



# Practical Significance

Colorado State University

The Annual Newsletter of the Industrial-Organizational Psychology Doctoral Program at Colorado State University

<http://lamar.colostate.edu/~iopac/>

SPRING 2013

## Spotlight on IOPAC By Angela Bowen and Rachel Marsh

**Department of Psychology**  
**Colorado State University**  
**Fort Collins, CO**

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IOPAC (Industrial-Organizational Psychology Association of Colorado) has had another busy year! IOPAC renewed its status as a registered student organization at CSU for active I-O graduate students. IOPAC represents a student-led effort to support I-O graduate students of all levels and promote the program within and outside of Colorado State University. IOPAC members meet bi-weekly to share experiences, voice concerns, encourage student efforts, and plan events. Here is a sampling of some of the IOPAC happenings over the last year:

This fall, Drs. Cleveland and Murphy hosted our Fall Picnic. We welcomed four new students to the program over tasty grilled hamburgers and bratwursts. As students and faculty caught up on summer activities and upcoming plans, all enjoyed watching the sun set over the foothills.

With the changing of the seasons came our annual I-O Banquet. This year we enjoyed delicious Italian food at Bisetti's in the heart of Old Town. We were pleased to be joined by special guest Dr. Jean McCarthy, visiting Fulbright Scholar from the University of Limerick. Everyone cheered as Uma Kedharnath was announced as the Thornton Outstanding Graduate Student of the Year. The first year cohort provided what many deemed "unbeatable" banquet entertainment with their video chronicling the rise and fall of the I-O rock band "Statistical Significance."

A holiday door decorating contest helped infuse cheer throughout the program, although graduate students have vowed to dethrone reigning champion Dr. Kraiger in future years.

This year's Recruitment Weekend was a huge success. Visiting recruits were welcomed for two

days of intense activity. They had one-on-one meetings with I-O faculty, met colleagues in the business school and Psychology department, sat in for our weekly I-O Seminar, enjoyed a tour of local brewery New Belgium, and had plenty of social time with graduate students. Additionally, Recruitment Weekend featured our IOPAC Spring Speaker, Dr. Tammy Allen, who shared a presentation on connecting work-family research to employee and family health.

Finally, IOPAC can't wait to welcome all to our annual SIOF Suite. Please see page 13 for this year's event details.

As co-presidents, we feel incredibly lucky to work with such an amazing group of students. Thank you for making IOPAC the successful student organization that it is!

Best,  
Angela and Rachel  
IOPAC Co-Presidents

## Master of Applied Industrial/Organizational Psychology (MAIOP) Program Update

By Rachel Marsh

The past year has brought continued growth to the online Master of Applied Industrial and Organizational Psychology (MAIOP) Program led by Dr. Kurt Kraiger (Director) in conjunction with Patricia Spears-Taff (Student Engagement Coordinator) and Steven Gaisford (Student Retention Coordinator) from OnlinePlus at CSU. The 2011-2012 academic year was Dr. Christa Kiersch's last year as Program Coordinator and we appreciate all her hard work in developing the program over the years. She will be greatly missed. In 2012-2013, we were excited to welcome Brandon Young as our Program Coordinator. Brandon is here at CSU as a post-doc from University of Central Florida and brings a wealth of experience in online instruction.

Doctoral students Erica Ermann, Rachel Marsh, Tristan Nelson, Emily Nowacki, Alex Rechlin, and Christy Smith, as well as Brandon Young, have all been key players on the

MAIOP team as instructors, teaching assistants and/or course developers during the 2012-2013 academic year. Dr. Kraiger implemented a new award for MAIOP Instructors, the MAIOP Instructor of the Year Award, which will be given out each May. In 2011-2012, Christy Smith won the MAIOP Instructor of the Year Award for her amazing work teaching the Organizational Psychology and Research Design MAIOP courses. The MAIOP instructor and course enrichment team has continued to propel the program forward by continually updating the classes to reflect the latest in research and practice of I-O Psychology. Instructors have worked with CSU's Institute for Learning and Teaching to improve their skills in online instruction, taking workshops on providing feedback to enhance learning, designing course objectives and outlines, and learning the new Blackboard system which was implemented this past year, a major change

from the WebCT software that was previously used.

