



# Practical Significance

Colorado State University

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

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

SPRING 2016

## Greetings to Alumni By Dr. Kurt Kraiger

Hello to family and friends, those of you who have graduated from the CSU doctoral program in I/O Psychology, and those of you who like to stay in touch and/or support us. 2015-2016 has been yet another exciting and busy year for the I/O program. I would like to share with you some of the highlights of the past year, and encourage you to read the entire newsletter for more details.

This fall, we welcomed the addition of our newest I/O faculty member, Dr. Tori Crain. Dr. Crain completed her Ph.D. from Portland State University last year, and was selected after a rigorous and competitive search process last year. Her primary research interests lie at the intersection of sleep, family, and work. Her hire not only strengthens the I/O program, but also the department's growing Occupational Health Psychology concentration. Tori has had a terrific first year publishing, teaching, and mentoring. She not only brings considerable content expertise to program, but high energy as well.

As you may know, over the summer I transitioned back to being a full-time faculty member (from Department Chair), and I have also taken over as both Coordinator of the Ph.D. program, and Director of our online MAIOP program. With our faculty size growing over the past few years, this has been a productive year of reviewing and formalizing policies and procedures and reviewing curriculum and program requirements so that we can continue to produce outstanding scientist-practitioners. We've worked hard over the past few years to ensure that our students make timely progress through the program, and the impact has been noticeable (at least to me!). Our students are doing terrific, publishable research for their theses, empirical comps, and dissertations, as well as procuring terrific internships and job placements - both in Colorado and nationally.

Additionally, I encourage you to read elsewhere in the newsletter about our MAIOP program. What I will say here is that MAIOP is a terrific program resource which allows us to fund doctoral students, provide online teaching positions to them, provide partial support for two salary lines,

and travel support for both our graduate students and faculty. It's a reason for prospective students to come to CSU, and for faculty to want to stay.

Finally, I want to note that IOPAC and I/O faculty are partnering to invite you to make your donations to support the SIOP suite and additional programs like the ones I mentioned above. Please make donations to the : "CSU Foundation: Attn -I/O Psychology Research Fund". Please indicate on your donation check that it is for UNRESRICTED 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 program.

We have a great thing going, and donations allow us to expand our opportunities to provide support for students and faculty, and more ways to connect with our terrific alumni like you.

All the best,  
Kurt Kraiger,  
I/O Psychology Program Coordinator



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

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Kevin Walters

#### Faculty Liaison

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## Editors Corner By Madison Hanscom and Rebecca Brossoit

Welcome to the 2016 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 were especially excited to welcome Dr. Tori Crain as a new Assistant Professor this past fall. Faculty and students continue to work on multiple grant projects, consulting projects, and publications.

We look forward to seeing you at SIOF in April. Please stay tuned for an invitation and additional details about the SIOF suite this year in Anaheim, CA. Thank you for your continued support of our program!

Best,  
Madison and Rebecca

## Alumni Updates By Megan Naude

**Alicia Grandey** (1999 graduate) is the director of the Industrial-Organizational Psychology program at Penn State University, and was recently promoted to Professor and elected SIOF Fellow. Since graduating from CSU, she has conducted research on how managing emotional expressions influences both job performance and employee stress, with current work on spillover to the family life and alcohol use. Alicia recently did a JOB commentary with fellow CSU alum Deborah Rupp, where they presented a modest proposal to eliminate "service with a smile" requirements, which has recently been the focus of some media attention (see <http://www.marketplace.org/2015/11/23/business/dont-worry-be-happy-or-else-youre-fired>). She regularly teaches advanced undergraduate courses and graduate seminars on Work Motivation and Attitudes, Emotional Intelligence, and Emotion Regulation at Work. She is so grateful for getting to teach a variety of classes at CSU as a graduate student so she could get a good start at PSU. Alicia is currently one of 3 faculty advisers

for PSU's practicum course, which trains graduate students in applied work. These students are working on a project where their team translates current research for Johnson & Johnson corporate to incorporate as "evidence based management". She is married to an Engineering Professor, and they have two children ages 10 and 6. Life is never boring. She has fond memories of graduate school - especially skiing, rock climbing, and Coopersmith's happy hour!

