2017 and another expected in 2018. In sum, the program is in good hands and is well on its way to becoming one of the top I-O PhD programs in the country.

In light of all these accomplishments, we offer hearty congratulations to our alumni, students, and faculty who have made all these things possible. Wishing all of you the very best in 2018. Winter may linger, but spring is coming.

Greetings from the Newsletter Team!

We’re happy to bring you another edition of the newsletter. The newsletter team consists of first year student Alessa Natale; second year students Desmond Leung and Annie Kato; third year students Bradley Gray and Irina Kuzmich; fourth year student Julia Leone; and fifth year students Manny Gonzalez, Rachel Omansky, and Vivian Chou. As always, we ask that you please share your stories, news, contact information, and photos with us to include in future editions. You can send them to: [Psych.IO@baruch.cuny.edu](mailto:Psych.IO@baruch.cuny.edu).

**Spring Brownbag Schedule**

1/29 - Program Meeting	3/5 - Logan Watts	4/16 - SIOP Poster Presentations
2/5 - Social Media Workshop	3/12 - Jennifer Mangels	4/23 - Jenna Feitosa
2/12 - Lincoln’s Birthday	3/19 - Ethan Rothstein	4/30 - Julia Leone
2/19 - President’s Day	3/26 - Brad Gray	5/7 - Yochi Cohen-Charash
2/26 - Karen Lyness	4/9 - Irina Kuzmich	5/14 - Pat Lee

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## Introducing the 2017 Cohort

### Paige Alenick



Hello everyone! I graduated from New York University in 2017 with a major in Applied Psychology. During my time at NYU, I interned for a consultant whose work included developing organizational change programs for the American

Nurses Association and the Hotel Association of New York. That experience sparked my interest in I-O Psychology. I am particularly interested in issues surrounding work-life balance, occupational health, and workplace emotions. I will be working with Yochi Cohen-Charash while studying at Baruch. In my spare time, I love to be with my friends, explore New York City, exercise, and watch football.

### Alessa Natale



Hello! I was born and raised in NJ and graduated from Boston College in 2014. After graduating, I worked as a supervisor for a non-profit community and fitness center. My experiences there reignited my interest in employee wellness and

performance, and the psychological experience of the workplace. Currently my interests include the integration of Positive and I-O Psychology, goal-setting and performance, coaching, and diversity in leadership. I'm currently working in Dr. Charles Scherbaum's lab as a research assistant and will be working with Dr. Loren Naidoo for my thesis. Outside of Psychology and Baruch I enjoy teaching karate, theatre and music, playing with my dogs Blue and Chloe, and discovering new Netflix series with my boyfriend.

### Kajal Patel



Hi, my name is Kajal Patel. I am from New Jersey and graduated from The College of New Jersey in 2017. I majored in Psychology, specialized in Industrial-Organizational Psychology, and minored in Human Resource Management. My research

interests lie in recruitment and selection, but I am open to working and learning about other areas in I-O Psychology. While studying at Baruch, I will be working with Dr. Logan Watts! In my free time, I enjoy painting, trying new foods, cooking, reading, and traveling.

### Nicolette Rainone



Hi everyone! My name is Nicolette, and I'm originally from the Queens, NY. I graduated from Cornell University in 2016 where I majored in Human Development and minored in Policy Analysis and Management. I became interested in

I-O psychology after being involved in projects that focused on stigma, identity, and diversity in the workplace. Currently, I am interested in the intersection of vocational psychology and diversity. I will be working with Karen Lyness during my time at Baruch. In my free time, I like to watch my favorite episodes of shows that I've seen too many times (i.e. Parks and Recreation, Gilmore Girls).

# Exciting Life Events!

## Engagements

Stefanie Gisler and Michael Larsen



Manny Gonzalez and Julia Walter



## Marriages

Danielle Wald and Gregg Schantz



## Births

Gavin Julian was born to the daughter of Joel Lefkowitz on 7/3/17.

Jack Akira was born to Annie Kato and her husband on 12/17/16.

Calvin James was born to Erin Eatough and her husband on 4/16/17.

# Recent Milestone Accomplishments for Students in the Program

## Program Additions



Dr. Zhiqing (Albert) Zhou will be joining Baruch College this fall as an Assistant Professor of I-O Psychology! Albert completed his Ph.D. at the University of South Florida. He holds a master's degree from University of South Florida, and a bachelor's degree from Peking University.

Albert has published extensively, and is interested in occupational health psychology.

Welcome, Albert!

## Dissertation Defenses

### Paul Agnello

*Reasoning with Pseudowords: How Properties of Novel Verbal Stimuli Influence Item Difficulty and Linguistic-Group Score Differences On Cognitive Ability Assessments*

Charles Scherbaum

### Michelle Corman

*Leadership Ineffectiveness: The Interactive Effects of Leader Personality, Job Demands, and Job Resources on Ethical Climate and Employee Turnover Intentions*

Joel Lefkowitz

## Dissertation Proposals

Paul Agnello

Peter Yu

## Comprehensive Examinations

Mary Beth Schroeder

## Thesis Defenses

Marino Mugayar-Baldocchi

## Thesis Proposals

Cristina Arroyo

Irina Kuzmich

## Baruch I-O in the NFL

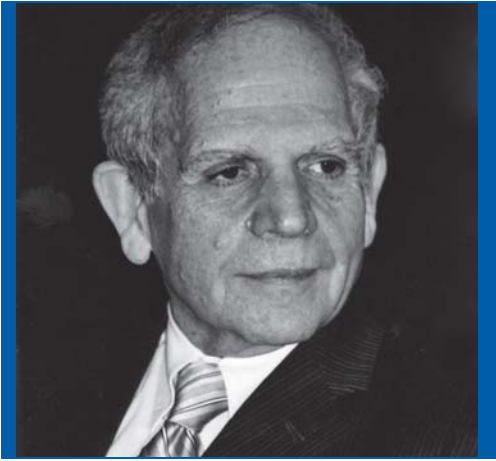
Check out the work of our professors Charles Scherbaum and Harold Goldstein, along with their colleague Kenneth Yusko of Marymount University. They've brought their collective knowledge from personnel selection and performance management to identify the competencies necessary to make someone a great NFL player. They've created, implemented, and validated the NFL Player Assessment Test to help teams choose players at the NFL Combine. The test has now been in use since 2013, and not only helps teams select players during the draft, but continue to develop those players throughout their career.

You can read more in the blog post titled "The I-O Playbook: Bringing Psychological Assessments To The NFL" here:

<http://psychlearningcurve.org/bringing-psychological-assessments-to-the-nfl/>



# An Interview with Walter Reichman



We got a chance to speak with Dr. Walter Reichman, Professor Emeritus at Baruch College, CUNY, and ask for his thoughts and advice on many topics.

## ***You were with Baruch College for almost 40 years. In what ways did you see the college change during that time?***

I began as a graduate assistant at age 22 and retired from the college and left the department at 62. When I began, Baruch was called “The Baruch School of City College” as it was not an independent college, but the business school of City College. It became an independent college in 1968. Before 1968, it was only a business school with no MS or PhD in I-O psychology and students received degrees from City College, even though they studied at Baruch. Psychology became a very popular electives course for business students and they started picking up more and more psychology classes. This demand led to the creation of an undergraduate major in industrial psychology and then to an MBA in industrial psychology.

