



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 2014

Greetings to Alumni By Dr. Jeanette Cleveland

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

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Greetings to alumni, current Students, and friends of the I/O Psychology Doctoral Program at CSU,

It has been a busy year with lots of exciting program news. That is why I asked IOPAC (Industrial/Organizational Psychology Association of Colorado) for the opportunity to communicate with you via the newsletter.

First and foremost, we hired a wonderful new faculty member this past fall, Dr. Gwenith Fisher from the University of Michigan Institute for Social Research. She has been an incredible addition to the program, immediately contributing as a constructive colleague, mentor to doctoral students, and an active researcher, establishing herself as the new director (beginning July 2014) to the Occupational Health Psychology training concentration – supported by the NIOSH-funded Mountains and Plains Education and Research Center (MAP ERC).

Second, we are thrilled to have Dr. Zinta Byrne returning this year from a well-earned, year long sabbatical.

Third, the I/O doctoral program has set up a Program Fund (CSU Foundation: attn-Industrial/Organizational Psychology Research - unrestricted) where both organizations and individuals, such as alumni, may donate to the program. Through this fund, IOPAC, student research (via mini-Grants), practicum experiences, and conference related travel are supported, including the professional networking that occurs at the CSU-SIOP suite. In the upcoming years, we plan for this fund to provide greater resource autonomy and variety for our students and faculty in terms of support. Currently, many of our doctoral students are funded by departmental Graduate Teaching Assistantships (GTAs). However, this spring we were able to partially support through this new fund and via MAIOP (Master of Applied I/O Psychology) two students through Graduate Student Assistantships/Graduate Research Assistantships (GSA/GRAs) to conduct research,

which supports their career success, while supporting faculty research.

Therefore, this year and moving forward, IOPAC and I/O faculty are partnering to invite you to make your donations to: “CSU Foundation: attn-I/O Psychology Research Fund”. Please indicate on your donation check that it is for **Unrestricted** use by the I/O doctoral program. As in the past, donations are tax deductible and you will receive a thank you from CSU and the I/O program. Unlike previous years, checks to support the program and the SIOP suite need to be addressed to CSU Foundation: attn-I/O Psychology Research Fund, UNRESTRICTED USE.

Fourth, with faculty support, the program has made modifications to enhance the supervision, experience, and consistency of practicum for all program doctoral students. Specifically, with a donation to the CSU Foundation: attn-I/O Psychology Research, an organization

Greetings to Alumni (Continued From Page 1)

can have 2-4 talented students work on a project for 9 months with 1-2 faculty supervisors/instructors. This year we launched a small pilot practicum, and we believe that it provided the foundation for a program wide, supervised practicum for our doctoral students. We hope to make this a continuing feature of the program. To ensure its success, I am reaching out to you as alumni, welcoming your input and assistance in helping me develop such practicum experiences for our students.

Fifth, with the assistance of our department chair (Dr. Kurt Kraiger) and the Dean of the College of Natural Sciences (Dr. Jan Nerger), the I/O program was able to renovate one of the classrooms in the Clark building to be used by the I/O program for research and practicum meetings, theses and dissertation proposal meetings, and the execution of research. The room is furnished with a large wooden conference table, nice comfortable office chairs, as well as a conference

phone and flat screen monitor for presentations. This cooperative, collaborative room has been named: CAPSO: Center for the Application of Psychological Science in Organizations. We are thrilled to have space for exclusive use by the I/O doctoral program. To truly dedicate the space, I am requesting that alumni, faculty, and former faculty, PLEASE send me pictures of yourself, either currently or when you were in the program! Or even better, send me pictures of your current students! If you have any historical group pictures of folks in the I/O Program, I welcome them as well.

Lastly, as you know, the Department of Psychology offers a fully online Master of Applied I/O Psychology (MAIOP). The MAIOP degree is thriving and provides much needed support to the Doctoral I/O program, especially in terms of opportunities for teaching for more advanced graduate I/O students. This program has already received vast recognition as a top online program in I/O Psychology, and we would like to

further its reputation by boasting a cadre of outstanding instructors with years of extensive field experience. Therefore, we welcome the participation of our esteemed alumni to teach an online course at specific intervals. If you are interested and would like more information, please feel free to email me at jnc10@me.com.

Please visit our SIOP suite in Hawaii this year....we urge your support and welcome your engagement in the I/O program. Please make checks to: CSU Foundation: attn-I/O Psychology Research, unrestricted use. If you have any question in that regard, please feel free to contact me or the IOPAC alumni coordinators, Travis Drake (travis.drake@colostate.edu) and Kyle Sandell (sandell.kyle@gmail.com).