**Krista Hoffmeister** (2014 graduate) is currently an HR Analytics Project Manager at JBS, the world's leading protein processing company. Her role serves two purposes. The first is to assist with employee compensation by assessing job structure and salary levels, and implementing a meritocratic variable pay program across the company. The second purpose of her role is to serve as an analytics advisor and resource to assist the company in identifying the most effective ways to become a leader in the industry. She assists the company by analyzing safety

and HR trends such as safety climate, employee engagement, turnover, recruitment, selection, and leadership development. Her role spans across business units and locations, and a major benefit of her role within the corporate office is to provide a macro-level view of safety and HR trends across the entire organization.

**Kyle Sandell** (2015 graduate) took a job as a senior consultant with IBM Smarter Workforce in August and has been busy taking on clients for survey and assessment projects. He works remotely out of Sacramento, CA but will be moving back to CO (Denver area) in September 2016. He definitely misses Colorado, but he has been enjoying traveling around California, taking advantage of the beautiful weather by going on hikes and to the beach. Kyle will be presenting his dissertation results at SIOF in Anaheim and is looking forward to seeing everyone again at the CSU suite!

# Spotlight on IOPAC

By Kevin Walters and James Weston

IOPAC (Industrial-Organizational Psychology Association of Colorado) is in the midst of another busy year! We're excited to reach out to alumni and friends of CSU to provide an update on all-things-IOPAC from this past year.

First, what is IOPAC? IOPAC is a student-led association that strives to support I/O graduate students at all levels of the program, and to also promote the I/O program both within and outside of CSU. Our members meet bi-monthly to review our collective goals, share accomplishments, collaborate on research, voice perspectives, coordinate program events, and provide social support to one another. With that in mind, we have a number of experiences to share!

In the past year, we kicked off by welcoming Dr. Tori Crain as the newest faculty member of the I/O program. We're lucky to have her join us at CSU! As the program evolves and welcomes new faculty members, students continue our program's tradition of collaboration with multiple faculty members.

This past November, our annual fall banquet was held at Café Vino in Fort Collins – it was

a great success! Faculty, students, and guests enjoyed an evening to socialize with one another and revel in the entertainment provided by first-year I/O students, who created and screened a video that is likely worthy of some sort of film award (or, at the very least, suggests that they might have back-up careers in news-casting or acting). We are also happy to share that, at the banquet, the Thornton Outstanding Graduate Student of the Year Award was presented to Kyla Holcombe (previously Kyla Dvorak).

This spring, the program saw another resoundingly successful Recruitment Weekend. Visiting recruits had the opportunity to meet with I/O faculty, socialize with current graduate students, visit with colleagues from the business school and psychology department, tour New Belgium Brewing Company, and enjoy Fort Collins nightlife. We look forward to welcoming a new cohort this fall!

During Recruitment Weekend, we had the pleasure of awarding the third annual Peer-Nominated Award for Excellence in Service to Victoria Mattingly. The award honors one graduate

student who consistently demonstrates Organizational Citizenship Behaviors in the I/O program. Congratulations, Victoria!

Over the past year, the program also had the honor of welcoming many guest speakers from around the world. In the fall, Mehmet Surmeli presented on assessment and development in human resource management in Turkey. Additionally, Dr. Philip Berghausen gave a presentation on his career experiences in management consulting, and Dr. Mikki Hebl spoke on her research about biases and individual and organizational strategies to overcome such biases. This spring, Dr. Tom Turner visited from Ireland and presented research on wage equity.

We are thrilled and honored to serve our program as co-presidents this year – CSU truly has a wonderful network of students, alumni, and faculty. With the continuous commitment and hard work of our student membership, IOPAC continues to provide an excellent resource for all.

~Kevin & James  
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](mailto:Javier.Ospina@colostate.edu) or call 773-308-6988.

# 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 to improve performance and productivity in the organization. Enrollment levels in the program have stayed consistent since 2012. There are currently 34 students enrolled (12 new), 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 member, 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.

Since Kurt Kraiger has returned to full-time responsibilities with MAIOP, he has been working on marketing (e.g., <http://mastersinpsychologyguide.com/schools/colorado-state-university-fort-collins>) and course development. Please see the below link to the program's homepage.

