



# Practical Significance

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



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

SPRING 2015

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**Colorado State University**  
**Fort Collins, CO**

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## Greetings to Alumni By Dr. Jeanette Cleveland

Greetings to Alumni, Current Students, and Friends of the IO Psychology Doctoral Program at CSU.

It has been a busy 2014-2015 with lots of exciting program news. That is why I asked IOPAC (Industrial and Organizational Psychological Association of Colorado) for the opportunity to communicate with you via the newsletter.

First and foremost, we hired a wonderful new faculty member who will join us fall, 2015, Dr. Tori Crain from Portland State University. She will be a wonderful addition both to the IO Psychology program as well as strengthening the Occupational Health Psychology concentration. Dr Crain's research area within OHP focuses upon work, family and sleep. She is an active researcher, a fine instructor and will immediately contribute to the program as a mentor to students.

Second, Dr. Kurt Kraiger will be returning to the IO Psychology program fulltime as faculty in the Fall, 2015 as well. For nearly 4 years, he has been the Psychology Department Chair....please welcome Kurt back into the doctoral program. We are thrilled that he will continue to teach doctoral courses, mentor doctoral students and continue research and consulting.

Third, the 2014-1015 IO doctoral practicum has already had 2-3 modest projects and is set to enter at least 2 more contracts in the next few weeks. With enhanced faculty supervision, experience, and consistency for all program doctoral students, post-Masters' students work on a project with an organization. Specifically, with a donation to the CSU Foundation: Attn-IO Psychology Research (Unrestricted Use), 2-4 talented students work on an organizational project for a specified timeframe. We believe that these are valuable experiences for students and provide the foundation

for 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.

Finally, and importantly, IOPAC and IO faculty are partnering to invite you to make your donations to support the SIOP suite and program activities to: "CSU Foundation: Attn -IO Psychology Research Fund". Please indicate on your donation check that it is for **Unrestricted** use by the IO doctoral program. As in the past, donations are tax deductible and you will receive a thank you from CSU and the program. Unlike previous years, checks to support the program and the SIOP suite need to be addressed to CSU Foundation: Attn- IO Psychology Research Fund, UNRESRICTED USE.

# Greetings to Alumni (Continued From Page 1)

Please visit our SIOP suite in Philadelphia this year....we urge your support and welcome your engagement in the IO program. If you have any question in that regard, please feel free to contact me or the IOPAC alumni coordinators, Lauren Cotter (Lauren.cotter@colostate.edu) and Javier Ospina (Javier.ospina@colostate.edu).

Do enjoy the newsletter and SIOP!

All the best,

Jan Cleveland,  
IO Psychology Doctoral  
Program Coordinator

PS. We have a wonderful IO Psychology Research-Practicum room where we place pictures of alum, current students, award recipients and program supporters!

PLEASE send me pictures of yourself, either currently or when you were in the program! If you have any historical group pictures of folks in the IO Program, I welcome them as well.

## Editors Corner By Megan Naude and Madison Hanscom

Welcome to the 2015 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, and we are especially excited to welcome Dr. Tori Crain as a new Assistant Professor next fall. Faculty and students continue to work on multiple grant projects, consulting projects, and publications.

We look forward to seeing you at SIOP in April. Please see page 15 of the newsletter for an invitation to our SIOP suite at Molly Malloy's in Philadelphia. Thank you for your continued support of our program!

Best,  
Megan and Madison

## Alumni Updates By Jaclyn Menendez

**Dr. Uma Kedharnath** is currently teaching Human Resources at UC Denver and recently accepted a position as Assistant Professor of Management at the University of Wisconsin-Whitewater. She begins her new job this fall and is trying to soak up all of the amazing food and hikes in Colorado while she still can!

**Dr. Tommy Cavanagh** is enjoying his new position as Assistant Professor of Management at Dominican University of California, located just north of San Francisco. His courses cover such topics as leadership, change management, and business communication. He continues to

do research on both older workers and online assessment, and is beginning a new research program on leadership. In his free time, he enjoys hiking, skiing, and spending time at bay area breweries.

Since graduating from the I/O program, **Dr. Christy Smith** accepted an adjunct teaching position with the College of Business at CSU. She also continues to serve as an instructor and instructor team lead for MA-IOP. In addition, she is working part-time with Pinsight, a company specializing in leadership simulations. In her role at Pinsight, she oversees the performance management of all the con-

tract employees and also oversees most of the R & D initiatives. On a more personal note, she is getting married in September!

**Dr. Janet Peters** is in the middle of her first year as an assistant professor at Washington State University – Tri Cities. She is teaching courses on organizational psychology, statistics, research methods, and introductory psychology. She has posters accepted at SIOP, WPA, and APA this year. She also received the Early Career Psychologist Professional Development travel grant! She is looking forward to being an avid teaching fellow for the 2015-2016 academic year.