Baruch back then had an emphasis on good teaching, caring for the students and fostering

their development. There was less emphasis on research and publications than there is now. Now I still see this great emphasis on high quality teaching, but also on publications and research.

## ***What was your favorite course to teach at Baruch?***

I taught all levels of students and I had many favorite courses. I taught Introduction to Psychology for 10 years in the big lecture hall with 500 students. I loved it. I also taught Psychology of Life Experience based on a book that Professor Barocas and I published. This course traced the stages of a normal healthy life. There was a lot of sharing and openness in the course and the students wrote and shared their autobiographies as an assignment. At the Master’s and PhD level I taught Career Development which I also loved.

## ***What was your mentor style with graduate students?***

I love mentoring students and young people. I saw potential in everyone and I believed that my graduate students had the ability to succeed. I saw myself as a facilitator of their education and careers; to help them develop their own abilities, intelligence, and inquisitiveness. I got involved in their lives beyond graduate school and helped them with the difficulties of balancing life and graduate school. I’ve been invited to many weddings!

For dissertation mentorship, I advised that the project be meaningful to them, but not be their groundbreaking research of their career. Focus on getting the degree and worry about big research projects later. So, I would describe

my mentorship style as supportive and having confidence that my students would get through the program.

## ***What is a skill you learned in graduate school that you value today?***

I received my degree in Personnel Psychology from Columbia and took a class in vocational psychology. From there I took a class in career counseling and development and learned many valuable skills. I learned how to counsel people to make career choices, fix their mistakes, and avoid new mistakes. I used the skills from this course in my teaching and mentoring throughout my career. I even taught a similar course years later at Baruch.

## ***How was your transition from college professor to applied work?***

I had a very smooth transition from college professor to applied work. Through most of my career at Baruch I did part-time consulting. It kept me involved in the applied aspect of our profession. In my last year as chair of the department, I was hired by a consulting firm to work on a project for the FBI. We were designing on-line assessment centers to be used for promotions in the FBI. This project ended on 9/11 for legal reasons. I retired from Baruch in 2002 because they offered me a great deal. I emailed the CEO of my retirement and I was invited to join the firm full-time. Then, when the 2008 recession hit I lost my position. Then at SIOP I met a former coworker who was starting his own firm and asked me to become a partner in OrgVitality.

## An Interview with Walter Reichman

I've been with OrgVitality, which is a virtual startup company, for nine years. All my partners are younger than me and brighter than me and I am still treated with respect. I am partner, and also VP of professional development for our own employees.

I work with young people in the company to help them develop their careers.

### ***I understand that you are also involved with the United Nations. How did that come about?***

In 2005 I became the Representative to Economic and Social Council of the UN from the International Association of Applied Psychology. I deal with all social events related to the UN. As an example, I submitted a proposal to set up organizations that will monitor the degree to which countries around the world promote their companies to hire people with disabilities.

### ***If you could share one piece of advice to current graduate students in our program, what would it be?***

We are in a profession that deals with the well being of people within the context of work. I advise young students to take a more humanistic approach to the use of our science. Become aware that there are working people or people who want to be working in all parts of the world, not just ours. Use our science to help the more vulnerable people of this world. This advice was inspired by the work that I do at the UN.

### ***How have you seen I-O change over the past 40 years?***

In line with my advice, I see our field moving toward a more humanitarian use of our science and theory. We should also be serving the vulnerable people in our world.

I had 40 magnificently wonderful years at Baruch College. I have a great love for Baruch and the Psychology Department as it was a major part of my career and life. I will continue to support its I-O Psychology programs.

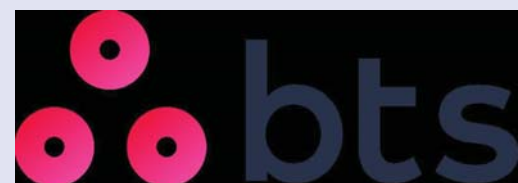
## The Joel Lefkowitz Fund

A number of alumni have reached out expressing interest in the Joel Lefkowitz fund. The fund aims to raise money for a Baruch psychology colloquium series and was created by former students in the program as a retirement gift to Joel. Plans are underway to resume the fund. The money raised will be used to cover honorarium expenses for colloquium guest speakers for the I-O doctoral program as well as the entire psychology department. Look out for announcements regarding the Joel Lefkowitz fund in the near future!

## Recent Student Internships

During the past year, two senior students were selected for internships at globally recognized organizations. Rachel Omansky completed a summer internship at Amazon in their Global Talent Management division. She worked on a team charged with managing and improving a new program to develop underperformers. Her responsibilities included analyzing large datasets to identify trends and patterns, presenting results to management and other stakeholders, and creating and refining surveys to evaluate participants' perceptions of the program. One of her key accomplishments was to improve the response rate for the feedback surveys from 16% to 65%.

In March, Danielle Wald will conclude a one-year assignment as an Assessment Practice Intern at BTS. Her internship has involved assisting in the development and validation of various selection and assessment tools, including interviewing SMEs and conducting content analyses, participating in the construction of competency models and job profiles, writing benchmarks and norms, and creating client-ready presentations. She has also contributed analytical insights through data analysis, interpretation, and reporting.



# An Interview with Our Newest Faculty Member Logan Watts

## *How is your first year?*

It's going pretty well so far! It's definitely been an adjustment, not just from OK to NY, but also from grad school to being a professor, but I feel like I've reached a place of homeostasis now. I was just approved for the Doctoral faculty this semester, so I get to start teaching PhD students next year. They've got me slated to teach a training and development class, so I'm getting excited about that.

## *Tell us more about your research!*

In general, my three areas are Leadership, Ethics and Creativity. I've got about a dozen different projects going on right now. For one project, we want to know how much of a difference the actual charisma within the content of a speech makes in activating the values that charismatic leaders are projecting in followers. For another project we are running an experimental study looking at the influence of stretch goals and incentive structure on cheating behaviors. The idea for that really came from the Wells Fargo scandal from last year. There's already been a great experimental task developed that we are using and manipulating things like goal difficulty, whether participants get a lump sum for hitting goals, and framing in terms of money gained or lost.

One other project that I'm excited about is with a colleague of mine from graduate school who is a consultant. They have access

to data on overclaiming in job applications (people who say that they are more qualified than they actually are or say they have some competency that in reality doesn't exist), so we are digging into the relationship between overclaiming on job applications and things like personality and demographic characteristics.

## *What is your proudest career accomplishment so far?*

I had the opportunity to get involved as a project leader on an NIH grant at Oklahoma. The project was a meta-analysis of the ethics education literature, and our question was, 'How effective is ethics education in general?'. I led the effort on creating a giant path analysis model using SEM techniques where we included close to 100 variables all predicting ethics training effectiveness, and by doing that we were able to say which variables were having the biggest impact. Specific types of content were very effective at helping people walk away with more knowledge and skills. The practical recommendations that came out of that research made me feel like I was actually able to produce something that was really useful.