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

## Business School Faculty Spotlight By Kemol Anderson

The year 2015 saw the relationship between the I/O program and the business school grow even stronger. Dr. Chris Henle and Dr. Lynn Shore were selected for our business faculty spotlight to accentuate the continued collaborative culture between the business school and our I/O program's faculty and students.

### Chris Henle

Chris Henle received her Ph.D. in Industrial Organizational Psychology from Colorado State University. She holds the position of Associate Professor of Human Resource Management here at CSU. Dr. Henle continues to play an integral role in fostering and sustaining the strong bond between the Business School and the Industrial-Organizational Psychology department. Her research interests include counterproductive work behaviors such as résumé fraud, abusive supervision, and

cyber-loafing. She also does research on legal issues in the workplace. She is currently working on a project on discrimination against applicants with visible tattoos and piercings with Ted Shore and Alyssa Marshall. She has also teamed up with Dan Krause and Kemol Anderson in looking at deviant behaviors in the service provider-customer relationship, as well as with Samantha Conroy, Lynn Shore, and Samantha Stelman on a review paper exploring the dark-side of organizational identification. In the past year, Dr. Henle has published on examining discrimination against applicants who have caregiving responsibilities with Gwen Fisher and Victoria Mattingly, as well as a study looking at the attributions for abusive supervision with Uma Kedharnath.

### Lynn Shore

Lynn Shore received her Ph.D. in Industrial-Organizational Psychology from Colorado State University. She

holds the position of Chair and Professor of Management. Dr. Shore too plays a key role in connecting the Business and Industrial-Organizational programs.

Her primary research areas are on the employment relationship, and work force inclusion and diversity. In the past year, Dr. Shore has co-authored with Jan Cleveland and Diana Sanchez on moving from diversity to inclusion in organizations. This submission is currently under review for publication. She has also co-authored two papers with Uma Kedharnath on leader inclusion and scale validation and nomological network of work group inclusion, both of which are currently under review. She has also teamed up with Samantha Stelman, Sam Conroy, and Chris Henle on a review of the dysfunctional outcomes of organizational identification, as well as with Gwen Fisher in looking at the employee-organization relationship and health.

# Faculty Updates

## Dr. Zinta Byrne By Steve Manning

Dr. Zinta Byrne had another very busy and productive year. Fall 2015, she was appointed to the President's Commission on Women and Gender Equity, a prestigious three-year position to which only a select few across the entire University are appointed. Also Fall 2015, Zinta was asked to lead a two-year project to overhaul the university course evaluations. In this effort, she supervised 9 masters/doctoral students from across the university, interviewing and meeting with over 925 faculty members and 30+ administrators and staff to develop clarity around needs, purpose, and objectives for the new course survey system. She continues her role

as Associate Editor for the Journal of Managerial Psychology, while still serving on several other editorial boards. Just as she wrapped up her efforts as CO-PI on a \$1M National Science Foundation (NSF) grant with Computer Science, she picked up her new CO-PI efforts on a \$2M NSF grant with three faculty members of the Electrical and Computer Engineering Department at CSU. Her work on this grant involves using organizational development strategies to transform the department culture as they overhaul their undergraduate curriculum. In addition to several article publications, Zinta's first edition textbook, *Organizational Psychology & Behavior:*

*An Integrated Approach* was published in the spring of 2015. In addition to these achievements, Zinta had an active year developing her students. Emily Livorsi and Kyle Sandell both graduated with their doctorates, Steve Manning successfully defended his master's thesis, Kyla Dvorak proposed her dissertation and is on track for completion this May, and James Weston and Sam Stelman both successfully proposed their theses and are also on track to defend Spring 2016.

## Dr. Tori Crain By Kyla Holcombe

Dr. Tori Crain is in full swing as the newest member of CSU's I/O faculty. After graduating in 2015 with her doctorate in Applied Psychology, a major in I/O Psychology, and a minor in Occupational Health Psychology from Portland State University, she was appointed Assistant Professor at CSU. In this role, Dr. Crain works with Dr. Gwen Fisher as the Assistant Director of the OHP concentration, teaches undergraduate research methods, and advises a graduate student. Dr. Crain plans to take on another graduate student this Fall and is busily working to publish her research.