# Spotlight on IOPAC

By Steve Manning and Casey Onder

IOPAC (Industrial-Organizational Psychology Association of Colorado) has been busy as ever this year and is happy to reach out to alumni and friends of the program to update you on our accomplishments over the past year. IOPAC strives to continually promote the program within and outside Colorado State University and support I-O graduate students at all levels. This year we have allocated time in particular to review our goals, highlight and collaborate on research, and recognize student accomplishments. Our events over the last year include:

The annual banquet was held at Gravity 1020 in the Fort Collins Brewery. Faculty and students enjoyed an evening with guests and friends of the program. The Thornton Outstanding Graduate Student of the Year Award was presented to Kyle Sandell. We were also thrilled to see Megan Naude awarded with the I-O Program's Fall Small Research Grant to fund her proposed project on role underload. The first year cohort entertained our guests with an exciting live

game show, engaging cohorts and faculty in a friendly competition.

Recruitment weekend was a resounding success. The visiting recruits had the opportunity to experience a panel with I/O faculty, meet with colleagues in the business school and psychology department, participate in weekly I/O Seminar, tour New Belgium brewery, and socialize with graduate students. It will be our pleasure to welcome a new cohort this fall.

Kyla Dvorak was recognized as a graduate student who has consistently demonstrated organizational citizenship behaviors in the program with our Peer-Nominated Award for Excellence in Service. In addition, Angela Martin, Jaclyn Menendez, and Steve Manning were recognized as recipients of the I-O Program's Spring Small Research Award.

This year we also had the honor of welcoming many guest speakers to our program. Dr. Leslie Hammer presented on her large-scale, programmatic line of work on work-family balance. Dr. Alyssa McGonagle presented research results of her impactful

intervention for workers with chronic illness and pain. Dr. Jose Cortina presented an insightful commentary on the state of publishing research in I-O psychology. Additionally, Dr. Rose Hanson joined our student seminar to discuss the state of performance management in organizations, drawing from her research and applied work on this topic.

As always IOPAC is delighted to welcome you all to our annual SIOP Suite! We hope to see you in historic Philadelphia. Please refer to the invitation in this newsletter for additional details.

We are thrilled to serve our program and our students and to foster connections between our program, alumni, and the larger IO community. With the hard work and dedication of our student members, we know IOPAC will continue to provide resources and enjoyable experiences for all.

~Steve & Casey  
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  
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# Master of Applied Industrial/Organizational Psychology (MAIOP) Program Update

By Colin Willis

The Masters in Applied Industrial/Organizational Psychology (MAIOP) program continues to be a success. The program teaches students how to study employee behavior in organizations to design the best ways improve performance and productivity in the organization. Enrollment levels in the program have stayed consistent since 2012. Fourteen new students enrolled this fall, bringing the total student population to 44, which is consistent with the past

three years of enrollment data. A recent MAIOP graduate was recently hired to a full-time position at jobZology in Fort Collins.

The MAIOP program provides a number of funding opportunities for our students. Three to four advanced students in the PhD program receive funding by teaching classes each semester. Students are also able to acquire summer funding through the program. Working with a faculty members, a student can be funded to design or update course content over the

summer. The program also supports the faculty. The program funds half of one I/O position and much of the initial funding for our new faculty member, Tori Crain. The revenue accrued from MAIOP also provides research and travel funding for faculty and students. Please see the below link to the program's homepage.

<http://www.online.colostate.edu/degrees/io-psychology/>

## Business School Faculty Spotlight By Dorey Chaffee

Each year the relationship between the I/O program and the business school continues to grow, and 2014 was no exception! Although there continues to be many fruitful and ongoing collaborations with our business colleagues, this year Dr. Chris Henle and Dr. M. Travis Maynard have been selected for our business faculty spotlight to provide an opportunity to recognize the work of our business colleagues and highlight recent collaborations.

**Chris Henle** is a Colorado State University alumna, graduating with a PhD in Industrial/Organizational Psychology, and currently holds an associate professor of Human Resource Management and Organizational Behavior position here at CSU. Her

research focus is on counterproductive work behaviors and employment discrimination. Dr. Henle has had a busy year conducting research, and her current projects include multiple studies on the antecedents and outcomes of resume fraud. Dr. Henle continues to strengthen our ties between the I/O program and the business school, working with Gwen Fisher and Victoria Mattingly on research exploring caregiver discrimination, Uma Kedharnath on how employee attributions for abusive supervision impact their responses to it, Megan Naude on a book chapter looking at the relationship between organizational justice and counterproductive work behaviors, and Alyssa Gibbons and Tristan Nelson on a study looking at the effectiveness of family-friendly benefits.