Do enjoy the newsletter and hope to see you in Hawaii!

All the best,
Jan Cleveland,
I/O Psychology Doctoral
Program Coordinator

Editors Corner By Megan Naude and Kevin Walters

Welcome to the 2014 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.

It has been another busy year

at CSU as we welcomed Dr. Gwenith Fisher as a new Assistant Professor of I/O Psychology. Faculty and students continue to work on multiple grant projects, consulting projects, and publications.

We look forward to seeing you at SIOP in May. Please see

page 14 of the newsletter for an invitation to our SIOP suite at the Hale Koa Hotel in Honolulu. Thank you for your continued support of our program!

Best,
Megan and Kevin

Spotlight on IOPAC

By Kyla Dvorak and Jaclyn Menendez

IOPAC (Industrial-Organizational Psychology Association of Colorado) has had another busy year! IOPAC continues to be a great resource and community at CSU for active I/O graduate students. We're so happy to take this opportunity to reach out to alumni and friends of the program and update you on our experiences.

IOPAC represents a student-led effort to support I/O graduate students of all levels, and to promote the program within and outside of Colorado State University. IOPAC members meet bi-monthly 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:

We kicked off this year welcoming the newest faculty member, Dr. Gwen Fisher, as well as welcoming back Dr. Zinta Byrne from her sabbatical. With this growing group, we have many new projects and are excited to continue our tradition of collaborating with multiple faculty members.

Our annual I/O Banquet was held at The Rio in downtown Fort Collins. We were pleased to

be joined by special guest Dr. Kristie Wright, an esteemed alumna of our program. In an exciting turn of events, the Thornton Outstanding Graduate Student of the Year Award was presented to two students this year: Krista Hoffmeister and Janet Peters. The new first year cohort provided a highly entertaining video that chronicled their time here at CSU thus far (all while "forgetting" to make a first year video).

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. We're excited to welcome the new cohort this fall!

During Recruitment Weekend, we also had the opportunity to debut the first annual Peer-Nominated Award for Excellence in Service. This award honors one student who consistently demonstrates Organizational Citizenship Behaviors in the pro-

gram. We are so happy to announce Christy Smith as the inaugural recipient!

We also had the honor of welcoming many guest speakers to our program this year. Dr. Jack Singer shared his stories about what it's like to be an I/O professional. As part of an OHP Speaker Series, Dr. Autumn Krauss held a fascinating discussion about her experiences at Sentis. We also had the pleasure of learning from Dr. Lynn Shore about publishing research and working in a business school.

Finally, IOPAC can't wait to welcome all to our annual SIOIP Suite! Please see Dr. Jan Cleveland's segment for the new process we have for donations, and for more information about attendance. We hope to see you all there in beautiful Hawaii!

Serving as this year's co-presidents has made us appreciate what an amazing group of students we get to work with! IOPAC wouldn't be what it is without all the hard work that this group puts into the organization.

Best,
Jaclyn & Kyla
IOPAC Co-Presidents



Practical Significance

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If you know of someone who would like to receive this publication, please have him or her contact Javier Ospina at Javier.Ospina@colostate.edu or call 773-308-6988.

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

By Christy Smith

The online Master of Applied Industrial and Organizational Psychology (MAIOP) Program continues to grow. Led by Dr. Kurt Kraiger (Director) and Brandon Young (Program Coordinator), with support from Susheela Millipudi (Student Engagement Coordinator) and Steven Gaisford (Student Retention Coordinator) in the Online-Plus division of CSU, the program has now graduated 20 successful students. We expect to graduate five more students by the end of this summer.

Led by Christy Smith, the MAIOP instructor team for the 2013-2014 year includes doctoral students Travis Drake, Angela Martin, Tristan Nelson, Alex Rechlin, Brandon Young, and Ena Sawhney.

The MAIOP program strives to constantly enhance course content and delivery in order to offer a quality education in I/O Psychology. The efforts of Dr. Kraiger and the rest of the MAIOP team continue to pay off as enrollment is continually increasing, as is the quality of applicants for the pro-

gram. For example, the program expects to accept 15 to 20 applicants to join the Fall 2014 cohort. Additionally, current admission statistics based on our last incoming cohort (average GPA 3.5, average GRE scores in the 60-70% percentile) indicate the program is attracting high quality students and represents a competitive option for students wishing to obtain their master's degree in I/O Psychology. Overall, the program is thriving!