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

One of the biggest things I learned from my advisor at University of Oklahoma is there's no such thing as a perfect study, but that's okay and we can still learn things from imperfect studies.



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

Don't be too cynical and research really can make a difference. We don't always see it right away, and we don't always know how things are going to be viewed later that we've done. Grad students tend to get into this idea of wanting to change the world in some way, but a whole lot of value can come out of incremental contributions to the research areas.

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

I come from a very musical family, so I've been writing and playing music for a while. I also really enjoy traveling. One of the things my wife and I like to do is explore wherever we are on the weekends, so we've already gone out to Long Island a couple of times and parts of NJ. I also got really into building furniture 2 years ago. I didn't have space to bring those things with me, but hope to start again when we have space.



## Catching Up with Alumni

### Frank Guglielmo

Frank received his PhD in I-O Psychology from Baruch College and currently has his own practice, Park Consulting, where he does executive coaching, leadership consulting, and organizational change and development work. When asked about his experience in Baruch's I-O Doctoral program, Frank explained that he entered the program 5 years after it began, so the norms and culture were still beginning to form. He recalled that he enjoyed that the program gave students the freedom to pursue the areas that interested them most. Additionally, Frank noted that he bonded closely with several program members during his time at Baruch and that those friendships have lived on, which has been a great connection to the program.

Frank described his career as an "all in the family moment." He began his career working with Joel Moses, Sandra Hartog ('91), and Maggie Sullivan ('91) at AT&T. After two years, Joel left to form Applied Research Corporation and hired Frank as a Senior Consultant. Frank was later recruited by Walter Reichman to work at Prudential Securities, where he went on to become Vice President, Branch Management Selection and Development. Next, he became Director of Leadership Development at Altria Corporate Services, Inc., where he lead efforts in management selection and development as well as succession management. Following this role, he became the first ever Senior Vice President of Learning and Organizational Development at the Interpublic Group of Companies. In this position, he was responsible for executive development and succession management. He has continued to work with Baruchians to this day and, notably, has won several awards with Sandra Hartog for their consulting work.

His favorite part of coaching is having the opportunity to work with brilliant people who are facing big transitions to help them see their own capabilities and view the challenges they are facing in different ways. One proud moment in his career that Frank recalled was overseeing the introduction of a global succession management process at Interpublic Group that helped guide a significant turn-around moment in the company's history. Frank recommended that those starting their I-O careers find ways to keep connections from Baruch. He recommended that I-O students and early career I-O psychologists be confident in their abilities and know what they are capable of but approach their work with humility, don't show off, and respect others. Additionally, Frank emphasized the importance of having a solid understanding of professional and personal standards of ethics, noting that it is the most important class students will take. Finally, he recommended learning about finance as it is the language of business.

### Keith Markus

Keith entered Baruch's I-O program 5 years after it began. The Vertical Campus did not exist, and the current Graduate Center was a department store. He learned LISREL using a manual in a binder, and accessed PsycInfo on a CD-ROM. Now, contemporary tools have transformed scholarship and research. Keith has fond memories of the program. Baruch alumni take a lot of pride in the program. His proudest moment at Baruch was defending his dissertation. A major principle was the idea of being a psychologist first and an I-O psychologist second. He tried to take expand that, understanding I-O psychology in the context of social and behavioral sciences. His advisor was Joel Lefkowitz, and his dissertation committee had faculty from other programs. He encourages current students to consider similar opportunities.

His proudest accomplishment is his book on test validity with Denny Borsboom. He is currently researching causation and causal explanation. He is also interested in methods of unit testing. Modern programming methods can break tasks into discrete parts, writing reusable functions, and using unit tests to test the accuracy of functions. These tools can make writing data analysis scripts faster and more reliable. The value of these techniques is amplified when researchers need to run a Monte Carlo study. He believes the workplace will change faster than new science can emerge. An increasing role of I-O psychologists may be as adaptation consultants. We need to adapt existing knowledge to workplaces, to help organizations adapt to evolving environments. It seems superficially paradoxical that effectiveness in adaptation rests on remaining grounded in core principles that guide our profession.

As for general advice, he muddled through applying for doctoral programs and academic jobs. Serving on committees has given him additional perspectives. Students interested in academia need to be preparing by building CVs early. His advice for current students is to actively seek out opportunities to talk with professors and others with insight to share. There is an interesting transition from the dissertation being the main focus, to juggling competing demands post-graduation. A similar transition happens mid-career. The early part of one's career offers a singularity of purpose and structured pathways. Mid-career, you need to provide more structure yourself. Keith is constantly learning and updating his skills to keep the wind in his sails. Lastly, as a quantitative psychologist, SIOP is no longer his primary professional organization. It's a challenge to keep in touch with alumni and faculty. He would like to shout out to everyone he has not seen for a while. Thank you for this opportunity to participate in the newsletter!

# Congratulations to Our Award-Winning Faculty and Students

**Charles Scherbaum and Vivian Chou**

**Chou, V., Hanges, P., Scherbaum, C., Epistola, J.** (2018, April). *Using Neurocognitive Methods to Understand Sources of Adverse Impact on Cognitive Ability Tests*. 2018 Adverse Impact Reduction Research Initiative and Action (AIRRIA) Research Grant.

2017 Innovation in Assessment Award from the International Personnel Assessment Council (Project title: *Jefferson County and Siena Consulting Job Components Validity Study*).

2017 HRO Today – Tek Tonic Award.

**Erin Eatough**

PSC-CUNY Research Award: **Eatough, E. M.** (2017). Questioning Our Assumptions about Job Control and Employee Health: A Meta-Analytic Investigation of the Last 30-Years.

**Ethan Rothstein and Marino Mugayar-Baldocchi**

Doctoral Student Research Grant recipients (2017)



## Baruch at METRO

A fourth year student in our program, Julia Leone, has volunteered for the Metropolitan New York Association for Applied Psychology (METRO) since January 2016. METRO is the oldest and largest local professional association of applied psychologists in the U.S. and hosts monthly guest speaker meetings at the NYU Wasserman Center. As Hospitality Chair, Julia creates the menu and selects the wines for these meetings as well as prepares any last minute arrangements for the guest speakers' presentations. During each meeting, she ensures that everything is well stocked and that the wine bottles keep popping!

## Check out Dr. Naidoo's new column!

Check out the December 2017 issue of *The Industrial Psychologist* (TIP) for Loren Naidoo's Max. Classroom Capacity column! As the writer for Max. Classroom Capacity, Loren shares his insights on best teaching practices and facilitating student learning in the organizational sciences. Follow the link below to check out Loren's article on selecting textbooks for courses (including Open Educational Resources)!