**M. Travis Maynard** received his PhD in Organizational Behavior from the University of Connecticut and is an active associate professor of Organizational Behavior here at CSU, with focal research interests on organizational team effectiveness. Dr. Maynard's current projects include coaching and training interventions within healthcare and projects with NASA on team adaption and resilience, and he has starting to gather studies for a meta-analysis involving virtual teams and team adaptation. Over the years Dr. Maynard has collaborated with many I/O psychology students and has served on thesis and dissertation committees. Currently, he is working with Diana Sanchez on a virtual team project.

# Faculty Updates

## We Would like to Welcome: Dr. Tori Crain By Angela Martin

We are pleased to announce the hiring of Dr. Tori Crain to the position of Assistant Professor of I/O Psychology!

Dr. Crain recently defended her dissertation looking at the associations between work, family, and sleep. She is interested in researching the positive and negative aspects of the work-family interface, with a particular focus on sleep as an important health outcome. She has training in I/O, OHP, and sleep science disciplines, allowing her to explore a gap in our understanding of the link between the work-family interface and sleep. She will be working closely with Dr. Gwen Fisher in the Occupational Health Training Program and is looking forward to becoming part of the CSU family.

Dr. Crain worked under Dr.

Leslie Hammer at Portland State University, focusing on Occupational Health Psychology. Dr. Crain most recently worked as a Project Manager for a Safety and Health Improvement Project, a NIOSH funded research collaboration that is part of the Oregon Healthy Workforce Center. For the past several years Dr. Crain has been active in the Center for Work-Family, Stress, Safety and Health at Portland State University and has published on the associations among work-family conflict, family-supportive supervisor behaviors and self-report and objective sleep outcomes. Previously, Dr. Crain has also interned with the School of Public Health at the University of Washington and worked at the Sleep and Performance Research Center at Washington State

University. Originally from Spokane, Dr. Crain completed her undergraduate studies at Whitworth University in Spokane, WA.

This fall she will be teaching a course in undergraduate research methods, which she has previous experience teaching.

You can meet Dr. Crain at SIOP where she will be talking about daily associations between work-family experiences and sleep. She is also looking forward to attending our CSU Suite, find details on page 15.

On a personal note, Dr. Crain enjoys hanging out with her partner and their yellow lab, Jasper. Her hobbies include cooking, playing soccer, and spending time outdoors.

We can't wait for Dr. Crain to join us as a teacher, advisor, and colleague!

## Dr. Zinta Byrne By James Weston

Dr. Zinta Byrne has seen a busy year in terms of new developments. She was named an associate editor of the Journal of Managerial Psychology this past spring, and has been working through several textbook contracts as well. In 2014 she completed a book on employee engagement, and more recently her organizational psychology textbook just went to press.

Zinta has continued Colorado State University's relationship with Saratov University in Russia, and has been actively pursuing research with her Russian colleagues. Additionally, Zinta has been actively working on and writing grants on organizational change with both the electrical computing engineering department and the mechanical engineering department. She had

a productive year developing her students and achieving milestones with them; Janet Peters and Christy Smith graduated with their doctorates, Emily Liversi and Kyle Sandell both proposed their dissertations, Kyla Dvorak defended her master's thesis, and Steve Manning, James Weston, and Sam Stelman all proposed their theses.

# Faculty Updates

## Dr. Jeanette Cleveland By Lauren Cotter

Dr. Jeanette Cleveland remains active continuing in her role as program director for the I/O Doctoral Program. She represents the program at the department level Executive Committee. In addition, she continues to supervise a growing network of practicum projects especially from referrals from our well-networked graduates! Jan wants to thank all those who have directed such projects and experiences her way for student education and development.

Dr. Cleveland continues to publish and present conference papers with her CSU colleagues. She has 2 chapters in progress with 3 students: Madison Hanscom, Jaclyn Menendez, and Lauren Cotter, on age and gender issues in recruitment, selection and retention, and a 3rd chapter with

both Dr. Fisher and Kevin Walters on positive psychology and age in organizations. Finally, along with Dr. Lynn Shore and student Diana Sanchez, Dr. Cleveland is finishing up a revision of a diversity and inclusion paper.

Dr. Cleveland chaired 4 very successful Master's theses committees and defenses in 2014: Steve Raymer, Jaclyn Menendez, Lauren Cotter, and Javier Ospina....Well done all! In addition, she traveled to Ireland in September to serve as a committee member for an Irish dissertation defense at the National U. of Galway. She presented a paper coauthored with Dr. Gwen Fisher and a former Penn State student/colleague at the Irish Academy of Management Conference in September of 2014. Not only has Dr. Cleveland continued her collaborations with colleagues at the U of

Limerick (Jean McCarthy, Noreen Heraty and Christine Cross) but she has been invited to present at the 2015 Irish Academy of Management conference in the preconference doctoral consortium, where she will also be presenting at least 1-2 papers. She will be traveling to Italy in July (as a trailing spouse) with husband, Dr. Kevin Murphy, who will be presenting a paper at the 14th European Congress of Psychology in Milan. She is also looking forward to 2 trips to Ireland this fall to attend IAM and a small conference on older workers.