Broadly, Dr. Crain's research focuses on work/non-work stress, intervention studies, and sleep as it relates to the workplace and occupational health. She is currently collaborating with faculty in the Applied Social Psychology and Human Development and Family Studies programs to conduct a daily diary study which looks at sleep, stress, and work-school conflict among young working adults. She is also running a methodology study to investigate order effects in work-family research.

In addition to her research, teaching, and service roles at CSU, Dr. Crain is loving Colorado and Fort Collins. She, her husband Ben, and

dog Jasper love the outdoors and spend much of their time hiking, trail running, and skiing. CSU is lucky to have Dr. Crain and is excited to embrace the strengths she brings to the program.

# Faculty Updates

## Dr. Jeanette Cleveland By Lena Huebner

It has been a busy year for Dr. Jeanette Cleveland! In May 2015 she decided to step down from being Program Coordinator in order to dedicate more time to her two primary research interests: aging and performance appraisal. She is also using this time to focus on her graduate students and undergraduate teaching. She is very excited to have this opportunity, which is reflected in the many accomplishments of this past year. To begin, Dr. Cleveland is very excited to have finalized the contract for the student exchange program between CSU and the University of Limerick in Ireland. This program launches in Fall 2016 and is an excellent opportunity for CSU undergraduates to attain international experiences.

Dr. Cleveland has also been very productive in the publication realm. She has several book chapters and books in progress or in press with several of her graduate students: Jaclyn Menendez, Lauren Cotter, Madison Hanscom, and Lena Huebner. Furthermore, Dr. Cleveland, Dr. Kevin Murphy, and Madison Hanscom were successful in getting a contract for a new performance appraisal book, which is currently in progress.

Additionally, Dr. Cleveland co-authored on a paper presentation at SIOP in April 2015 and will be presenting several posters at SIOP in April 2016 with several of her graduate students. She was also invited to present at the Predoctoral Symposi-

um in Galway, Ireland in Fall 2015. Another great success were the awards for the Best HR Track Paper and Best Overall Conference Paper she and Madison Hanscom received at the 18<sup>th</sup> Annual Irish Academy of Management Conference for a paper titled "Age and Gender Variations in Perceptions of Ageism, Sexism, Associated Threats, and Perceived Employability". Additionally, Dr. Cleveland presented many more posters at other conferences and is planning on continuing her research in diversity, aging, and performance appraisal.

## Dr. Alyssa Gibbons By Victoria Mattingly

We are pleased to have Dr. Alyssa Gibbons as IOPAC's faculty liaison, which began as of fall 2015. In addition to her efforts in this role to increase communication and transparency between I/O faculty and graduate students, Dr. Gibbons has also been busy coordinating Weekly Seminar this spring semester. She is excited about the new monthly "Brown Bag" format Weekly Seminar is taking. Dr. Gibbons has lined up a monthly speaker to share their research with Weekly Seminar students, and all program faculty and students are encouraged to attend these events. As

for Dr. Gibbons' advisees, Casey Onder is close to graduating and Dr. Gibbons is proud of her other students' hard work wrapping up comprehensive exams and scheduling dissertation proposal meetings.

Dr. Gibbons recently published a paper titled, "Ergonomics Climate Assessment: A measure of operational performance and employee well-being" in *Applied Ergonomics* with her former student, Dr. Krista Hoffmeister. Dr. Gibbons also continues to consult on safety culture and hopes to publish some of the data that has been piling up from this work some-

time in the upcoming year.

Aside from service, teaching and research, Dr. Gibbons has been taking a forced hiatus from running and most other two-legged activities as a result of a weather-related ankle injury and consequent surgery. Fortunately, she is healing well and we are all hoping her ankle will be as good as new in no time.

# Faculty Updates

## Dr. Gwen Fisher By Dorey Chaffee

It was another productive year for Dr. Gwen Fisher, and there are many exciting projects, developments, and accomplishments to share! As the Director of the Graduate Training Program in OHP, Gwen was thrilled to announce a five-year renewal for the OHP training grant, which is funded by the National Institute of Safety and Health and Mountains and Plains Education and Research Center (MAP ERC). The OHP training program currently provides tuition, stipends, and travel support for four doctoral students per year. Given the considerable growth of the OHP program in recent years, this is a major victory for CSU!