The continual improvement efforts are surely related to the growth and increased interest in the MAIOP program at CSU. This year we saw the largest number of applicants and accepted our largest class to date. Students in the program are pursuing their Master of Applied Industrial and Organizational Psychology or one of our affiliated certificates in Performance Management, Organizational Development, or Psychological Measurement and Methodologies. This year we also welcomed several students from Saratov State University in Saratov, Russia to the OD Certificate program. The MAIOP program sent one of its students to the Master's Consortium at the SIOP Conference in Houston. MAIOP has had a year of impressive growth due to the hard work of all those involved in the program.

## Editors Corner By Kyla Dvorak and Casey Onder

Welcome to the 2013 issue of Practical Significance, the annual CSU IOPAC newsletter. Our goal is to keep friends of the program updated on the most exciting events of the past year in addition to faculty and student accomplishments.

As usual, faculty and students have been busy working on multiple grant projects, consulting projects, and publications. We are especially excited to welcome Dr. Gwenith

Fisher, expert in Occupational Health Psychology and aging in the workplace, as Assistant Professor of I-O Psychology. Her bio is featured on page 4.

We look forward to seeing you at SIOP in April. Please see page 13 for an invitation to our SIOP suite at Four Seasons Hotel in downtown Houston. Thank you for your continued support of our program!

Other featured articles include:

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## jobZology: The Science Behind Careers that Fit



Drs. Kurt Kraiger and Bryan Dik (from CSU's Counseling Psychology program) are co-founders of a CSU Ventures' start-up – jobZology. jobZology is a software service company that provides assessments of individuals and organizations and then brings them together based on psychological fit. On the individual side, jobZology provides online validated assessments of individual values, interests, and personality, and allows students

and job seekers to explore potential career opportunities. On the employer side, jobZology provides assessments of employee satisfaction and organizational culture, and helps companies use that data to improve their businesses and hire employees who will be a good fit. Through a strategic partner, jobZology also offers a state-of-the-art talent management system. The long-term vision includes regional or industry-specific databases in

which job seekers have been profiled for cultural fit, whether they are currently employed, unemployed, or thinking about changing jobs. Job seekers and employers will be able to find each other in Jobzology's database, ultimately helping companies find and retain happy, loyal, and engaged employees.

## Partnering with the Business School —Welcome Dr. Lynn Shore By Javier Ospina

CSU welcomes Dr. Lynn Shore as the new Chair of the Department of Management on July 1st. This is not Lynn's first time in Fort Collins, as she received her M.S. and Ph.D. in I-O Psychology from CSU. She is coming to us from her post as Professor of Management at San Diego State University. She was previously a faculty member at the University of California, Irvine and Georgia State University.

Lynn's research has focused on the employment relationship and workforce diversity. Specifically, Dr. Shore's work on the employment relationship looks at

how the employee-organization relationship is influenced by social and organizational processes, and what implications this has for employee attitudes and behavior. Her research on workforce diversity investigates how the composition of work groups and employee/supervisor dyads affects work group and individual attitudes and performance, as well as work group inclusion.

As Chair of CSU's Department of Management, Dr. Shore will work with faculty and deans to enhance the reputation of her department and the College

of Business in research and teaching. One of her primary goals is to build relationships outside the College of Business to encourage collaborative endeavors for the benefit of students and the university. As an alumna, Lynn is eager to establish a relationship with the Psychology Department and faculty and students who share research interests. She is happy to mentor Ph.D. students and serve on committees and looks forward to attending research colloquia and other events. The I-O program happily welcomes Lynn and looks forward to opportunities for collaboration.



Please join us for the annual CSU SIOP suite, which will take place Thursday, April 11th at the Four Seasons Hotel, located at 1300 Lamar Street. Drinks will be provided. See page 13 for the SIOP Suite Invitation, designed by Javier Ospina.