Finally, Dr. Cleveland is closer to finalizing study abroad opportunities for CSU undergrad students with a concentration in I/O psychology to attend U. of Limerick, Ireland for a semester. She is very excited for CSU undergrads to have international experiences.

## Dr. Alyssa Gibbons By Kyla Dvorak

Looking over the past academic year, Dr. Gibbons is especially proud to have graduated three doctoral students – Lauren Garrison (working with Slalom Consulting), Krista Hoffmeister (working at Sennis), and Uma Kedharnath (who recently accepted a teaching position in the Management Department at the University of Wisconsin-Whitewater). Moving into 2015, Dr. Gibbons is transitioning into a teaching-focused role at CSU. She is excited to continue teaching graduate courses and undergraduate classes for the I/O concentration and

to take on more responsibilities in the general psychology curriculum. In addition, she is teaching online classes as part of CSU's online degree completion program.

Dr. Gibbons also continues to be actively involved in research. As one of her primary areas of study, assessment centers remain a focus. Dr. Gibbons presented some of her work with alum, Dr. Martin Lanik, at the Assessment Center Congress in Virginia last November. She also collaborated with Dr. Gwen Fisher on a paper regarding the use of single-item measures, currently in

press at the Journal of Occupational Health Psychology, which may be of interest to several of our alumni. Dr. Gibbons also continues to consult on safety culture and hopes to publish some of this work in the upcoming year.

Aside from her roles at CSU, Dr. Gibbons loves spending time with her husband and two daughters, who are now 4 and 6 years old, even though it means adding "taxi driver" to her long list of roles as she shuttles the girls to their ballet and music classes.

# Faculty Updates

## Dr. Gwen Fisher By Kevin Walters

Dr. Gwen Fisher is nearing completion of her second year as an assistant professor at CSU and has many exciting projects, developments, and accomplishments to share from the past year.

Gwen recently became the Director of the Graduate Training Program in Occupational Health Psychology (OHP) which is part of the Mountains and Plains Education and Research Center (MAP ERC). The ERC recently submitted a competing renewal proposal for five more years of funding. Gwen looks forward to hearing the results of the proposal given an exciting uptick in OHP activity. In the classroom, Gwen has continued to teach several courses, including an undergraduate Industrial Psychology Lecture/Lab course this spring. Additionally, Gwen has developed new courses including a graduate-level Organizational Research

Methods course and a course for the MAP ERC.

Gwen's research program continues to develop as she establishes a presence at CSU and works with a number of students on various research projects. Her interests are in occupational health psychology, primarily related to aging workforce and work-family issues as well as scale development and other aspects of research methods. Her work on the aging workforce includes a recent paper in *Journal of Applied Psychology* about work ability, funding from the Sloan foundation to examine antecedents of work ability and retirement, and a chapter on early unplanned retirement. Gwen is also involved in a meta-analysis on age and work-family issues and is currently developing a grant proposal to look at cognitive functioning, job demands, and the development of an

intervention to improve individual and organizational outcomes. On the topic of work-family issues, Gwen is currently involved in a project investigating parental leave and return-to-work. In order to investigate these topics, Gwen and her team are undergoing data collection at CSU with university employees. Finally, Gwen is involved in a number of projects on the topics of scale development and general research design issues.

Gwen enjoys spending time with her husband, Pierre, and their two children Alex (6) and Adam (3). Gwen spends her time trying to keep up with them in daily activities and on the ski slopes, which she and her family enjoy in their free time. Even when she is not chasing after the kids, Gwen enjoys running as a hobby—she completed the Colorado Half-Marathon last May.

## Dr. Kurt Kraiger By Alyssa Marshall

Once again, Dr. Kurt Kraiger has had a busy year at CSU! Kurt is currently finishing his fourth and final year as the Chair of the Psychology Department. As an advisor, Kurt has graduated two doctoral students in the past year (Natalie Wolfson and Tommy Cavanagh), and he plans to graduate three or four more this year! Kurt was also excited to take on two new students as advisees this year, Alyssa Marshall and Colin Willis. Kurt has also had a very productive year in terms of research. He is currently working with Dr. Lisa Finkelstein to finish work on their three-year research contract to explore mentor behavior for the Army

Research Institute. Kurt has enjoyed investigating such an interesting topic, and he appreciates the chance to visit Lisa!