At the end of her second year at CSU, Gwen was especially proud to have graduated her first M.S. student, Megan Naude, and her first PhD student, Erica Solove, co-advised by Dr. Kurt Kraiger. Her enthusiasm for mentoring is reflected in her numerous collaborations with

CSU graduate students. In fact, she had papers published, accepted, or submitted for review with nine different CSU graduate students!

Gwen continues to develop and strengthen her research program and her work was recognized with two awards: *Best Paper in the Journal of Occupational Health Psychology in 2013-2014* for a paper published in 2014 on mental work demands, retirement, and cognitive functioning and in collaboration with Dr. Chris Henle (CSU I/O alumnus and Associate Professor of Management in the CSU College of Business) and fourth-year doctoral student, Victoria Mattingly, Gwen was awarded a *Best Paper Award* and was a runner up for *Best Convention Paper* in the HR division for her paper about caregiver discrimination that was presented at the Academy of Management conference. It has been an exciting year for conference travel and presentations. Some of her trips included SIOP,

Work, Stress, and Health, Academy of Management, the Age in the Workplace Meeting (in Limerick, Ireland), and the Gerontological Society of America. Gwen also gave a talk at the University of Connecticut and met with I/O colleagues at Rice University as part of a new project with Lauren Cotter. Gwen remains busy wrapping up her work on five separate grants from the National Institute on Aging and the Sloan Foundation, and has two new grants under review. She is looking forward to applying for tenure in the fall.

On a personal note: Gwen's husband, Pierre, is now an instructor in the Construction Management department at CSU. The boys are growing up fast: turning four (Adam) and seven (Alex) this March! Gwen's life outside of work involves being a hockey and lacrosse mom. As a family, they are enjoying lots of skiing that CO and WY have to offer this winter, and they are looking forward to the summer.

## Dr. Kurt Kraiger By Alyssa Marshall

Once again, Dr. Kurt Kraiger has had a busy year at CSU! After finishing up his fourth and final year as the Chair of the Psychology Department last year, Kurt has made his transition back to being a Plain Old Professor, or POP as he calls it. However, he continues to direct the Masters in Industrial Organizational Psychology (MIOP) program at CSU, and this year he has become the new coordinator of our Industrial Organizational Psychology PhD program.

As an advisor, Kurt has graduated 3 doctoral students in the past year, Christina Wilson, Erica

Solove, and Tristan Nelson. He also plans to graduate at least one more this year!

Kurt has also had a very productive year in terms of research. In the last year he has had seven papers and chapters accepted for publication. Kurt has also presented his research numerous times, including at the Age in the Workplace meeting in Ireland, Bowling Green State University, Illinois Institute of Technology, and at a small technical conference in Tulsa.

On a personal note, Kurt continues to enjoy his long distance relationship with Lisa Finkelstein at Northern Illinois University. His

daughter Sam is preparing to graduate from Colorado State University with her bachelor's degree in psychology. Kurt's son Keaton is also preparing to graduate, although from high school in San Jose. Keaton is considering several colleges for the fall, including CSU. Kurt has also enjoyed continuing to produce his home brewed beer Krinkelstein this year, although he's only brewed one batch in the last year.

# Faculty Updates

## Dr. George Thornton (Emeritus Faculty) By Angela Martin

George is studying assessment center (AC) practices as related to contextual factors, such as company climate and country leadership styles, along with Caitlin Porter of Purdue. He has two manuscripts under review. One with Deb Rupp, Alyssa Gibbons, and Adam Vanhove examining same-sex and same-race bias in AC ratings; the other analyzes past and potential theory underlying AC practices surveyed around the world. His chapter "Selecting Executives" in Farr & Tippins' handbook with Stephanie Johnson and Allen Church is revised and soon will be published. He is revising *Developing Organizational Simulation* with Rose Muller-Hanson, now with the aid of 2015 Hautaluoma award winner Deborah Rupp. Recently, George coordinated an on-campus talk with collaborator

Mehmet Surmeli from Istanbul. The event, "Assessment and Development in Human Resource Management in Turkey: Turbulent Times", was well attended and students had the opportunity to enjoy social time with Mehmet after.