Business School Update By James Weston

Next fall, CSU will see a new incoming faculty member for the Management Department. The College of Business is excited to welcome Samantha Conroy MBA; she will be receiving her PhD in Human Resource Management/

Organizational Behavior from the University of Arkansas in May, and will be joining CSU in August.

Ms. Conroy holds a BS in Management from Missouri State University and received her MBA from the University of Missouri-

Kansas City in 2006. Ms. Conroy brings a plethora of applied experiences, as well as research interests in pay, work-related identities, and emotion. The entire CSU family looks forward to the valuable addition of Ms. Conroy!

Mentoring Undergrads for Graduate School Success (MUGSS) By Victoria Mattingly

"Mentoring Undergrads for Graduate School Success," or MUGSS, is a new program offering one-on-one mentoring from CSU I/O graduate students to ambitious undergrads who aspire to attend I/O (and other related) graduate programs. Just kicking off this past Fall 2013 semester, MUGSS has already connected

over a dozen undergrads to MUGSS mentors, and a number of our mentees have already been accepted to competitive graduate programs. In addition to this invaluable one-on-one support, MUGSS mentors also offer a variety of workshops which cover the basics of the graduate school application process. Open to any-

one, these workshops aim to get future and current grad school applicants on the right track to become more competitive and successful in their post-graduate endeavors. For more information about our undergrad mentoring program please check out our website (lamar.colostate.edu/~mugss/).

Faculty Updates

Dr. Zinta Byrne By Kyle Sandell

Dr. Zinta Byrne has hit the ground running after returning from sabbatical in fall of 2013. In the past year, she has traveled to London, Nice, Russia, and South Africa to give invited talks on her research on the topic of employee engagement. Speaking of research, she has been very busy publishing, with four papers and three book chapters published in the past year. She recently co-edited a newly published book, "Purpose and Meaning in the Workplace,"

with Dr. Bryan Dik and Dr. Mike Steger, two faculty members from the counseling program at CSU. In addition, she has written a book on engagement that is available starting July 17th, 2014, entitled "Understanding Employee Engagement: Theory, Research, and Practice." Dr. Byrne was also recently appointed as Associate Editor for the Journal of Managerial Psychology and is wrapping up a multiyear grant funded by the National Science Foundation. Her latest projects

include a collaboration with students and faculty from Saratov State University in Russia and putting the finishing touches her textbook due out in 2015, titled "Organizational Psychology & Behavior: An Integrated Approach." On top of all of these accomplishments, she continues to be a terrific advisor and mentor for 9 students at CSU – 8 at the graduate level and one undergraduate honors student.

Dr. Gwenith Fisher By Lauren Cotter

Dr. Gwen Fisher is thrilled to be in Fort Collins and part of the I/O program at CSU! This past fall, she taught an advanced graduate seminar on occupational health psychology (OHP) and she is looking forward to her graduate course next year on organizational research methods, as well as undergraduate courses in industrial psychology and OHP. Dr. Fisher is eagerly building interest in occupational health psychology through her new lab with twelve I/O graduate students. She also collaborated with graduate students from across disciplines including ergonomics, industrial hygiene, occupational medicine, and health physics to conduct an occupational health worksite assessment for a start-up software company in Denver. She will become

the Training Director for the graduate training concentration in occupational health psychology this July.

This past year, Dr. Fisher has presented her research at an international conference on age in the workplace in Rovereto, Italy and has recently published paper on the role of mental work demands in relation to cognitive functioning before and after retirement in the Journal of Occupational Health Psychology that has received a bit of press from CNN/Fortune, webmd.com, Reuters, and others. She has published additional papers, has a book chapter in press on consequences of working until older ages and has collaborated with Dr. Jan Cleveland on another book chapter on gender, equality,

and household division of labor.

Currently, Dr. Fisher is writing additional papers and managing the data collection for a large-scale, national validation study funded by the National Institute on Aging of brief, adaptive measures of cognitive abilities across multiple modes of data collection. She is busy submitting grant proposals to NIH/NIA, NIOSH, and the Alfred P. Sloan Foundation and is looking forward to this spring and summer, when she will present at SIOP, the Academy of Management, and the Work/Family Research Network Meeting.

Information about her OHP lab can be found at the website (lamar.colostate.edu/~ohplab/).