Kurt also continues to spend time with jobZology, a Fort Collins start-up that he co-founded 3 years ago. jobZology recently received a third round of angel investments and is actively expanded its client list not only outside of Fort Collins, but outside the State of Colorado. Kurt's research has also taken him abroad recently. Last year he gave an invited address at Saratov State University in Saratov, Russia. Kurt's colleagues in Russia were very hospitable, throwing him a 12-hour long birthday celebra-

tion during his visit! Unfortunately, tense foreign relations have prevented Kurt from visiting again this year.

On a personal note, Kurt has enjoyed spending time with his children this year. Kurt's daughter Sam is finishing her junior year as a Psychology major here at Colorado State University. His son Keaton is a junior in high school in San Jose. Kurt also spent some time revamping his home this year. He is very much enjoying the addition of a deck and a hot tub. In the past year, Kurt has also managed to lose 10 pounds (and gain five back!) and watch every episode of Mad Men.

# Faculty Updates

## Dr. George Thornton (Emeritus Faculty) By Victoria Mattingly

It's been another productive and travel-rich year for our favorite professor emeritus, George Thornton III. Keeping up with the latest trends in assessment center research and policy, George has been busy revising a number of books, chapters, and articles. The second edition of George's book with co-author Deborah Rupp, *Assessment Center Perspectives for Talent Management Strategies*, hit the presses in December 2014 adding a third co-author, Brian Hoffman. George is now in the process of updating his book chapter, "Selecting Leaders, Executives and High Potentials," for the *Handbook of Employee Selection*, in addition to revising his book with CSU alum Rose Mueller-Hanson, *Developing Organizational Simula-*

*tions: A Guide for Practitioners and Students.*

As for his travel endeavors, George made his fourth trip to Korea last May to conduct a two-day workshop on assessment centers. He and his wife, Louise, were able to make the best out of the long journey to Korea by taking a mini-vacation on JeJu Island, otherwise known as "poor man's Hawaii." Upcoming travel includes the SIOP convention in Philadelphia this May (where George will be serving on a panel titled: "Assessment Center Redux: There's No 'One Best Way'"), followed by a trip to visit his son outside of Washington D.C. before then heading over to Istanbul to serve as the keynote speaker in which George will discuss the work he has done with Turkey to help them revise their national assess-

ment center guidelines (George has done similar policy work in other countries including Indonesia, Germany and England). Not all of George and Louise's travel endeavors are coupled with work, though. They make it a point to take their yearly "grandchild trip," during which they take one of their ten grandchildren on a personalized vacation. Last year it was Italy, and this upcoming year they will be exploring the jungle in Costa Rica. George has also been keeping active here in Fort Collins by helping build and tear down sets for his wife's theatrical endeavors. And as if that weren't enough physical activity, George has also been training for a short triathlon he plans to complete in May 2015.

## Dr. Kevin Murphy (Special Appointment Faculty) By Kyle Sandell

Dr. Kevin Murphy has enjoyed a productive year this year at CSU. He is currently making steady progress on his co-authored book on the topic of measurement error, which should be finished by the year's end. He is also authoring two invited papers for upcoming issues of the *Journal of Applied Psychology*. The first article, on the topic of performance management, is meant for the journal's centennial issue. The second article is a retrospective account of the journal's developments during his time as JAP editor.

Kevin will be finishing his term as editor for SIOP's journal, *Industrial and Organizational Psychology: Perspectives on Science and Practice*. He will be actively involved at this year's SIOP conference in Philadelphia, participating in a debate on the topic of performance appraisal, presenting an IGNITE talk on methodological issues in evaluating adverse impact, and taking a discussant role on a panel detailing the issues of data aggregation for litigation work. Kevin also serves as a member of a SIOP task force created to better understand data aggregation issues in litigation work. This research is highly relevant to his role as an ex-

ternal litigation consultant for Berkeley Research Group.

On the teaching front, Kevin is active in the CSU psychology and business departments at both the undergrad and post-grad levels. He is currently teaching an undergraduate course on research methods and regression analysis in the psychology department as well as a course on human resource management for the CSU MBA program.

In non-work news, Kevin is eagerly awaiting the return of warm weather to Colorado so he can get back to cycling.

# What's New With Current Graduate Students

By Diana Sanchez

The students would like to share a selection of updates on some of their most exciting projects and outstanding accomplishments for the 2014-2015 school year.

## Sixth years (2009 cohort)

**Tristan Nelson** is currently working on his dissertation. **Emily Nowacki** is also currently working on her dissertation.