<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/238/Max-Classroom-Capacity-Hath-Thy-Toil-O%E2%80%99er-Textbooks-Consumed-the-Midnight-Oil%E2%80%A6>

29 Acceptances, 1 Award, and 2 Professional Development Courses

Professional Development Courses

**Individual Leadership Assessment, Module 1: An Overview for Experienced Assessors**

(Wednesday 8:30 am - 12 noon, morning session only)

**Presenters:** Rob Silzer, PhD, Sandra Davis, PhD, Vicki Vandaveer, PhD

**Individual Leadership Assessment, Module 2: Interviewing Skills for Leadership Assessment**

(Wednesday 1:30 – 5 pm, afternoon session only)

**Presenters:** Rob Silzer, Ph.D., John R. Fulkerson, Ph.D., Andrea Hunt, Ph.D.

Awards

**Chou, V., Hanges, P., Scherbaum, C., Epistola, J.** (2018, April). *Using Neurocognitive Methods to Understand Sources of Adverse Impact on Cognitive Ability Tests*. 2018 Adverse Impact Reduction Research Initiative and Action (AIRRIA) Research Grant.

**Thursday – Plenary Session**

Posters and Presentations (Alphabetically by day)

Thursday

**Lee, S., & Yu, P. P.** (2018, April). *Cross-cultural differences in job and retirement attitudes in the U.S. and South Korea*. Poster to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Thursday, April 19, 2018 from 3:30 PM to 4:20 PM, Room Riverwalk A**

**Scherbaum, C., Oliver, L. (PhD Alumni), Yusko, K., Goldstein, H., Agnello, P., Stahl, W., Bellenger, B., Crenshaw, J., Dawson, T., Dickson, M., Aiken, J., & Larson, E.** (2018, April). *Using Job Component Validity to Hire Quickly and at Low Cost under a Consent Decree*. Poster to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Thursday, April 19, 2018 from 12:00 PM to 12:50 PM, Room Riverwalk A**

**Watts, L. L., & Kuzmich, I.** (April, 2018). Who overclaims the most? Demographics and self-enhancement on job applications. In P. C. Gibson (Chair), *Big fakers and bigger data: Emerging insights from practice*. Symposium to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Thursday, April 19, 2018 from 5:00 PM to 5:50 PM, Room Gold Coast**

**Yu, P. P., & Shockley, K. M.** (2018, April). Work-family conflict and satisfaction: The role of collectivism and performance orientation. In T. A. Allen (Chair), *Context matters: Expanding work-family research*. Symposium to be conducted at the 33<sup>rd</sup> meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Thursday, April 19, 2018 from 12:00 PM to 1:20 PM, Room Chicago 10**



# Come See Us at SIOP!

## Friday

Church, A., **Prager, R. (Ph.D. Alumni)**, **Silzer, R.**, Kamin, A., Kane, J., Pollak, R. (2018, April). *Due for an Upgrade? The Future of I/O Psychology and HR in the Digital Era*. Session at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Friday, April 20, 2018 from 10:00 AM to 11:30 AM, Room Chicago 8**

**Eatough, E., Wald, D., Gray, B.E., Gisler, S., & Spector, P.** (2018, April). *Job control and employee health: A meta-analysis of the last 30 years of research*. Poster to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Friday, April 20, 2018 from 10:00 AM to 10:50 AM, Room Riverwalk A**

**Gonzalez, M. F., & Yu, P. P.** (2018, April). *Stressed by support: Cynical hostility, social support, and job stress*. Poster to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Friday, April 20, 2018 from 10:00 AM to 10:50 AM, Room Riverwalk A**

**Grotto, A.R. (Ph.D. Alumni)**, Mills, M. J., **Eatough, E.M., & Omansky, R.** (April, 2018) *Good for Work, Bad for Life: Individual Characteristics with Divergent Effects*. Symposium to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Friday, April 20, 2018 from 8:00 AM to 9:20 AM, Room Streeterville**

**Grotto, A.R. (Ph.D. Alumni)**, Mills, M. J., **Eatough, E.M., & Omansky, R.** (April, 2018). Work-To-Nonword Intrusion Resiliency: Good for Your Health, Bad for Your Career? In A. R. Grotto, M. J. Mills, E. M. Eatough, & R. Omansky (Chairs), *Good for Work, Bad for Life: Individual Characteristics with Divergent Effects*. Symposium to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Friday, April 20, 2018 from 8:00 AM to 9:20 AM, Room Streeterville**

**Kato, A. E., Scherbaum, C. A., Dickson, M. W., Crenshaw, J. L., Bellenger, B. L., Beckman, S., Goldstein, H. W., & Yusko, K. P.** (2018, April). *Examining Agreement in Job Analysis Ratings of Cognitive and Non-Cognitive KSAOs*. Poster presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Friday, April 20, 2018 from 1:00 PM to 1:50 PM, Room Riverwalk A**

**Lee, P., Aiken, J., Chen, T., Dickson, M., Hanges, P., & Scherbaum, C.** (2018, April). *Re-examining the Perceived Migration of I-O Psychology to Business Schools*. Poster presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago.

**Friday, April 20, 2018 from 12:00 to 12:50 PM, Room Riverwalk A**

Olson-Buchanan, J., Foster, L., Osicki, M., **Saari, L., Sheikh, N. (MS alumni)** & Lace, A. (2018, April). *SIOP at the United Nations: Identifying and Navigating Opportunities*. Panel discussion at the 33<sup>rd</sup> meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Friday April 20, 2018 from 3:00 PM to 3:50 PM, Room Chicago 10**

**Roman, J.R., Barnett, C.N. & Eatough, E.M.** (2018). I-O Graduate programs rankings based on student perceptions. Alternative session submission, in Salter, N.P. *Where do we stand? Alternative methods of ranking I-O graduate programs*, to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Friday, April 20, 2018 from 11:30 AM to 12:50 PM, Room Gold Coast**

## Come See Us at SIOP!

- Roman, J.R., Gisler, S., Eatough, E.M., & Minei, E.M.** (2018). *Leader-Member Exchange Buffers Anger and Resentment from Illegitimate Tasks*. Poster to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Friday, April 20, 2018 from 10:00 AM to 10:50 AM, Room Riverwalk A**
- Saari, L.** (2018, April). *Employee Surveys and New Technologies: Privacy and Ethical Issues*. Panel session to be conducted at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Friday, April 20, 2018 from 4:00 PM to 4:50 PM, Room Chicago 6**
- Salter, N. P., Allen, J. A., Gabriel, A. S., Sowinski, D., **Naidoo, L. J.** (April, 2018). *Where Do We Stand? Alternative Methods of Ranking I-O Graduate Programs*. Panel to be presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Friday, April 20, 2018 from 11:30 AM to 12:50 PM, Room Gold Coast**
- Scherbaum, C.** (2018, April). Panelist in **L. Saari** (Chair), *Employee Surveys and New Technologies: Privacy and Ethical Issues*. Session to be conducted at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Friday, April 20, 2018 from 4:00 PM to 4:50 PM, Room Chicago 6**
- Silzer, R.,** Scott, J., McHenry, J., Reynolds, D., & Desrosiers, E. (2018, April). *The Great I/O Psychology Practice Debates: Addressing Critical Professional Issues*. Debate to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Friday, April 20, 2018 from 11:30 AM to 1:00 PM, Room Chicago 6**
- Silzer, R.,** Davis, S., McHenry, J., & Vandaveer, V. (2018, April). *Leading Edge of Executive Coaching: Key LEC Learnings & the Opportunity for I/O Psychology*. Session to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Friday, April 20, 2018 from 5:00 PM to 6:00 PM, Room Streeterville**
- Wald, D., & Eatough, E. M.** (April, 2018). *Buffering effects of Relational Uncertainty on Perceived Cyber Incivility*. Poster to be presented at the 33<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Friday, April 20, 2018 from 10:00 AM to 10:50 AM, Room Riverwalk A**