# Faculty Updates

## We Would like to Welcome: Dr. Gwenith Fisher By Kyle Sandell

We are pleased to announce the hiring of Dr. Gwenith Fisher to the position of Assistant Professor of I-O Psychology. Originally from northern New Jersey, Dr. Fisher earned her B.A. in Psychology at Pennsylvania State University before moving on to Bowling Green State University, where she earned her M.A. and Ph.D. in I-O. Dr. Fisher comes to us from the University of Michigan, where she worked as a research faculty member at the Institute for Social Research. She also has extensive applied experience, interning at IBM's corporate headquarters, where she worked on large global quantitative marketing surveys and oversaw focus groups conducted in Canada, Germany, Brazil, Argentina, and South Africa. Additionally, she has been working on the Health and Retirement Study funded by the National Institute on

Aging at University of Michigan – this nationally representative, biennial panel study has interviewed more than 33,000 individuals since 1992.

Dr. Fisher has big plans for her arrival at Colorado State. She will be teaching a graduate seminar on occupational stress and health in her first semester, and she is planning on starting research projects that primarily focus on occupational health psychology and workforce issues among older workers (e.g., the retirement process). Her research interests fall into three specific areas: 1) understanding job and work environment characteristics related to employee health and well-being; 2) studying the work/non-work interface, including work/life balance, conflict, and enhancement, and 3) occupational health issues among older

workers. In May, Dr. Fisher will be conducting a workshop on the use of archival data at the APA/NIOSH Work, Stress, and Health conference. Lastly, Dr. Fisher is writing a chapter titled "Prolonged Working Years: Consequences and Directions for Interventions." This chapter will be published in the forthcoming book, *Sustainable Working Lives: Managing Work Transitions and Health throughout the Life Course*.

On a personal note, Dr. Fisher enjoys spending time with her husband, two boys, and her Labrador retriever. Her hobbies include running, hiking, cooking, scuba diving, and skiing – a perfect fit for Colorado! Be sure to stop by this year's CSU SIOP suite in Houston to chat with her. We can't wait for Dr. Fisher to join us as a teacher, advisor, and colleague!

## Dr. Kurt Kraiger By Tommy Cavanagh

Dr. Kurt Kraiger had several high visibility publications in 2012, including a monograph on the "Science of Training" in APS' *Psychological Science in the Public Interest*, and training chapters in the *Comprehensive Handbook of Psychology, Industrial and Organizational Psychology and Handbook of Personality and Work*. He also has a review paper coming out in *Academy of Management Learning and Education*, co-authored with graduate students Natalie Wolfson and Tommy

Cavanagh. Kurt presented research in Russia and Ireland and gave invited talks to the I-O programs at the University of Minnesota and George Mason University, and to the Personnel Testing Council in Washington, D.C. Kurt will present papers in Germany and Russia in May. He is also co-PI on a 3-year contract from ARI to identify and test effective mentoring behaviors.

Kurt is in his second year as Chair of the Department of Psychology at

Colorado State University. His start-up company, jobZology, is also entering its second year and is developing and successfully marketing software tools that match job seekers to careers and organizations on the basis of psychological fit. His son Keaton is finishing up his freshman year of high school and is launching a clothing line, while his daughter Sam is finishing her freshman year at CU-Boulder and transferring to CSU in the fall.

# Faculty Updates Continued From Page 4

## Dr. Alyssa Gibbons By Uma Kedharnath

Dr. Alyssa Gibbons remains active in research on assessment centers and other key areas of I-O psychology. She chaired a SIOP symposium last spring titled "Inside assessment centers: New insights about assessors, dimensions, and exercises." The symposium featured a study about assessment center construct validity in Russia, on which Alyssa collaborated with Dr. George Thornton and two Russian colleagues, Dr. Svetlana Simonenko and Anna Kravtsova. In August, Alyssa and a team of collaborators including Dr. Thornton and several colleagues at the UK firm a&dc released a white paper summarizing the

results of their worldwide survey of assessment center practices – the largest such survey conducted to date. The survey expands on previous assessment center work by providing greater detail about the use of technology, developmental assessment centers, and issues of assessment across cultures. You can download the white paper at: [http://www.adc.uk.com/page.aspx/239/Research Findings](http://www.adc.uk.com/page.aspx/239/Research%20Findings).