## Fifth years (2010 cohort)

**Angela Martin** completed her written and teaching comprehensive projects and is looking forward to completing her empirical comprehensive project soon. She has also begun working on her dissertation on the topic of goal setting. She is excited to be a Teaching Fellow for her 2nd semester. Upon graduation in the spring of 2016, she hopes to pursue an academic career with an emphasis on teaching. In addition to this, Angela has been working on a research project with Campus Recreation to evaluate their Ram Recharge 10 week Fitness Challenge. **Travis Drake** proposed his comprehensive exams last semester and is currently working on finishing his empirical comprehensive project. Travis and his wife also recently had a baby and he wanted everyone to know, "It went ok." **Kyle Sandell** recently completed his two empirical comprehensive projects, one on transformational leadership and the other on authentic leadership. He proposed his dissertation on March 11th, which is investigating the antecedents and outcomes of a climate

for fun in retail store settings. He plans to defend in May, graduating soon after. He is currently searching for applied jobs. Kyle also had a 3-month internship at the Center for Strategic Leadership at FMI over the summer. In addition to this he finished a year-and-a-half long employee engagement survey project with Crocs by presenting the findings to senior leadership and HR in November. He received the Thornton Award for outstanding graduate student of the year in the CSU I/O program at the November program banquet.

## Fourth years (2011 cohort)

**Lauren Cotter** successfully defended her master's thesis and passed the written comprehensive exam. She is also continuing to enjoy a variety of applied projects. **Kyla Dvorak** successfully passed her written comprehensive exam and is currently in the process of collecting data for her empirical comprehensive project, which is continuing her previous research on job crafting and meaningfulness of work. Additionally, she is involved in a few research projects looking at employee engagement and organizational injustice. Kyla also worked as a job analyst for Berkley Research Group last semester. She is continuing periodic work as an assessor for Pinsight and has also been working with a Research Team with FMI and will be doing an internship with them this summer in Denver. **Jaclyn Menendez** completed her written comprehensive exam and is currently planning her

empirical comprehensive proposal. She is also researching the recruitment and disclosure status of applicants with disabilities. In addition to this she is working on a NSF grant regarding gender gaps in STEM careers. She is also composing a chapter on gender with Dr. Cleveland. In addition to this, she is working as a job analyst for Berkeley Research Group and as an assessor for a leadership development company called Pinsight. **Javier Ospina** defended his thesis last summer that looked at how economic factors can influence the formation of ageism toward older workers. He is currently working on finishing his empirical comprehensive project to develop and validate a scale of ageism toward older workers.

## Third years (2012 cohort)

**Steve Manning** proposed his thesis last semester and is collecting data and plans to defend this semester. In addition to this, he is wrapping up a coding project with Megan for her meta-analysis project and continuing to work on the POSWLB project with Dr. Fisher and James. **Victoria Mattingly** is in her second year of running the Kraiger Lab, and is currently preparing to defend her thesis this semester. She also just finished a book chapter with Dr. Kraiger on the cognitive-neural underpinnings of training, and is working on a number of OHP research projects with Dr. Fisher. On Octo-

# Graduate Student Updates (Continued From Page 9)

ber 27th, 2014 she gave birth to Everett James Mattingly. **Casey Onder** finished collecting data for her empirical comprehensive project in the fall and is currently working on a full-time internship at Procter & Gamble that runs through the summer. In addition to this she is wrapping up a competency-modeling project that was part of her comprehensive projects. **Diana Sanchez** defended her thesis over the summer and is proposing her empirical comprehensive project and will begin data collection this semester. She is continuing to instruct PSY100 and PSY210 as part of her teaching fellowship and began working as an adjunct instructor for the business school last semester teaching Human Resources and Organizational Behavior. She has continued to collaborate with other faculty and students including several conference submissions, developing a mindfulness at work measure, a chapter on diversity and inclusion with Dr. Cleveland and Dr. Shore, a paper on virtual teams with Dr. Maynard, a mindfulness survey with Dr. Stallones and a project on job fit with Dr. Kraiger. In addition to this she has been running an undergraduate research lab since last spring and has continued her work as an independent consultant with PDRI and other organizations. At SIOP this year she is presenting a paper with Dr. Maynard on virtual teams. She plans to take her written comprehensive exam this year and is completing her teaching comprehensive project this semester.

## Second years (2013 cohort)

**Samantha Stelman** is currently working on her thesis on engagement in teams and is working as a research assistant in the management department. **Megan Naudé** proposed her thesis last semester and will be defending in April. She is also working on a meta-analysis examining the relationship between age and work/family variables and will be presenting the results of this study at SIOP this year. Megan is also part of an interdisciplinary group project evaluating safety culture at the National Renewable Energy Laboratory in Golden. **Kevin Walters** proposed his thesis last semester and has his data collection for the project underway. He is also working on a scale development study of Perceived Occupational Stigma with Lauren Menger in Social Psychology and Dr. Fisher. In addition to this he is working on a book chapter on Positive Aging at Work with Dr. Cleveland and Dr. Fisher. He is also working with an Occupational Medicine Doctor in Denver to write another journal submission with the data that was gathered for his first-year project. He is also doing an interdisciplinary group mini-project on occupational health, safety, and well being with an aluminum manufacturing company as part of a class he is taking for the OHP training program within the MAP ERC. **James Weston** proposed his thesis last semester, is currently working on data collection and plans to defend this May. He is also starting data collection on a study with Saratov State University, continuing work on POSWLB paper, which will hopefully be submitted for publication this semester.