Faculty Updates

Dr. Jeanette Cleveland By Steve Manning

Dr. Jeanette Cleveland remained active with frequent travel and work as the program director for the I/O Doctoral Program. She is continuing in her research with colleagues from Croatia and Ireland. She was invited to travel to Croatia to the University of Zagreb to meet and work with Dr. Darja Maslic Sersic as well as give a colloquium at University of Reijka. Her colleagues in Ireland include Dr. Jean McCarthy, Dr. Noreen Heraty and Dr. Christine Cross at the University of Limerick (UL) with whom she completed a co-authored book chapter on age and

generations and a research publication in Human Resource Management Journal on older workers, generations, and work-life issues. In addition, she continues to collaborate with Dr. Michelle Hammond at UL and Dr. Alma McCarthy at National University of Ireland, Galway.

In addition to her continued work with international colleagues, Dr. Cleveland has also been busy here at CSU working closely with graduate students and the members of IOPAC. During 2013, she completed a chapter on sexual harassment with Dr. Alyssa Gibbons and

Rachel Marsh and published a review paper in Human Resource Management with Dr. Zinta Byrne and Tommy Cavanagh. Currently she is working with the newest member of the I/O faculty, Dr. Gwen Fisher, on a meta-analysis on age and work-life interface. She continues to strengthen ties between the I/O program and the business school by working with Dr. Lynn Shore, who joined the business school last year, on an invited review, as well as working with Dr. Dan Ganster and Dr. Chris Henle in the management department at CSU.

Dr. George Thornton (Emeritus Faculty) By Angela Martin

Dr. George Thornton hasn't slowed down a bit! This year Dr. Thornton has been busy, always in his office with the door open and a smile on his face. While he has been honored with many awards through his career, this year the I/O program was delighted to see him recognized in a new way! This fall the City of Fort Collins Recreation Department awarded Dr. Thornton its inaugural "Recreator of the Year". As a result,

he was on the cover of the local magazine with beaming grin and an inspiring article described his myriad accomplishments. Most recently, this past August, Dr. Thornton attempted to become the oldest person to swim the English Channel! Although he did not complete the distance, he did swim 19 miles in 62-degree water before he was forced to remove himself from the water due to risk of hypothermia. In the

Recreator article he said, "I believe that intellectual and physical challenges go together to enrich life and keep a person vibrant. My credo is: Do now what others won't, so that later you can do what others can't." He demonstrates these words better than anyone. We could not be more proud of Dr. Thornton and his positive outlook. He continues to be an invaluable, motivating, and vibrant member of our campus!

Dr. Kevin Murphy (Special Appointment Faculty) By Steve Raymer

Dr. Kevin Murphy continues to serve as a consultant to private and public-sector organizations while remaining an Affiliate Professor of Psychology at Colorado State University. He teaches graduate courses here at CSU and is involved in various training opportunities for graduate students. In his role as a consultant he regularly testifies as an expert for cases needing statistical exper-

tise. He recently served on the committee to review the scientific evidence of the polygraph, and continues to work with organizations such as the EEOC, Department of Education, the Drug Enforcement Agency, and the FBI.

This May Dr. Murphy will be involved in three events at the Society for Industrial Organizational Psychology annual conference in Hawaii.

The first event is an IGNITE session on selection titled "Important considerations throughout the selection life-cycle." The next event is part of the research methodology series in which Dr. Murphy will explore "Are interactions really worth the trouble?" Finally, the last event for Dr. Murphy is in the legal issues/employment law realm and will examine within-group variability.

Faculty Updates

Dr. Alyssa Gibbons By Casey Onder

Dr. Alyssa Gibbons has had a busy year conducting research, teaching, and administering a developmental assessment center alongside CSU alumnus Dr. Martin Lanik. She has actively engaged the I/O and business communities by sharing her expertise on assessment centers at conferences both nationally and internationally. As a keynote speaker at the International Congress on Assessment Center Methods / Assessment Centre Study Group meeting, Dr. Gibbons spoke on evidence-based assessment center practices around the world. Dr. Gibbons also shared her expertise at SIOF 2013 as part of two symposia on assessment center technology and motivation to engage in developmental assessment centers. You can catch her

at SIOF 2014 as well: she will be presenting a paper on variability of performance across AC exercises, IGNITING the room with her perspective on high potential assessment, and co-authoring two posters with her students. Dr. Gibbons recently co-authored a publication on transformational leadership and safety behaviors in *Safety Science* using data funded by the LeAD grant through Center for Construction Research and Training.