As usual, George has also had some exciting trips in the last year! In May he gave the keynote address at a conference of HR managers in Istanbul. In November he attended the 39th International Congress on Assessment Center Methods in San Diego. George made a presentation "Developing Organizational Simulations" and chaired a panel discussion entitled "Under What Conditions are Supplements to Behavioral Assessments in the Assessment Center Method Appropriate?" The panel featured Mehmet Surmeli, John Scott, and previous Hautaluoma Award winner

and past SIOP President Doug Reynolds.

In February, George attended the Jenneret Symposium "Assessment of Leaders of Leaders" in Dallas, comprised of 45 invited leaders in the field. George was tasked with evaluating the symposium to give Dick Jenneret and SIOP feedback on the viability of the unique working format employed.

In December 2015, George traveled to Morocco with 5 other swimmers from Fort Collins to participate in the Morocco Swim Trek, a 4-day stage race of 5K, 6K, 10K, and 4K in the Atlantic Ocean. The participants slept in Berber tents in the desert. George finished last, but he was the oldest swimmer by 19 years among the 44 (out of 55) swimmers who finished all legs.

## Dr. Kevin Murphy (Special Appointment Faculty) By Lauren Cotter

Kevin continues to serve in dual roles as a practitioner and an academic. In the last several years, he has served as an independent consultant with the Berkeley Research Group (BRG) and is a member of the GLC Group Council. Both BRG and GLC are global multidisciplinary consulting firms offering a wide range of services to organizations and government agencies. He has worked with these firms to help organizations avoid litigation and to seek cooperative agreements between contending parties in settling litigation.

On the Academic side, Kevin re-

cently completed his term as Editor of *Industrial and Organizational Psychology: Perspectives on Science and Practice*. He has published two papers that will be part of the *JAP* Centennial issue in 2017, one describing the major issues during his term as *JAP* Editor and the other (with Angelo DeNisi) reviewing 100 years of research on performance appraisal and performance management. He worked with Criag Russell to turn their SIOP debate about moderator variables into a paper soon to be published in *Organizational Research Methods* (Mend It or End It: Redirecting the Search for Interactions in the Organizational Sciences). He has also published a paper in *Journal of Edu-*

*ational Psychology* on complex problem solving (in collaboration with a team from University of Luxembourg) in *Journal of Educational Psychology*, a paper dealing with the limits to inferences that can be drawn from meta-analyses in *Human Resource Management Review*, and a paper based on another SIOP debate (Getting Rid of Performance Ratings: Genius or Folly), a Focal Article in *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Kevin is currently working on two books. Working with Jan Cleveland and Madison Hanscom, he is in the

## Dr. Kevin Murphy (Continued from Page 8)

in the process of writing *Performance Appraisal: Why does it Fail and How can it be Fixed?*, a follow-up to and a significant extension of Murphy and Cleveland's (1995) *Understanding Performance Appraisal: Social, Organi-*

*zational and Goal-Oriented Perspectives*. Working with Dan Putka, he is writing *Reliability and Measurement Error: An Integrated Perspective for Organizational Research and Practice*.

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

Here is a selection of student updates on some of their most exciting projects and outstanding accomplishments for the 2015-2016 school year.

### Sixth year students (2010 cohort)

**Travis Drake** is finalizing his empirical comprehensive project and is making progress on his dissertation. **Angela Martin** is currently working on her empirical comprehensive project and has begun brainstorming her dissertation. She is also teaching several courses.

### Fifth year students (2011 cohort)

**Lauren Cotter** is wrapping up her empirical comprehensive project and getting read to propose her dissertation. She also coauthored a commentary on performance appraisals that was accepted to IOP. **Kyla Dvorak** completed her empirical comprehensive project on job crafting and finding meaningfulness in work. She is scheduled to propose her dissertation in February, which integrates job crafting and work design theories. Her plan is to graduate in May and is looking forward to starting her career in I/O. **Jaclyn Menendez** is currently working on her empirical comprehensive project. **Javier Ospina** completed his empirical comprehensive project over the summer and passed his written comprehensive exam in the fall. He is proposing his

dissertation this semester and will be presenting some of his research at SIOP. He also has a few manuscripts submitted to journals for review.