## First years (2014 cohort)

**Dorey Chaffee** has recently completed a book chapter on early and unplanned retirement with Dr. Fisher and Dr. Sonnega and currently is working with Dr. Fisher on a retirement timing review article for Work, Aging and Retirement. **Madison Hanscom** is currently working on a book chapter with Dr. Cleveland while making progress on her first year project. In addition to this, she is working on an interdisciplinary group mini-project on occupational health, safety, and well being with a furniture restoration company (G. Michaels Restoration and Woodcraft) as part of a class she is taking for the OHP training program within the MAP ERC. **Alyssa Marshall** is working on her first year project. This includes using archival data from a formal mentoring program to look at personality match and satisfaction with a mentoring relationship. **Colin Willis** is currently working on his first year project: assessing the performance of older adults on an excel training course after a stereotype threat. He is also collecting information on the participant's self-efficacy and meta-stereotypes.

Many congratulations to all of the progress and accomplishments listed above. The CSU graduate students have been working hard to uphold the outstanding reputation of all cohorts that have come before them. Keep up the great work!

# CSU at SIOP

by Samantha Stelman

Once again, CSU faculty and graduate students will have a strong presence at SIOP this April. Below are a list of the events in which everyone will be participating. Names in bold and italics represent current CSU faculty and graduate students. Presentations are ordered by presentation date and time.

## Debates

Presenters	Title	Date & Location
Pulakos, E., <b>Murphy, K.</b> , Colquitt, A., Hauer, T., Grubb, A., Adler, S., & Campion, M.	Getting Rid of Performance Ratings: Genius or Folly?	Thursday 10:30am Franklin 08

## Panel Discussions

Authors	Title	Date & Location
<b>Byrne, Z.</b> , Bartels, L., Brett, J., <b>Fisher, G.</b> , Mullins, M., Watson, K., & Zhang, Y.	Academia, Consulting, Corporate Roles: Differences and Similarities Among IO Careers	Saturday 8:30am 302-304
<b>Fisher, G.</b> , Truxillo, D., Kanfer, R., Finkelstein, L., Wang, M., Fraccaroli, F., Beier, M., & Grosch, J.	Aging and Work Issues: Research, Best Practices, and the Future	Saturday 12:00pm 305-306
Hayes, T., <b>Byrne, Z.</b> , Grady, V., McKay, P., & Thoresen, P.	Moving Forward with Employee Engagement	Saturday 3:30pm 407-409

## IGNITE Sessions

Presenters	Title	Date & Location
Highhouse, S., Lin, L., Mastrangelo Eigel, L., Rice, C., Christiansen, N., Impelman, K., <b>Murphy, K.</b> , Schmidt, D., Kuncel, N., Lahti, K., Robie, C., Dawson, C., & Stanton, J.	IGNITE Session: Connecting Research and Practice in Employee Selection	Thursday 12:00pm Liberty C

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## Symposia

Contributors	Title	Date & Location
Kraiger, K., Yelon, S., Sitzmann, T., Ford, K., Bhatia, S., Weinhardt, J., Salas, E., Sonesh, S., Hughes, A., Benishuk, L., Joseph, D., Gregory, M., Marlow, S., & Lacerenza, C.	New Directions for Understanding Training Effectiveness	Thursday 1:30pm Grand A
Behrend, T., Kraiger, K., Young, C., Beier, M., Fisher, S., Howardson, G., Karim, M., Orvis, K., Rixner, S., Sitzmann, T., Warren, J., Wasserman, M., & Weinhardt, J.	Integrating Technology and Training: New Developments and Frontiers	Friday 10:30am Grand D
Patient, D., Margarida Passos, A., Giordano, A., Tesluk, P., Shalley, C., Sanchez, D., Sguera, F., Koseoglu, G., Mathieu, J., DeChurch, L., Gilson, L., Dean, M., Seely, P., Kanfer, R., Zaccaro, S., & Maynard, T.	Team Processes and Emergent States: New Empirical and Theoretical Research	Friday 12:00pm Liberty AB
Barnes-Farrell, J., Cho, E., Chen, T., Cleveland, J., Fisher, G., Ford, M., Koh, C., Manning, S., Matthews, R., & Naude, M.	Work-Family Issues in the Aging Workforce: Trends and Consequences	Saturday 8:00am Grand L
Dubin, D., Aamodt, M., Murphy, K., Sady, K., Hanvey, C., Dunleavy, E., & Morris, S.	Faces in a Crowd: Data Aggregation Issues in Legal Scenarios	Saturday 10:30am Liberty AB
Abraham, J., Gibby, R., McCance, A., Tocci, M., Boyce, A., Conway, J., Dalal, D., Ducey, A., Drake, T., Palmer, P., Pusilo, C., & Weiner, J.	Global Noncognitive Assessment: Cross-Cultural Utility and Applicant Reactions	Saturday 10:30am 305-306