### Saturday

- Agnello, P., Scherbaum, C., Goldstein, H., & Yusko, K.** (2018, April). Reasoning with Pseudowords in a Cognitive Ability Context. In J. Cottrell (Chair), *What's New in Adverse Impact? Exploring Theory, Techniques, Test Types, and Tools*. Session at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Saturday, April 21, 2018 from 8:00 AM – 9:20 AM, Room Sheraton 1**
- Guzzo, R., Yusko, K., **Goldstein, H., Scherbaum, C. A., Larson, E., Ryan, R., & Nalbantian, H.** (April, 2018). *Using assessment to predict success in sports: NFL case study and panel discussion*. Alternative format case study/panel discussion to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Saturday, April 21, 2018 from 3:00 PM to 4:20 PM, Room Michigan A**

## Come See Us at SIOP!

- Larson, E. C., Gonzalez, M. F., & Cohen-Charash, Y.** (2018, April). When does envy influence workplace behaviors? The moderating role of changeability. In S. Kaplan, & J. Bradley Geist (Chairs), *More than a feeling: Advancing the study of emotions and performance*. Symposium to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Saturday, April 21, 2018 from 10:00 AM to 11:20 AM, Room Sheraton 5**
- Leung, D. W., Lyness, K. S., & Judiesch, M. K.** (2018, April). *Competent but cold: Mixed stereotypes of Asian American men and women*. Poster to be presented at the 33<sup>rd</sup> annual conference of the Society of Industrial and Organizational Psychology, Chicago, IL.  
**Saturday, April 21, 2018 from 3:00 PM to 3:50 PM, Room Riverwalk A**
- Lyness, K. S., Rainone, N., Maculaitis, M. C. (Ph.D. Alumni), Judiesch, M. K., Leung, D. W., Terrazas, J. M. B. (Ph.D. Alumni), & Erkovan, H. E. (Ph.D. Alumni)** (2018, April). *Gendered stereotypes of unemployed professionals: Implications for reemployment*. Poster to be presented at the 33<sup>rd</sup> annual conference of the Society of Industrial and Organizational Psychology, Chicago, IL.  
**Saturday, April 21, 2018 from 3:00 PM to 3:50 PM, Room Riverwalk A**
- Mulhearn, T. J., Watts, L. L., McIntosh, T. J., & Medeiros, K. E.** (April, 2018). *Measuring biases in ethical decision making: A novel approach to studying ethics*. Poster presented at the 33<sup>rd</sup> annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.  
**Saturday, April 21, 2018 from 8:30 AM to 9:20 AM, Room Riverwalk A**
- Patel, K. R., & Dahling, J. J.** (2018, April). *A Policy-Capturing Study of Word of Mouth and Organizational Attraction*. Poster presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Saturday, April 21, 2018 from 12:30 PM to 1:20 PM, Room Riverwalk A**
- Rothstein, E., Patel, K. R., Giorgini, V. D., Steele, L. M., & Watts, L. L.** (April, 2018). *The facilitative effects of competition, workload, and timeframe on planning*. Poster presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Saturday, April 21, 2018 from 8:30 AM to 9:20 AM, Room Riverwalk A**
- Steele, L. M., Watts, L. L., & den Hartog, D. N.** (April, 2018). *Transformational leadership and innovation across cultures: A meta-analysis*. Poster to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL  
**Saturday, April 21, 2018 from 11:30 AM to 12:20 PM, Room Riverwalk A**
- Watts, L. L., Medeiros, K. E., McIntosh, T. J., Mulhearn, T. J., Patel, K. R., & Rothstein, E.** (April, 2018). *Biases in ethical decision making: A nomological network*. Poster to be presented at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.  
**Saturday, April 21, 2018 from 8:30 AM to 9:20 AM, Room Riverwalk A**



# SIOP Committee Involvement

## Rachel Omansky

Committee: Electronic Communication Committee

Role: Social Media Profile Initiative Lead

Leading a subcommittee tasked with providing resources and opportunities for SIOP members to improve their social media profiles. Major tasks include organizing a photo booth at SIOP for taking professional photographs and creating a “social media best practices” handout to guide SIOP members in how to use social media responsibly and professionally.

## Allie Tumminia

Committee: Electronic Communication Committee

Role: Unpaid Work Initiative Lead

Leading a subcommittee tasked with sparking a conversation about how unpaid work can be aided by I-O and improving scientist-practitioner collaboration regarding the topic of unpaid work. Major tasks include fostering electronic conversations about unpaid work in I-O and organizing and hosting a SIOP reception to bring together those interested in this topic.

## Rob Silzer

Committee: Professional Practice Committee

Role: Professional Practice Officer

This committee handles matters of professional practice, ethics, and state and national legislation. Tasks also include editing volumes of the Professional Practice Series, which provides information regarding science and best practices in a variety of industrial and organizational psychology topics.