Scholarly papers with more in-depth analysis are coming soon.

Alyssa presented this research with Dan Hughes of a&dc in a keynote address at the Interna-

tional Congress on Assessment Center Methods / Assessment Centre Study Group meeting in Stellenbosch, South Africa.

Other highlights for Alyssa in 2012 include collaboration with CSU alumnus Dr. Martin Lanik on technology-enhanced assessment centers and returning to her Illinois roots with a safety culture project (with Dr. Terry von Thaden of Illumia, Inc.) and a chapter on sexual harassment (with CSU's Dr. Jan Cleveland and graduate student Rachel Marsh). In 2013, Alyssa is looking forward to clearing her backlog of data and celebrating the graduation of some of her advisees.

## Dr. Jeanette Cleveland By Victoria Mattingly

Dr. Jeanette Cleveland continued to have a busy year in the I-O program and the department. In addition to new course preparation and working with students, she chaired the I-O search committee, which successfully selected Dr. Gwenith Fisher as our newest faculty member. Welcome, Gwen! Jan also welcomes colleague and CSU I-O alumna Dr. Lynn McFarlane Shore to CSU as Chair of the Management department.

Jan continues her work with her international colleagues in Ireland and Croatia. During August 2012, Drs. Noreen Heraty and Michael Morley from the University of Limerick were summer international scholars at CSU and with Jan, are working on an undergraduate I-O psychology study abroad program. In addition, Jan hosted an international Fulbright scholar from Limerick, Dr. Jean McCarthy. Dr. McCarthy is an expert on age in the workplace. Jan and Jean have

co-authored a book chapter together, and are currently collaborating on a second chapter and a program of age and generational research. Moreover, Jan, Lynn and Jean plan to co-author an additional chapter this summer. Jan will travel to Croatia in April to conduct collaborative research with Dr. Darja Maslic Sersic at University of Rijeka. In May, Jan and Dr. Kevin Murphy will also attend a conference in Cadiz, Spain where Dr. McCarthy will present a paper co-authored with Jan on generational issues at work.

# Faculty Updates Continued From Page 5

## Dr. Zinta Byrne By Janet Peters

This past year, Dr. Zinta Byrne has been on sabbatical, which has been both an exciting and productive endeavor. Zinta's sabbatical has allowed her to travel and present her research internationally. She has given presentations on Employee Engagement in Saratov, Russia at the Saratov State University, in London at the London School of Economics and Political Science, and in Nice, France at the University of Nice, Sophia-Antipolis. Zinta is currently presenting and lecturing at the Stellenbosch University in Stellenbosch, South Africa.

During her sabbatical, Zinta has continued her legacy of hard work and productivity – traveling, writing, consulting, and presenting research. After such a whirlwind of activities, Zinta will return to her normal schedule at CSU in the fall of 2013. Both students and faculty look forward to her return. Congratulations, Zinta!

## Dr. Kevin Murphy by Victoria Mattingly

Dr. Kevin Murphy's year has been filled with frequent travel and applied work. Dr. Murphy is currently serving as an expert witness in discrimination cases involving the EEOC, Department of Education, the Drug Enforcement Agency, and the FBI. Dr. Murphy also served as Editor for the March 2013 issue of *Industrial and Organizational Psychology: Perspectives on Science and Practice*. Dr. Murphy and Dr. Jan Cleveland will travel to Zagreb, Croatia this April, where they will deliver talks at the University of Reija and the Zoran Bujas' Days International Scientific Psychology conference.