Dr. Gibbons' research on assessment centers continues to advance, increasingly addressing international and cultural issues in assessment center practice. She recently co-authored a publication on the construct validity of assessment center ratings in relationship to personality trait composites. The study, published in *International Journal of Selec-*

tion and Assessment using a Russian sample, takes a unique approach to the question of construct validity of assessment center ratings by looking beyond internal consistency of ratings to the nomological net of effective managerial performance. Additional manuscripts in progress include examinations of cultural and international factors in assessment center practice, motivation to engage in developmental assessment centers, and diversity and assessment center ratings.

Dr. Gibbons is proud to have graduated her first doctoral advisees, Dr. Adam Vanhove and Dr. Krista Hoffmeister, recently and looks forward to seeing Uma Kedharnath and Lauren Garrison graduate in 2014.

Dr. Kurt Kraiger By Victoria Mattingly

Dr. Kurt Kraiger is wrapping up his third year as Chair of the Department of Psychology at Colorado State University. He continues to teach courses at CSU and his start-up, jobZology, recently celebrated its 2nd anniversary and is adding new clients almost weekly. He has an edited handbook coming out this year, *The Wiley-Blackwell Handbook of the Psychology of Training, E-Learning, Personal Development, Appraisal and Feedback*. Over the

past year, Dr. Kraiger presented research in both Russia and Italy. He has also been travelling throughout the U.S. conducting research on his 3-year contract from ARI to identify and test effective mentoring behaviors. He will be on a series of panels, workshops, and posters on a variety of topics at this year's SIOF annual convention in Honolulu, HI this May including the panel entitled, "Best of Both Worlds: Blended Learning in Science and Practice." He also has tentative plans to return

to Russia for the third time this summer to continue the ongoing research collaboration between Department of Psychology at Saratov State University and CSU. He is proud to have graduated two students in recent years— Dr. Stefanie Putter and Dr. Natalie Wolfson. His daughter Sam is about to complete her sophomore year as a psychology major at CSU, while his son Keaton is finishing up his sophomore year of high school.

What's New With Current Graduate Students By Diana Sanchez

The program's cohorts have filled the 2013-2014 school year with many new and exciting undertakings. Some of the most outstanding accomplishments are outlined in this article.

Sixth years (2008 cohort)

Tommy Cavanagh completed his second year as a teaching fellow and has begun gathering data for his dissertation, which he will defend in early May. Please congratulate him on his new position as an Assistant Professor of Management at Dominican University of California starting August 2014. **Janet Peters** also completed her second year as a teaching fellow and will be defending her dissertation in May. She is happy to report that she accepted a position as an Assistant Professor at Washington State University (Tri-Cities) beginning fall semester of 2014. **Adam Vanhove** is continuing his work as a full-time postdoc at the University of Nebraska-Lincoln business school. **Uma Kedharnath** is continuing work on her dissertation.

Fifth years (2009 cohort)

Krista Hoffmeister has defended her dissertation on the importance of integrating safety, productivity, and quality for organizational success. She is currently looking for work doing applied research. She is also currently working as a project manager for an applied grant focused on creating a leadership development program for construction. **Tristan Nelson** is finishing up his teaching comp and gathering data for his empirical comp. He is also collaborating with Nova Southeastern

University on a project using virtual worlds to train amputees. His work as an independent contractor with La Morinda Consulting in California involves conducting detailed job analysis observations and reports that will be used in legal cases dealing with employee classification.

Emily Nowacki is finishing up her empirical comprehensive project on supervisory mentoring and employee engagement. She is working as an intern with FMI Corporation's Center for Strategic Leadership which involves supporting a variety of leadership and team development consulting engagements. **Christy Smith** has proposed her dissertation, collected all her data, and will be defending this May with an official summer graduation!

Fourth years (2010 cohort)

Angela Martin has experienced her most challenging yet rewarding year so far! She defended her Master's thesis on the Influence of Ability to Identify Criteria on Feedback Acceptance, passed the written comprehensive exam, and is currently completing her teaching comprehensive at Front Range Community College. She has begun a collaboration with Dr. Fisher on a project looking at health promotion. She is very excited to have been awarded the prestigious Teaching Fellowship for the 2014-2015 academic year. Amidst these developments, Angela also got married and feels lucky that many CSU friends were able to attend the ceremony in Portland, Oregon. On top of this she has continued to work as a project manager and assessor for