## Holiday Party 2017



# Recent Publications and Presentations

## Books and Book Chapters

- Cohen-Charash, Y., & Larson, E. C.** (2017). What is the nature of envy? In R. H. Smith, U. Merlone & M. K. Duffy (Eds.), *Envy at work and in organizations* (pp. 1-37): Oxford University Press.
- Cohen-Charash, Y., & Larson, E. C.** (2017). Mood. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd ed., pp. 967-969). Thousand Oaks, CA: Sage.
- Goldstein, H., Pulakos, E., Passmore, J., & Semedo, C.** (2017). *The Wiley-Blackwell Handbook of the Psychology of Recruitment, Selection, and Employee Retention*. Hoboken, NJ: John Wiley & Sons.
- Larson, E., Yusko, K., Scherbaum, C., Goldstein, H., Aiken, J., & Oliver, L.** (in press). Modernizing Intelligence in the Workplace: Recent Developments in Theory and Measurement of Intelligence at Work. *Sage Handbook of Individual Differences*.
- Lefkowitz, J.** (2017). *Ethics and Values in Industrial-Organizational Psychology*, 2<sup>nd</sup> Ed. New York: Taylor & Francis/Routledge, 603pp.
- Lyness, K. S., Judiesch, M., & Erkovan, H. E.** (in press). The Work-Family Interface and Careers in the Global Workplace: Insights from Cross-National Research *The Cambridge Handbook of the Global Work-Family Interface*: Cambridge University Press.
- Medeiros, K. E., **Watts, L. L.**, & Mumford, M. D. (2017). Thinking inside the box: Educating leaders to manage constraints. In C. Zhou (Ed.), *Handbook of research on creative problem-solving skill development in higher education* (pp. 25-50).
- Scherbaum, C., DeNunzio, M., Oliveira, J. & Ignagni, M.** (2017). Race and Cultural Differences on Predictors Commonly Used in Employee Selection and Assessment. In B. Passmore, H. Goldstein, & E. Pulakos' (Eds.) *The Handbook of the Psychology of Recruitment, Selection, and Retention*. Wiley-Blackwell.
- Scherbaum, C.A., & Pesner, E.** (in press). Power Analysis for Multilevel Research. In S. Humphrey & J. LeBreton's (Eds.) *The Handbook for Multilevel Theory, Measurement, and Analysis*. American Psychological Association.
- Schmidt, J. B., & **Watts, L. L.** (2017). Creative leadership in the marketing arena. In M. D. Mumford and S. Hemlin (Eds.), *Handbook of research on leadership and creativity* (pp. 435-444). Cheltenham, UK: Elgar.
- Silzer, R. F., & Borman, W. C.** (In press). The potential for leadership. Chapter to appear in D. G. Collings, K. Mellahi, & W. F. Cascio (Eds.), *Oxford Handbook of Talent Management*. Oxford, UK: Oxford University Press.
- Silzer, R.F. & Church, A.H.** (2017). Talent Management. Chapter in S.G. Rogelberg (Ed.) *SAGE Encyclopedia of Industrial and Organizational Psychology*. Sage Publisher, Thousand Oaks, CA.
- Wald, D., Eatough, E.M., & Gray, B.** (in press). *Surveys and web research*. In Occhipinti, S. & Brough, P. *Research Methods for Applied Psychologists: Design, Analysis and Reporting*. New York, NY: Routledge.
- Watts, L. L., Mulhearn, T., J., Todd, E. M., & Mumford, M. D.** (2017). Leader idea evaluation and follower creativity: Challenges, constraints, and capabilities. In M. D. Mumford and S. Hemlin (Eds.), *Handbook of research on leadership and creativity* (pp. 82-99). Cheltenham, UK: Elgar.

## Recent Publications and Presentations, Cont.

### Journal Articles

- Ahmed, S., **Eatough, E. M.**, & Ford, M. (2017). The relationship between illegitimate work tasks and work-family outcomes. *Journal of Vocational Behavior*, 104, 14-30.
- Burrow, A. L., **Rainone, N.** (2017). How many likes did I get?: Purpose moderates links between positive social media feedback and self-esteem. *Journal of Experimental Social Psychology*, 69, 232 – 236.
- Cohen-Charash, Y.**, & **Larson, E. C.** (2017). An emotion divided: Studying envy is better than studying “benign” and “malicious” envy. *Current Directions in Psychological Science*, 26, 174–183.
- Eatough, E. M.** & Chang, C-H. (in press). Interpersonal conflict at work, coping, and control: Interactive effects on work strains. *Journal of Occupational Health Psychology*.
- Fila, M. & **Eatough E. M.** (In Press). Extending knowledge of illegitimate tasks: Student satisfaction, anxiety, and emotional exhaustion. *Stress & Health*.
- Lefkowitz, J. (2017). The role of values in professional licensing: The resistance to regulation. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 223-233.
- Lyness, K. S.**, & Grotto, A. R. (in press). Women and Leadership in the United States: Are We Closing the Gender Gap? *Annual Review of Organizational Psychology and Organizational Behavior*.
- Medeiros, K. E., Steele, L. M., **Watts, L. L.**, & Mumford, M. D. (in press). Timing is everything: Examining the role of constraints throughout the creative process. *Psychology of Aesthetics, Creativity, and the Arts*.
- Medeiros, K. E., **Watts, L. L.**, Mulhearn, T. J., Steele, L. M., Connelly, S., & Mumford, M. D. (2017). What is working, what is not, and what we need to know: A meta-analytic review of business ethics instruction. *Journal of Academic Ethics*, 1-31.
- Minei, E., **Eatough, E.M.**, & **Cohen-Charesh, Y.** (in press). The role of communication framing in illegitimate task assignments. *Management Communication Quarterly*.
- Mordecai, K., Rubin, L., **Eatough, E. M.**, Sundermann, E., Drogos, L., Savarese, A., & Maki, P. (2017). Cortisol reactivity and emotional memory after psychosocial stress in oral contraceptive users. *Journal of Neuroscience Research*, 95: 126–135.
- Mulhearn, T. J., **Watts, L. L.**, Todd, E. M., Medeiros, K. E., Connelly, S., & Mumford, M. D. (2017). Validation and use of a predictive modeling tool: Employing scientific findings to improve responsible conduct of research education. *Accountability in Research*, 24, 195-210.
- Mulhearn, T. J., **Watts, L. L.**, Torrence, B. S., Todd, E. M., Turner, M. R., Connelly, S., Mumford, M. D. (2017). Cross-field comparison of ethics education: Golden rules and particulars. *Accountability in Research*, 24, 211-224.
- Oliveira, J. & **Scherbaum, C.** (2017). Moderating Effect of Job Type on Job Characteristic—Worker Outcome Relationships. *Psychology Research*, 7, 164-185.



## Recent Publications and Presentations, Cont.

- Ragins, B. R., Ehrhardt, K., Lyness, K. S., Murphy, D. D., & Capman, J. F. (2017). Anchoring relationships at work: High-quality mentors and other supportive work relationships as buffers to ambient racial discrimination. *Personnel Psychology*, 70(1), 211-256.
- Ragins, B. R., Ehrhardt, K., **Lyness, K. S.**, Murphy, D., & **Capman, J.** (2017). Like second-hand smoke, racial discrimination at work can affect bystanders. *LSE (London School of Economics) Business Review*.
- Rainone, N.**, Oodal, R., & Niederdeppe, J. (in press). The (surprising) impact of televised antidepressant direct-to-consumer advertising on the stigmatization of mental illness. *Community Mental Health Journal*.
- Scherbaum, C.A.**, Black, J., & Weiner, S. (2017). With the Right Map, Survey Key Driver Analysis Can Help Get Organizations to the Right Destination. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Silzer, R.F.** & Church, A.H. (Accepted) A Practice-Science Partnership: Closing the Gap not just Bridging the Gap. *The Industrial Organizational Psychologist*.
- Todd, E. M., Torrence, B. S., Mulhearn, T. J., **Watts, L. L.**, Connelly, S., & Mumford, M. D. (2017). Effective practices in the delivery of research ethics education: A qualitative review of instructional methods. *Accountability in Research*, 24, 297-321.
- Todd, E. M., **Watts, L. L.**, Mulhearn, T. J., Torrence, B. S., Turner, M. R., Connelly, S., & Mumford, M. D. (2017). A meta-analytic comparison of face-to-face and online delivery in ethics instruction: The case for a hybrid approach. *Science & Engineering Ethics*, 1-36.
- Torrence, B. S., **Watts, L. L.**, Mulhearn, T. J., Turner, M. R., Todd, E. M., Mumford, M. D., & Connelly, S. (2017). Curricular approaches in ethics education: Reflecting on more and less effective practices in instructional content. *Accountability in Research*, 24, 269-296.
- Turner, M. R., **Watts, L. L.**, Steele, L. M., Mulhearn, T. J., Torrence, B. S., Todd, E. M., Mumford, M. D., & Connelly, S. (2017). How did you like this course? The advantages and limitations of reaction criteria in ethics education. *Ethics & Behavior*, 1-14.
- Watts, L. L.**, Steele, L. M., Medeiros, K. E., & Mumford, M. D. (in press). Minding the gap between generation and implementation: Effects of idea source, goals, and climate on selecting and refining creative ideas. *Psychology of Aesthetics, Creativity, and the Arts*.
- Watts, L. L.**, Ness, A. M., Steele, L. M., & Mumford, M. D. (2017). Learning from stories of leadership: How reading short stories about personalized and socialized politicians impacts performance on an ethical decision-making simulation. *The Leadership Quarterly*. doi:10.1016/j.leaqua.2017.04.004
- Watts, L. L.**, Todd, E. M., Mulhearn, T. J., Medeiros, K. E., Mumford, M. D., & Connelly, S. (2017). Qualitative evaluation methods in ethics education: A systematic review and analysis of best practices. *Accountability in Research*, 24, 225-242.
- Watts, L. L.**, Steele, L. M., & Song, H. (2017). Re-examining the relationship between need for cognition and creativity: Predicting creative problem solving across multiple domains. *Creativity Research Journal*, 29, 21-28.