## Dr. George Thornton (Emeritus Faculty) by Travis Drake

Once again George has had a busy year both personally and professionally. George is currently revising "Assessment Centers in Human Resource Management" with the help of Drs. Deborah Rupp and Brian Hoffman. The new edition will focus on the different goals of organizations and how those goals correspond to different models of assessment centers. George also traveled to South Africa in March for the International Congress on Assessment Center Methods and the South African Assessment Centre Study Group (ACSG). He co-presented a two day workshop on the design of Assessment Centers and gave a plenary session to the Congress. He also got some rest

and relaxation when he spent three days at a wild game preserve. George is once again training to swim the English Channel in late July or early August. Last year's attempt was thwarted by bad weather. We all wish George luck on this year's swim!

We would also like to congratulate George on his most recent honor - He was given the Legacy Award, presented by the ACSG of South Africa for his lifetime contributions to the science of assessment centers in South Africa. He was also recognized as the International Advisor to the ACSG Research Focus Area, led by Dr. Deon Meiring of the University of Pretoria. Congratulations to George on a well-deserved honor.



Drs. George Thornton and Deon Meiring

## Catching Up with CSU Alumni by Steve Manning

While finishing her project at Rose Medical Center as the Director of Leadership and Organizational Development, **Tasha Eurich** (2007 graduate) began a part-time consulting business on the side. Her client load increased rapidly and in the past year Tasha has dedicated her full attention to her new business, The Eurich Group. The Eurich Group specializes in improving leader and team effectiveness, assisting organizations with mergers, and improving organizational cultures. Tasha's book, "Bankable Leadership: Happy People, Bottom Line Results, and The Power to Deliver Both," will be released through the Greenleaf Book Group on October 1, 2013. Pre-order now by contacting Tasha. The book is based on sound research and features contributions by graduate students Uma Kedharnath and Kyle Sandell. Tasha also received The Denver Business Journal's "Forty Under 40" award, which acknowledges young, dynamic, up-and-coming professionals.

In January 2012, **April Smith** (2009 Graduate) transitioned from Deputy Program Manager for Organizational Development at CH2M HILL to become the company's Lead for Workforce Analytics. April manages Employee Life Cycle Surveys (Onboarding, Engagement, and Exit Surveys) and is responsible for strategy and execution of human capital and predictive analytics studies for the company. April recently presented to the Workforce Planning Council in San Diego on how to approach modeling of voluntary turnover with complex HR data sets.

**Martin Lanik** (2010 Graduate) continues to build and expand his leadership consulting business, Global Assessor Pool, which currently operates in six languages out of 12 offices in the U.S., Europe, and Africa. His recent clients include Kia Motors, Texas Health Resources, BancABC, and Allan Gray. For the International Congress on Assessment Center Methods, Martin presented a plenary session: IGNITE: Technology-enabled Assessment Centre 2.0: Where is the Evidence? and gave a talk: Test drive: How assessment centers are emerging at the forefront of talent management. He was an invited keynote speaker for the European Personnel Selection Office network of experts. He has been invited as a panelist for SIOF's Perspectives on Independent Consulting in I-O. Martin's article, Simulate Leadership for Success, was featured in Chief Learning Officer magazine. He was also awarded the W. Douglas Bray and Ann Howard Research Grant from the SIOF Foundation and co-authored a chapter on technology in assessment center simulations together with Brett Guidry and Dr. Deborah Rupp of Purdue University.

## Dr. Kristie Wright: Recipient of Hautaluoma Award By Travis Drake

The I-O program at Colorado State University is pleased to name Dr. Kristie Wright as this year's recipient of the Jacob E. Hautaluoma Distinguished Alumni Award. Named after one of the I-O program's most influential and distinguished faculty members, the Hautaluoma award is presented annually to a graduate of the program who has demonstrated the principles of the scientist-practitioner approach in order to

make a positive impact within organizations.

Dr. Kristie Wright completed her undergraduate studies at Penn State and then earned her Ph.D. from Colorado State. She is married to Tim Wright, who also studied at Colorado State. Kristie has one teenage daughter. Since her time at CSU, Kristie has worked in a number of organizations, including Cisco Systems. Her work focuses on assessing and developing leadership talent. She has been recog-

nized for her abilities to facilitate strategic planning through talent management. She is an excellent speaker and has been an invited SIOF continuing education pre-conference leader.