Global Assessor Pool and with Pierson Concrete to develop and improve selection methods. **Travis Drake** is currently working on his empirical comp and on a spike of excellence. He is also completing his research on a technological adaptation measure. **Rachel Marsh** has made incredible strides on her thesis having successfully proposed this spring. She is currently working on data collection and looks forward to defending her thesis. **Kyle Sandell** passed the written comp exam last semester and is currently collecting data for two empirical comp projects on the topics of leadership and employee engagement. He plans on collecting his dissertation data before the summer begins. He is also working with Dr. Fisher on a paper about sampling issues in organizational research and will be sending his thesis out for publication soon. He recently wrapped up a project along with other CSU students - a dictionary of common Organizational Psychology terms, which will be used at an annual conference at Saratov State University in Russia. He is working on a cross-cultural research project with a colleague from the University of Deusto in Spain. Working on his supervised practicum assistantship at Crocs in Niwot, Colorado, he is creating a customized employee engagement survey for use in their corporate offices as well as their retail stores nationwide.

Graduate Student Updates (Continued From Page 8)

Third years (2011 cohort)

Lauren Cotter successfully proposed her thesis and is working to complete her Master's degree by the end of the semester. She has been working with Dr. Fisher on her grant examining potential differences between phone and online cognitive assessments. She has also been working with alum Dr. Lanik for Global Assessor Pool on a wide variety of assessment center projects. **Kyla Dvorak** is developing a measure of job crafting behaviors and will then finish and defend her thesis this semester. She is excited to have joined Dr. Fisher's OHP lab. She and Dr. Fisher, along with colleagues in Michigan, have surveyed a group of nurse leaders and compiled a report on their health and well-being outcomes to develop potential interventions. In the fall semester, she developed an online course for the Organizational Psychology lab and is excited to teach the Organizational Psychology course this summer. She is also continuing her work with Dr. Lanik as a project manager for Global Assessor Pool. **Jaelyn Menendez** is defending her thesis in May, on the topic of performance feedback forms. She is also gathering ideas for her empirical comp. Jaelyn is also a project manager and leadership consultant at Global Assessor Pool, a leadership development organization and is looking forward to teaching over the summer. **Javier Ospina** is proud to be proposing his Master's thesis this semester. He is also currently involved in the leadership assessment center through Global Assessor Pool.

Second years (2012 cohort)

Steve Manning is writing his thesis proposal on disengagement and working with Pierson Concrete to develop and improve selection methods. He is also working as an assessor for Global

Assessor Pool. **Victoria Mattingly** is in her second semester of running the Kraiger Lab and has lots of projects currently underway. She successfully proposed her thesis and will be done with data collection by the end of April. She will also participate on a panel at SIOP with leading training and learning researchers discussing the topic of blended learning. She has secured a summer internship at Kronos Incorporated in Portland, OR working with their I/O Science Team on projects related to organizational development and talent management. **Casey Onder** completed her written comp last fall and is currently piloting her empirical comp on mindfulness and reactions and performance after negative performance feedback. She will be proposing in April and is analyzing data from Dr. Lanik's GAP. **Diana Sanchez** is currently finishing her Master's thesis on automated scoring of assessment center exercises. She defends her thesis this April and is beginning work on her empirical comp over the summer. She plans to begin data collection for her empirical comp in the fall. Diana is excited to have been awarded a second year as a teaching fellow for the 2014-2015 academic year. She has also been collaborating with others on their projects including work on Tristan's empirical comp regarding video game versus computer training. Diana is currently working with Dr. Kraiger on a job fit project and Dr. Byrne on a cost/benefits analysis paper. She is continuing her work with PDRI as an independent consultant doing assessment development and test validation. At SIOP this year she is presenting a poster on the frequency of behavioral occurrences in assessment center exercises and examining the infinite number of behaviors that exist in constructed re-

sponses.

First years (2013 cohort)

Samantha Stelman is working on writing her thesis proposal and preparing an IGNITE session for SIOP. **Steve Raymer** is currently collecting data for his Master's thesis, exploring the relationship between leadership and culture and the outcome that these variables play on organizational commitment. He plans to begin further research on leadership issues this summer with the United States Air Force Academy. **Megan Naude** is working on her Master's thesis proposal which will involve a construct development of underload and her first-year project conducting a meta-analysis exploring the relationship between age and work/family variables. **Kevin Walters** is currently preparing to analyze data for his first-year project, which he will be writing up for publication in the summer. Additionally, he is beginning work on his Master's thesis proposal draft after applying for a PILOT grant through the NIOSH-funded MAP ERC. **James Weston** he is working on his first year project, which is collaborating with a University in Russia (i.e., Saratov State University) on an engagement project. He is also working on a work/life balance project with Dr. Fisher and Steve Manning. He is working on his master's thesis proposal looking into engagement.