## Recent Publications and Presentations, Cont.

Zhou, Z. E., **Eatough, E. M., & Wald, D.** (2018). Illegitimate tasks and counterproductive work behavior. *Journal of Organizational Behavior*.

### Past Presentations

**Cohen-Charash, Y.** (2017, August). *The value judgment of emotions*. Talk given at the annual meeting of the Academy of Management, Atlanta, GA.

**Cohen-Charash, Y., Larson, E. C., & Van Kleef, G.** (2017, April). *Jealousy at work – a new agenda for an old emotion*. Paper presented at the Annual Meeting of the Society for Industrial & Organizational Psychology, Orlando, FL.

**Cohen-Charash, Y., Larson, E. C., & Van Kleef, G.** (2017, July). *Jealousy goes beyond relationships and is different from envy*. Paper presented at the biannual meeting of the International Society for Research on Emotions, St. Louis, MO.

**Cohen-Charash, Y., Larson, E. C., & Van Kleef, G.** (2017, July). *Jealousy goes beyond relationships and is different from envy*. Paper presented at the biannual meeting of the International Society for Research on Emotions, St. Louis, MO.

**Cohen-Charash, Y., Larson, E. C., & Van Kleef, G.** (2017, April). *Jealousy at work – a new agenda for an old emotion*. Paper presented at the Annual Meeting of the Society of Industrial & Organizational Psychology, Orlando, FL.

**Covell, M. J., Sommer, K.** (2017, April). *Does trait self-esteem moderate the motivational consequences of self-threatening feedback?* Poster presented at the Society for Industrial and Organizational Psychology, Orlando, FL.

Frisch, M. & **Silzer, R.F.** (Oct., 2017). *Graduate Student Briefing on Executive Coaching*. A presentation to Minnesota Graduate Students in Industrial / Organizational Psychology. As part of the SIOP Leading Edge Consortium on Executive Coaching, Minneapolis, MN.

**Goldstein, H. W.** (2017). Presenter on *Strategies for reducing subgroup differences on high stakes intelligence tests*. Invited presentation at the Buros Institute working meeting on Fairness in Educational and Psychological Tests: Critical Issues and Methodological Solutions. Omaha, NE.

**Goldstein, H. W.** (2017). Panelist in M. Dickson's *From the extreme to the norm: Transferable learnings from challenging assessment situations*. Panel discussion at the 2017 annual conference of the International Personnel Assessment Council. Birmingham, AL.

**Goldstein, H. W.** (2017). Panelist in **C. Scherbaum's** *New Developments and Challenges in Cognitive Ability Assessment*. Panel discussion at the 2017 annual conference of the International Personnel Assessment Council. Birmingham, AL.

**Goldstein, H. W.** (2017). Panelist in J. Aiken's *Transforming Organizations under HR-Focused Consent Decrees*. Panel presentation at the 2017 annual conference of the International Personnel Assessment Council (IPAC) Conference, Birmingham, AL.

## Recent Publications and Presentations, Cont.

- Goldstein, H., Yusko, K., Scherbaum, C., Larson, E., & Ryan, R.** (2017, April). Presenter on *Reducing Racial Differences on Intelligence Tests for Personnel Selection*. Symposium at Society of Industrial and Organizational Psychology, Orlando, FL.
- Gonzalez, M. F.** (2017, August). "I resent that!" Using resentment to explain how organizational practices affect employee commitment. In **M. F. Gonzalez, E. Larson, & Y. Cohen-Charash** (Chairs), *Emotions at the social interface: How emotions link people and their social environments*. Paper presented at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.
- Gonzalez, M. F., & Cohen-Charash, Y.** (2017, July). *The downside of second chances: Envy, changeability, and distributive justice*. Paper presented at the biennial meeting of the International Society for Research on Emotion, St. Louis, MO.
- Gonzalez, M. F., Larson, E. C., Cohen-Charash, Y.** (2017, April). *Viva la Affective Revolution! Using affect to understand organizational behavior*. Session chairs. Symposium presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Gonzalez, M. F., Larson, E. C., & Cohen-Charash, Y.** (2017, August). *Emotions at the social interface: How emotions link people and their social environments*. Session chairs. Symposium presented at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.
- Lefkowitz, J.** (2017, April). Panelist in L. Martinez & K. Sawyer (Chairs), *Executive Board Block Session: Research as Advocacy: How SIOP Can Engage in Rigorous, Ethical, and Progressive Workplace Research*. Panel at the 32<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Leone, J.** (2017, March). *Effects of linguistic ostracism on prosocial behavior: The roles of procedural fairness, positive state affect, and perceived respect*. Poster presented at the CUNY Faculty Diversity and Inclusion Conference.
- Leone, J., & Sommer, K.** (2017, May) *The effects of language-based exclusion on prosocial behavior*. Poster presented at the 29th Annual Association for Psychological Science Conference.
- Lyness, K., & Gray, B.E.** (2017, August). *Work/life issues and employee attitudes and well-being*. Session chairs. Symposium presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- Lyness, K. S. & Judiesch M. K.** (2017, August). *Diversity interface challenges: Intersectionality, faultlines, and subtle discrimination*. Session chairs. Symposium presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- Lyness, K. S., Judiesch, M. K., Maculaitis, M. C., Erkovan, H. E., Terrazas, J. M. B., Leung, D. W., Gisler, S.** (2017, August). Stereotypes and attitudes about Gulf War II veterans: Intersections of gender and sexual identities. In **Lyness, K. S. & Judiesch M. K.** (Chairs), *Diversity interface challenges: Intersectionality, faultlines, and subtle discrimination*. Symposium presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- Maculaitis, M. C. & Lyness, K. S.** (2017, August). Why do negative employment outcomes for workers with disabilities persist?: Investigating the effects of human capital, social capital, and discrimination. In **Lyness, K. S. & Judiesch M. K.** (Chairs), *Diversity interface challenges: Intersectionality, faultlines, and subtle discrimination*. Symposium presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.