Dr. Wright will receive the Hautaluoma Award at the 2013 Annual Fall Banquet. We congratulate her on all her accomplishments and for modeling a true balance of science and practice.

# What's New With Current Graduate Students by Diana Sanchez

The 2012-2013 school year has seen new projects and accomplishments for all of the program's cohorts. This article outlines some of the most outstanding student undertakings in the past year.

## Fifth years (2008 cohort)

**Tommy Cavanagh** and **Janet Peters** were awarded prestigious teaching fellowships for the 2012-2013 academic year to teach undergraduates at CSU. Janet has been finishing up her empirical comprehensive project focusing on employee engagement and its antecedents. She looks forward to having her dissertation proposal completed by the end of the spring semester. **Adam Vanhove** is finishing up his dissertation at CSU and is currently a full-time postdoc at the University of Nebraska-Lincoln business school. **Uma Kedharnath** is writing her dissertation proposal and collecting data on the mechanisms involved in abusive supervision. She predicts that supervisors' perceptions of followers will influence their abusive behaviors towards followers. She plans to propose her dissertation after spring break.

## Fourth years (2009 cohort)

**Krista Hoffmeister** is currently working on her two empirical comprehensive projects, one focused on building a climate in organizations that balances safety and productivity, and another that takes a person-centered approach to the study of leadership. She will be visiting Saratov State University in Russia in May to share this research and network with local academics and professionals. **Tristan Nelson** will soon be proposing his other comprehensive projects. **Emily Nowacki** completed her "Spike of Excellence" comprehensive project, which focused on executive coaching. Currently, Emily is working on her empirical comprehensive project on mentoring and employee engagement. Tristan, Emily, and Krista also all successfully passed their written com-

prehensive exams. **Christy Smith** is currently analyzing data for her empirical comprehensive project. This is a qualitative study examining the relationship between organizational culture and employee engagement. She is hoping to finish her analyses by the end of the spring semester and propose her dissertation by the fall semester. Christy was also awarded MAIOP Instructor of the Year last May.

## Third years (2010 cohort)

**Angela Bowen** proposed her thesis on "Ability to Identify Criteria and Feedback Acceptance," for which is currently collecting data. She hopes to defend her thesis by the end of the spring semester so she can shift her focus to completing her written comprehensive exams. **Travis Drake** is proud to say that he has completed the written comprehensive exam. **Rachel Marsh** is continuing to make progress on her thesis regarding motivation. She is simultaneously working on a technology adaptability scale. **Kyle Sandell** defended his Master's thesis last summer and is currently gearing up to take the written comprehensive exam in November, while analyzing data for his empirical comprehensive exam on the topic of employee engagement and transformational leadership. He will be visiting Saratov State University in Russia in May to present his work on this topic and hopes to become involved in cross-cultural research projects.

## Second years (2011 cohort)

**Lauren Cotter** is currently working on her Master's thesis on the legal issues involved with using criminal background checks as a selection tool. **Kyla Dvorak** is writing her thesis about job crafting and how work design drives individuals' experiences of meaningful work. She plans to propose her thesis by the end of the spring semes-

ter. **Jaclyn Menendez** is currently writing her thesis on training and measurement of learner control preferences. **Javier Ospina** is writing his thesis on the effect of unemployment and job insecurity on intergenerational attitudes.

## First years (2012 cohort)

**Steve Manning** is currently working with Dr. Cleveland on developing a topic area for his first year project. **Victoria Mattingly** received IRB approval to collect data for her first year project investigating how trainee emotional intelligence interacts with self-regulation to impact learning. She is also developing a mentorship program through IOPAC to connect graduates to undergraduates in I-O to help them become competitive graduate school applicants. **Casey Onder** successfully defended her Master's in counseling psychology last spring on measurement of vocational interests. In 2012 she helped to administer the Virtual Workforce and Assessment Network under Dr. Kraiger and Dr. Bryan Dik of CSU's counseling psychology program. She is currently working on her first year project on participant reactions to assessment center technology. **Diana Sanchez** is currently working on writing her thesis proposal, which will focus on comparing the outcomes of using technological and computer based assessment centers versus traditional assessment centers. She intends to propose her thesis by the end of the spring semester and begin collecting her data over the summer.