### Fourth year students (2012 cohort)

**Steve Manning** defended his thesis and passed his written comprehensive exam in the fall. **Victoria Mattingly** is working on her empirical comprehensive project, and teaching the Fundamentals of Management in the Business School. She is also continuing research on working caregivers with Dr. Fisher and Dr. Henle, with a variety of manuscripts submitted for publication. **Diana Sanchez** completed her teaching comprehensive project in the summer and passed her written comprehensive exam in the fall. She is finishing her empirical comprehensive project this semester and has begun writing her dissertation proposal. She plans to propose and begin data collection in the fall. Her recent research collaborations include work with Dr. Maynard, Dr. Shore, Dr. Cleveland, and Dr. Kraiger. She has several papers currently under review for publication, two papers that were accepted this semester. This year at SIOP she will present data that was gathered as part of her empirical comprehensive project.

### Third year students (2013 cohort)

**Megan Naude** defended her thesis last spring and is currently working on her empirical comprehensive project. She is also studying for the written comprehensive exam, which she plans to take in the fall. **Samantha Stelman** is currently working on her thesis and is studying for the written comprehensive exam. **Kevin Walters** has successfully defended his thesis. He is also studying for the written comprehensive exam, which he plans to take with his cohort in the fall. In addition to this, he is working on several other projects including a scale development project that is ongoing, and a manuscript that was submitted for publication in January. This submission was a follow-up to some data collected as part of his first-year project. **James Weston** is planning to defend his thesis this spring and is currently studying for the written comprehensive exam, which he plans to take with his cohort in the fall.

### Second year students (2014 cohort)

**Dorey Chaffee** is working on her thesis on the topic of the retirement resignation process. She is also working on a few other projects related to cognitive aging, work ability, and retirement. **Madison Hanscom** is writing her thesis proposal on successful aging and performance

# Graduate Student Updates (Continued From Page 9)

appraisal. She just wrapped up two book chapters and an encyclopedia entry with Dr. Cleveland on aging at work. She just signed a book contract with Dr. Murphy and Dr. Cleveland and is thrilled to start this process.

**Alyssa Marshall** proposed her thesis on mentor-mentee match in December and is planning to begin data collection soon. She will also be presenting her first year project at SIOF this year also on the topic of mentor-mentee match. **Colin Willis** presented his first year project at the Age in the Workplace Conference in Ireland. This was on the topic of stereotype threat effects on older workers engaged in online training. He is currently working on his thesis proposal on

the topic of preferences for different training methods and individual characteristics that predict those preferences.

## **First year students (2015 cohort)**

**Kemol Anderson** is excited to have completed a book chapter on workplace diversity with Dr. Cleveland, Dr. Shore, Diana Sanchez, and Lena Huebner. He is also working with Dr. Henle and Dr. Krause for a project on customer and employee deviance.

**Rebecca Brossoit** is working on an AMR submission with Dr. Crain and Dr. Fisher and has begun research using actigraph wristwatches used to measure sleep. She is also actively

working on a project gathering data from the CSU research pool and submitted an application this year for the NSF GRFP. She is currently developing ideas for her thesis.

**Lena Huebner** is currently working on her first year project with Dr. Cleveland on the topic of workplace diversity. She has coauthored two book chapters one on diversity and discrimination and the other on subjective aging. She is currently working on a third book chapter on the measures of aging at work. She is currently brainstorming her thesis, which is on the topic of subjective aging.

## 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.

### Community of Interest

Presenters	Title	Date & Location
Barnes-Farrell, J., <b>Fisher, G.</b> , & Dalal, D.	Generational Shifts in the Workplace and the Impending Retirement Tsunami	Thursday 2:00 – 2:50 PM 203 A

### IGNITE Sessions

Presenters	Title	Date & Location
Authors: <b>Fisher, G.</b> , Harms, P., Landers, R. (chair), McGonagle, A., Ran, S., Roulin, N., Thornton, M., Zhu, X., & Highhouse, S.	IGNITE Debate: Should We Trust or Avoid Online Convenience Samples?	Thursday 12:00 – 1:20 PM 204 A
Chair: Lin, L. Presenters: Mead, A., Zickar, M., Murphy, K., Sharf, J., Grandey, A., Diefendorff, J., Stanton, J., Oswald, F., Sackett, P., Ones, D., Arthur, W., & McDaniel, M.	IGNITE Session: I-O Hot Topics Debate: Dual or Duel?	Friday 10:30 – 11:50 AM 204 A