Students have been making outstanding progress. Many congratulations to all of the accomplishments and contributions that have continued to enrich the culture of I/O at CSU. Keep up the good work!

CSU at SIOP by Samantha Stelman

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 both ***bold and italics*** represent CSU graduate students, I/O faculty, and business school faculty; names in only ***bold*** represent CSU alumni. Presentations are ordered by presentation day and time.

Panel Discussions

| Presenters | Title | Date & Location |
|--|--|--------------------------------------|
| <i>Kraiger, K.</i> , McCarthy, J., Knight, P., <i>Mattingly, V.</i> , Sitzmann, T., & Brown, K. | Best of Both Worlds: Blended Learning in Science and Practice | Friday, May 16th 2:00AM Room 304A |

Poster Presentations

| Authors | Title | Date & Location |
|--|--|--|
| <i>Sanchez, D., Gibbons, A., Anthenien, A., Raymer, S., & Lanik, M.</i> | Automated Scoring in Assessment Centers: How Quantifiable is Qualitative Data? | Friday, May 16th 8:30 AM Ballroom C |
| <i>Sandell, K., Byrne, Z., & Cavanagh, T.</i> | Transformational Leadership, Engagement, and Performance: A Task-Level Perspective | Saturday, May 17th 9:00 AM Room 304A |
| <i>Dvorak, K., Menendez, J., Cotter, L., & Gibbons, A.</i> | A Preliminary Validation Study of the Professional Self-Awareness Scale | Saturday, May 17th 11:00 AM Ballroom C |
| <i>Henle, C.</i> , Dineen, B., & Duffy, M. | Deception by Job Applicants: Development of a Resume Fraud Measure | Saturday, May 17th 12:00 PM Ballroom C |

Roundtable Discussions

| Presenters | Title | Date & Location |
|--|---|--|
| <i>Fisher, G.</i> , Barber, L., & Walsh, B. | Jump Starting Your Academic Career: Tips for Success | Thursday, May 15th 12:30 PM Room 324 |

CSU at SIOP

(Continued From Page 10)

Symposia

| Contributors | Title | Date & Location |
|---|--|---|
| McCausland, T., Beier, M., Finkelstein, L., Wolfson, N. , King, E., & Kraiger, K. | Training Older Workers: Fresh Insights and Future Directions | Thursday, May 15th 9:30 AM Room 318B |
| Chung, B., Mor Barak, M., Ehrhart, K., Cleveland, J. , Randel, A., Dean, M., Shore, L. , Nishii, L. Leroy, H., Veestraeten, M., & Ferdman, B. | Moving from Diversity to Inclusion: New Directions in Inclusion Research | Thursday, May 15th 9:30 AM Room 317A |
| Kausel, E., Walters, K. , Highhouse, S., Reb, J., Stevens, C., Anderson, S., Culbertson, S., Burnett, M., Dragoni, L., Jackson, A., Leiva, P., Luan, S., & Weyhrauch, W. | Decision-Making Processes, Biases, and Heuristics across the Employment Life Cycle | Thursday, May 15th 11:00 AM Room 304B |
| Gutierrez, S., Dainis, A., Lin, Y., Grelle, D., Boyce, A., Mead, A., Conway, J., Gibby, R., Schwall, A., Ducey, A., Drake, T. , Makransky, G., & Pusilo, C. | Practical Considerations for Developing and Maintaining Computer Adaptive Testing Programs | Thursday, May 15th 12:30 PM Room 316C |
| Griffeth, R., Tenbrink, A., Smith-Jentsch, K., Weise, C., Tindall, M., Wang, W., Gibbons, A. , Eun Woo, S., Martelli, T., Kennedy, C., Hoffman, B., Monahan, E., & Rowe, C. | Why Assessment Center Exercises Elicit Variable Performance: Unpacking Differences | Thursday, May 15th 2:00 PM Room 309 |
| Fisher, G. , Tetrick, L., Cleveland, J. , Banks, C., Chen, L., Cheung, J., Dong, Y., McFadden, A., Woon Lee, H., Shi, J., Sinclair, R., Wang, M., Wee, S., Zacher, H., & Zhan, Y. | Working Longer: The Changing Nature of the Retirement Landscape | Friday, May 16th 9:00 AM Room 317B |
| Walzer, A., McCance, A., Ducey, A., Sinnett, S., Sacco, J., Loo, K., Alvarado, M., Biga, A., Fleisher, M., Reeder, M., Martin, M., Gibby, R., Roberts, S., Malm, T., Drake, T. , & Dullaghan, R. | Pivot Tables to P-Values: Creating an Internal HR Analytics Function | Friday, May 16th 11:00 AM Room 306B |
| Hoffman, B., Monahan, E., Hetrick, A., Campbell, W.K., Foster, M., LoPilato, A., Gentile, B., Cushenbery, L., Naude, M. , Stelman, S. , Parker, M., Slezak, T., Hunter, S., Oc, B., Bashshur, M., Greguras, G., Ramakrishnan, M., & Daniels, M. | The Narcissistic Leadership Paradox: Causes, Consequences, and Responses | Saturday, May 17th 9:00 AM Room 304A |
| Lord, R., Gabriel, A., Schaubroeck, J., Dinh, J., Pollock, J., Leavitt, K., Yang, L., Bauer, J., Groer, M., Johnson, R., Salomon, K., Rosen, C., Ganster, D. , Diefendorff, J., Seaton, G., & Sloan, M. | Let's Get Physiological: Incorporating Physiological Assessments in Well-Being Research | Saturday, May 17th 11:00 AM Room 306A |
| Fisher, G. , Truxillo, D., Finkelstein, L., Voyles, E., Marchiondo, L., Williams, L., Cheung, J., Sinclair, R., Nadler, J., Morr, R., Cadiz, D., & Gonzales, E. | Uncovering Ageism Climate: Implicit and Explicit Discrimination | Saturday, May 17th 2:00 PM Room 317A |