Everyone has made outstanding progress this year and is continuing to contribute to the enriched and collaborative culture of the CSU I-O PhD program. Keep up the good work!

# CSU Applied Projects Update by Lauren Cotter

The students of the I-O psychology program are excited about the wide range of opportunities for us to practice our skills in the field. We benefit from gaining industry experience while providing high quality work at competitive prices. Typically, a portion of the funds earned from these projects goes towards our student organization, the Industrial and Organizational Psychology Association of Colorado (IOPAC). We use these funds to host our annual banquet in honor of alumni, assist with student conference expenses, and participate in other outreach activities. Our most recent projects are discussed below.

Several students, including Casey Onder, Kyla Dvorak, Jaclyn Menendez, Angela Bowen, Christy Smith, and Lauren Cotter have been working with alumnus Martin Lanik and his company, Global Assessor Pool, specifically the eSimulator Assessment Center. This virtual simulation assesses and develops leader competencies.

Emily Nowacki, Krista Hoffmeister, and Christy Smith have worked on projects with Sentis, a leadership development and safety training consulting firm.

Under the supervision of Dr. Jan Cleveland, Jaclyn Menendez, Kyla Dvorak, Uma Kedharnath, Rachel Marsh, Tristan Nelson, and Lauren Cotter have conducted a job analysis for DirecTV.

Kyle Sandell is working with Dr. Kurt Kraiger's start-up company,

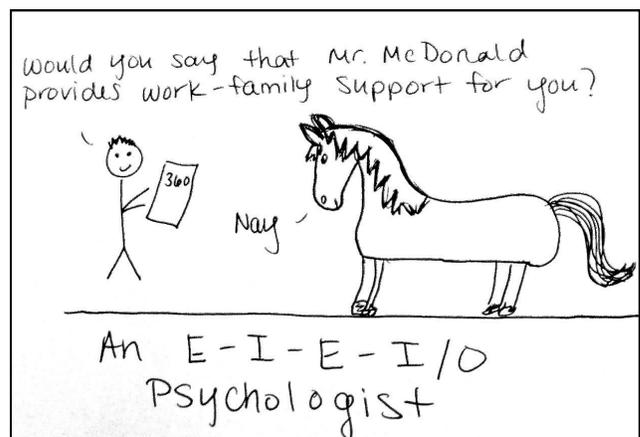
JobZology, and joins Christy Smith in working with Newmeasures, a consulting firm in Boulder, Colorado.

Many students have also pursued projects individually. Travis Drake is working on a practicum project with Mountain States Employment Council in scale development. Christy Smith also works part-time for Mountain States Employer's Council consulting with clients on employee testing in selection. Krista Hoffmeister is working on Project LeAD (Learning, Assessment, and Development) as well as the Ergonomics Climate project. Adam Vanhove is conducting a program evaluation and mental health surveillance for the Department of Defense. He will begin the development of a vocational training program for the Nebraska Department of Labor in the spring of 2013. Janet Peters just completed a small grant assessing the impact of faculty mentoring on student engagement and is involved in two other student and professional development grants. She also worked with a local mental health care provider to create an employee engagement assessment tool. Erica Ermann continues to work at Strategic Programs, an OD consulting

firm based in Denver. Diana Sanchez is working with PDRI on projects involving assessment development, test validation, training needs analyses, and building logic based reasoning tests for selection of leaders in government. While working with the University of Limerick in Ireland this summer, Victoria Mattingly will assist with a training needs analysis project with St. Gabriel's School & Centre. Casey Onder contributed career coaching content for the JobZology website and has been working at the CSU Career Center as a career counseling and mock interview intern for the past year.