## Recent Publications and Presentations, Cont.

- McMillan, J. T., **Tumminia, A. T., & Eatough, E. M.** (2017, April). The implications of social support facets for job satisfaction. In Bryant, C. (Chair), *Providing social support – Helping or harming the provider?* Symposium presented at the 32<sup>nd</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Orlando, FL.
- Medeiros, K. E., Mecca, J. T., & **Watts, L. L.** (2017, April). *Tell me about it: Making the case for case-based RJPs.* Poster presented at the 32<sup>nd</sup> annual conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
- Mitra, P., Park, J. & Scherbaum, C.** (2017, April). *Role of the veil and target ethnicity in selection decisions.* Poster presented at the 32<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Mumford, M. D., Mulhearn, T. J., Steele, L. M., **Watts, L. L.**, Connelly, S., & Medeiros, K. E. (2017, May). *Major types of ethics education and their effectiveness.* Poster presented at the 5<sup>th</sup> World Conference on Research Integrity, Amsterdam, Netherlands.
- Mumford, M. D., **Watts, L. L.**, Connelly, S., Medeiros, K. E., Mulhearn, T. J., & Steele, L. M. (2017, May). *A meta-analysis of the effectiveness of RCR education.* Oral presentation given at the 5<sup>th</sup> World Conference on Research Integrity, Amsterdam, Netherlands.
- Mumford, M. D., **Watts, L. L.**, Steele, L. M., Mulhearn, T. J., Medeiros, K. E., & Connelly, S. (2017, May). *Modeling the effectiveness of RCR education.* Poster presented at the 5<sup>th</sup> World Conference on Research Integrity, Amsterdam, Netherlands.
- Nei, W., **Scherbaum, C.**, & Velychko, G. (2017, May). *Training for success.* Poster presented at the International Convention of Psychological Science, Vienna.
- Omansky, R. & Eatough, E.M.** (2017, April). *Pressure to remain available to work: Implications for psychological detachment.* Poster presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Pesner, E., Gonzalez, K., Sommer, K., Kern, M.** (2017, April). *When ostracism leads to turnover: The moderating role of attachment style.* Poster presented at the 32<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Pesner, E. & Scherbaum, C.** (2017, April). *The influence of task interdependency on intraindividual performance variability.* Poster presented at the 32<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Rothstein, E. G., Shockley, K. M., Boyd, E. M., & Yuan, Z.** (2017, April). *Not all work-family conflicts are created equal: An episodic analysis.* Poster presented at the 32<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Scherbaum, C.** (2017, April). Panelist in R. Williams (Chair), *Practical guidance for developing and implementing ideal point measurement models.* Panel discussion at the 32<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Scherbaum, C.** (2017, July). Panelist in M. Dickson (Chair), *From the extreme to the norm: Transferable learnings from challenging assessment situations.* Panel discussion at the annual conference of the International Personnel Assessment Council. Birmingham, AL.

## Recent Publications and Presentations, Cont.

- Scherbaum, C.** (2017, July). Panelist in M. Dickson's *From the extreme to the norm: Transferable learnings from challenging assessment situations*. Panel discussion at the annual conference of the International Personnel Assessment Council. Birmingham, AL.
- Scherbaum, C., Goldstein, H., Yusko, K., Hanges, P., Bellenger, B.** (2017, July). *New Developments and Challenges in Cognitive Ability Assessment*. Symposium presented at the annual conference of the International Personnel Assessment Council. Birmingham, AL.
- Scherbaum, C., Yusko, K., Goldstein, H., Dickson, M., Dawson, T., Allman, R., Giles, K., Agnello, P., & Stahl, W.** (2017, July). *Jefferson County Job Components Validity Study*. Paper presented at the annual conference of the International Personnel Assessment Council. Birmingham, AL.
- Sommer, K., Bruno, S., Sywulak, L., & Bourgeois, M.** (2017, May). *Successfully influencing others increases future willingness to help*. Presented at the Association for Psychological Science Conference, Boston, MA.
- Steele, L. M., **Watts, L. L.**, Medeiros, K. E., McIntosh, T. J., Mulhearn, T. J., & Mumford, M. D. (2017, April). Leading for innovation: A multi-level meta-analysis. In L.M. Steele & M.D. Mumford (Chairs), *Leadership and innovation: New theoretical and empirical developments*. Symposium presented at the 32<sup>nd</sup> annual conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
- Sywulak, L.** (2017, April). Moderator in *Is employee engagement still relevant to modern organizations? A debate*. Debate at the 32<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Todd, E. M., **Watts, L. L.**, Mulhearn, T. J., Torrence, B. S., Turner, M. R., Connelly, S., & Mumford, M. D. (2017, April). *A meta-analysis comparing face-to-face, online, and hybrid ethics courses*. Poster presented at the 32<sup>nd</sup> annual conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
- Wald, D., & Eatough, E. M.** (2017, February). *Buffering Effects of Relational Uncertainty on Perceived Cyber Incivility*. Poster published at University of South Florida's Student Research Day. Tampa, Florida.
- Wald, D., & Eatough, E. M.** (2017, April). *Illegitimate tasks: The establishment of a legitimate construct*. Session chairs. Symposium presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Wald, D. & Eatough, E. M.** (2017, April). The cost of inconsistency: Illegitimate tasks and workplace social support. In D. Wald & E. M. Eatough (Chairs). *Illegitimate Tasks: The Establishment of a Legitimate Construct*. Symposium presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Watts, L. L.** (2017, August). *Effects of idea source, goals, and climate on selecting and refining creative ideas*. Presentation at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.
- Watts, L. L., Ness, A. M., Steele, L. M., & Mumford, M. D.** (2017, April). *Reading charismatic leader biographies influences ethical decision making*. Poster presented at the 32<sup>nd</sup> annual conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
- Yu, H., **Gray, B.E., & Mugayar-Baldocchi, M. A.** (2017, April). Gender differences on the perception of illegitimate tasks. In E. Eatough (Co-chair) & D. Wald (Co-chair). *Illegitimate Tasks: The Establishment of a Legitimate Construct*. Symposium presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology. Orlando, FL.

## Recent Publications and Presentations, Cont.

- Yu, P. P., & Shockley, K. M.** (2017, April). Role of community demands and resources for conflict and enrichment. In H. K. Cheung & K. P. Jones (Chairs), *Exploring macro-level factors impacting individual work-family experience*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Yusko, K., **Scherbaum, C., & Goldstein, H.** (2017, March). *NFL Player Assessment: Using Psychological Tests To Predict Player Performance In The NFL*. Paper for the MIT Sloan Sports Analytics Conference, Boston, MA.