CSU at SIOP (Continued From Page 11)

Alternative Sessions

| Presenters | Title | Date & Location |
|---|--|--|
| Johnson, G., Gervais, R., Stevenson, H., Atewologun, D., Hickman, I., & Kraiger, K. | Building a Volunteer Leadership Pipeline for I/O Psychologists | Friday, May 16th 7:30 AM Room 323C |
| Adler, S., Jacobs, R., Conte, J., Ginther, N., Gibbons, A. , Kinney, T., Lemelle, C., Schwall, A., Silzer, R., & Warrenfeltz, R. | IGNITE and Discuss: Perspectives on High Potential | Friday, May 16th 2:00 PM Theatre 310 |
| Cushenbery, L., Stelman, S. , Hetrick, A., Fairchild, J., Dahling, J., Mitchell, M., Gutworth, M., & Hunter, S. | IGNITE Lightning Round: Mentoring Undergraduate Students in I/O Psychology | Saturday, May 17th 1:00 PM Room 323A |

Debates

| Debaters | Title | Date & Location |
|--|---|---|
| Murphy, K., Cleveland, J., & Russell, C. | Are Interactions Really Worth the Trouble? | Friday, May 16th 11:00 AM Room 311 |
| Aguinis, H., Bradley, K., Rogers Brodersen, A. , Church, A., Fried, Y., Hanges, P., Hebl, M., Klimoski, R., McPhail, M. , & Ragins, B.R. | I/O Psychologists in Business Schools: Brain Drain or Eye Opener? | Friday, May 16th 12:30 PM Theatre 310 |

Meet Our New Students



The 2013 Cohort

From left to right: Kevin Walters, Samantha Stelman, Steve Raymer, Megan Naude, & James Weston



Practical Significance



CSU IOPAC Students, Faculty, and Friends

Front row: Krista Hoffmeister, George Thornton, Angela Bowen, Christy Smith, Jack Hautaluoma, Kevin Murphy

Second Row: Diana Sanchez, Jaclyn Menendez, Kyla Dvorak, Rachel Marsh, Jeanette Cleveland

Third Row: Alyssa Gibbons, Gwen Fisher, Kevin Walters, Steve Manning, Lauren Cotter, Janet Peters, Emily Nowacki, Megan Naude, Lisa Finkelstein, Kurt Kraiger

Back Row: Zinta Byrne, Casey Onder, James Weston, Steve Raymer, Javier Ospina, Tommy Cavanaugh, Kyle Sandell, Tristan Nelson, Alex Rechlin, Samantha Stelman

Colorado State University

Annual Suite

in Honolulu, Hawaii



please join us on

Thursday, May 15, 2014

8pm - 11:30pm

at the

Hale Koa Hotel

Laulima Room

2055 Kalia Road