We are eager to continue to pursue applied projects. Please let us know if you or your firm has a project that would benefit from the wide range of skills and resources of our graduate students. Supervision by the CSU I-O faculty ensures the quality and accuracy of our professional work. We can be contacted with any questions or comments at: [IOPAC@Lamar.colostate.edu](mailto:IOPAC@Lamar.colostate.edu)

## BARNYARD PSYCHOLOGY



## CSU at SIOP by Jaclyn Menendez

Once again, CSU faculty and graduate students will be quite active at SIOP this April! Below are some of the events in which they will be participating. Names in bold italics represent CSU faculty and graduate students; names in only italics represent CSU alumni. Presentations are ordered by presentation day and time.

### Panel Discussions

Presenter	Title	Date & Location
Steelman, L., <b><i>Cleveland, J.</i></b> , Colella, A., Williams, J., Cortina, L., Thomas, K., & Stockdale, M.	I've Got Tenure, Now What? Advancing Women Past the Midpoint	Thursday, April 11th 12:00 PM 336 AB

### Symposia

Presenters	Title	Date & Location
<b><i>Gibbons, A.</i></b> , Sackett, P., Woo, S., <b><i>Kedharnath, U.</i></b> , <b><i>Bowen, A.</i></b> ,	"Variance in Motivation to Engage in Developmental Assessment Centers," in Hoffman and Klehe (chairs), "The Topography of Performance: Maximum, Typical, and Dynamic Performance"	Friday, April 12th 1:30 PM 335 A
Hofmann, D., Johnson, S., <b><i>Hoffmeister, K.</i></b> , <b><i>Gibbons, A.</i></b> , Chen, P., Cigularov, K., Rosecrance, J.	"Transformational Leadership Impacts Safety Outcomes Through Safety Self-Efficacy and Motivation," in Krauss (chair), "Digging Deeper Into the Safety Leadership-Safety Outcome Relationship"	Friday, April 12 <sup>th</sup> 5:00 PM 336 AB
Spitzmueller, C., Wang, Z., Matthews, R., <b><i>Fisher, G.</i></b> , Perks, C., Zhang, J., & Strathearn, L.	"Got Milk: Workplace Factors Related to Breastfeeding among Nursing Mothers," in Jones and King (chairs), "Transitions to Motherhood: Workplace Experiences During Pregnancy and Postpartum"	Saturday, April 13th, 8:30AM Grand D

### Community of Interest

Presenters	Title	Date & Location
Truxillo, D. & <b><i>Fisher, G.</i></b>	The Aging Workforce	Friday, April 12th 10:30 AM 342

## Poster Presentations

Authors	Title	Date & Location
<b>Marsh, R., Drake, T.,</b> Perkins, M., & <b>Gibbons, A.</b>	Creation and Validation of a Technological Adaptation Scale	Thursday, April 11 <sup>th</sup> 10:30 PM Ballroom of the Americas
Maneotis, S. & <b>Smith, C.</b>	The Development of an Applied Measure of Psychological Capital	Saturday, April 13 <sup>th</sup> 1:00 PM Ballroom of the Americas

## Special Events

Presenters	Title	Date & Location
Lord, R., & <b>Kraiger, K.</b>	Distinguishing Scientific Contributions Award: Four Leadership Principles That Are Worth Remembering	Thursday, April 11 <sup>th</sup> 3:30 PM 343 AB
Krauss, A., Charles, K., Oswald, F., Waclawski, J., Church, A., Salas, E., Scott, J., <b>Kraiger, K.</b> , Peterson, D., Sharf, J., Zaccaro, S., & Dalal, R.	IGNITE: I-O Psychology's Influence on the World of Work	Saturday, April 13 <sup>th</sup> 10:30 AM Grand G

## Meet Our New Students

We are pleased to introduce the 2012 cohort.



The 2012 Cohort  
From left to right: Casey Onder, Diana Sanchez, Victoria Mattingly, and Steve Manning



# Practical Significance



## CSU IOPAC Students and Faculty

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