## Poster Presentations

Contributors	Title	Date & Location
Fragoso, Z., Dvorak, K., McCluney, C., McGonagle, A., & Fisher, G.	Burnout and Engagement: Construct Distinction in Two Healthcare Worker Samples	Thursday 1:00pm Franklin Hall
Hurd, B., Weston, J., Manning, S., Sandell, K., Thompson, J., & Byrne, Z.	Virtual Work Environment's Effects on Engagement: Its Antecedents and Consequences	Thursday 3:30pm Franklin Hall
Kedharnath, U.	Abusive Supervision and Employee Perceptions of Leaders' Implicit Followership Theories	Friday 11:30am Franklin Hall

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## Poster Presentations (continued)

Presenters	Title	Date & Location
Steiner, Z., <b>Manning, S., Stelman, S., &amp; Byrne, Z.</b>	How a Crisis Impacts an Organization's Image and Recruitment Outcomes	Friday 1:30pm Franklin Hall
<b>Dvorak, K., Stelman, S., Manning, S., Onder, C., &amp; Byrne, Z.</b>	The Development and Testing of the Measure of Job Crafting	Saturday 9:00am Franklin Hall
Peters, J., Cavanagh, T., <b>Stelman, S., Sandell, K., Weston, J., &amp; Byrne, Z.</b>	Transformational Teachership: How Principles of Transformational Leadership Foster Student Outcomes	Saturday 10:30am Franklin Hall

## Business Faculty

Debaters	Title	Presentation Type	Date & Location
Becker, W., Johnson, R., Dahling, J., Gabriel, A., <b>Conroy, S., Diefendorff, J., Erickson, R., Huth, M., Johnson, N., Welle, B., Menges, J., Schnatter, K., &amp; Wessel, J.</b>	Connecting Social Identities to Well-Being in the Workplace	Symposium	Thursday 10:30am Grand D
<b>Conroy, S., Sosna, K., Rawski, S., &amp; Djurdjevic, E.</b>	Risky Business: When Do Women Accept High Risk Pay Systems?	Poster	Thursday 11:00am Franklin Hall
Park, S., Mathieu, J., Larson, N., DeShon, R., Deacon, A., Hoffart, G., O'Neill, T., Gully, S., Phillips, J., Woodley, H., Allen, N., Wolfson, M., & <b>Maynard, T.</b>	Multilevel Models of Learning and Motivation	Symposium	Friday 8:30am Grand K
Cunningham, Q., Resick, C., <b>Maynard, T., &amp; DiRenzo, M.</b>	Team Leader Change: Do Permanency and Active Leadership Matter	Poster	Saturday 8:00am Franklin Hall
Munoz, G., Chiaburu, D., & <b>Albert, L.</b>	Expanding the Five-Factor Model: Aberrant Traits to the Interpersonal Domain	Poster	Saturday 1:30pm Franklin Hall



# Practical Significance



CSU IOPAC Students, Faculty, and Friends

**Front row:** Javier Ospina

**Second Row:** Diana Sanchez, Kevin Walters, Angela Martin, Jaclyn Menendez

**Third Row:** Kyla Dvorak, Megan Naude, Gwen Fisher, Travis Drake, Samantha Stelman, Steve Manning, Victoria Mattingly, Alyssa Gibbons, Jeanette Cleveland, Lynn Shore

**Back Row:** Steve Raymer, James Weston, Kyle Sandell, Kurt Kraiger, Casey Onder, Madison Hanscom, George Thornton, Chris Henle, Jack Hautaluoma

## Meet Our New Students



**The 2014 Cohort**

Alyssa Marshall, Madison  
Hanscom, Colin Willis, Dorey  
Chaffee

# Colorado State University

# ANNUAL SIOP SUITE

Philadelphia, PA

**Thursday April 23, 2015**  
**8PM to 11PM**

at

**Molly Malloy's**  
**1136 Arch Street**

**Hautaloma Distinguished  
Alumni Award to be  
presented at 8:30PM**



IOPAC

Suite Invitation Designed by Javier Ospina