### Alternative Sessions

Presenters	Title	Date & Location
Chairs: Hettal, K. & Garza, M. Presenters: Levy, P. & <b>Cleveland, J.</b>	Interactive Discussion: Where Have All the Ratings Gone?	Friday 8:00 – 8:50 AM 207 C
Authors: Crain, T., Hammer, L., Kossek, E., Johnson, R., Shockley, K. (chair), Boyd, E., Yuan, Z., French, K., Allen, T., Chen, Z., Kayhan, V., Salomon, K., Yu, P., Shockley, K., Butts, M., Eby, L., Allen, T., Muilenburg, J., Paustian-Underdahl, S., King, J., & Halbesleben, J.	Research Incubator: (Truly!) Novel Methods to Advance Work-Family Research	Friday 10:30 – 11:50 AM 207 A

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## Symposia

Presenters	Title	Date & Location
Cho, I. (co-chair), Miner, K. (co-chair), Diaz, I., <b>Fisher, G., Mattingly, V.</b> , Settles, I., Nguyen, D., Buchanan, N., Russell, P., Walker, J., Miner, K., Bergman, M., Thomas, K., Provolt, L., & Hearne, R.	Diversity and Difference in the University: Findings from the Trenches	Thursday 10:30 – 11:50 AM 201 C
Chair: <b>Kraiger, K.</b> Authors: Brown, K., <b>Mattingly, V.</b> , Wolfson, N., Eby, L., Allen, T., Conley, K., Williamson, R., Mancini, V., Mitchell, M., & Surface, E.	You Can Train That? Empirical Support for Novel Training Content	Thursday 12:00 – 1:20 PM 203 B
Authors: <b>Crain, T.</b> , Litano, M., Major, D., Green, R., Hu, X., Leiva, P., Madrid, H., Huffman, A., Rosiello, R., Torte, L., Mills, M. (chair), Pettey, A., Agars, M., Kuan, H., & Castillo, M.	Family Supportive Supervisor Behaviors and Their Impact on Specific Populations	Thursday 5:00 – 5:50 PM 205 A
Discussant: <b>Murphy, K.</b> Authors: Cottrell, J., Newman, D., Hanges, P. (co-chair), Park, J. (co-chair), Song, C., Wee, S., & Newman, D.	New Insights Into Adverse Impact: Origination, Motivation, & Scale Weighting	Thursday 5:00 – 5:50 PM 303 A
Chairs: Ran, S. & Marchiondo, L. Authors: Young, C., Beier, M., Truxillo, D., Zaniboni, S., Fraccaroli, F., McCarthy, J., <b>Cleveland, J., Murphy, K.</b> , Fritzsche, B., Marcus, J., & Fleurimond, F.	Bridging Aging Research and Policy Making: An International Perspective	Friday 8:30 – 9:50 AM 204 B
Discussant: Stark, S. Authors: Steele, L., <b>Cotter, L.</b> , Allen, M., Mean, A., O'Leary, R., Affourtit, M., Thissen-Roe, A., Gunter, S. (chair), Mangos, P., & Hulse, N.	Modeling Item Characteristics for Automatic Item Generation	Friday 8:30 – 9:50 AM 201 D
Discussant: Ruark, G. Authors: Wallance, D., Zaccaro, S., Plemmons, S. (chair), Srinivasan, R., Plourde Karalus, S., Maurer, T., Finkelstein, L., <b>Kraiger, K.</b> , & Varghese, L.	Leader Development: Developing Self and Developing Others	Friday 12:00 – 1:20 PM 201 B
Discussant: Barnes-Farrell, J. Authors: Toomey, E., Rudolph, C., <b>Fisher, G. (co-chair)</b> , McGonagle, A., Cadiz, D., Truxillo, D. (co-chair), Sinclair, R., Cheung, J., Rineer, J., Truxillo, D., Hammer, L., & Bodner, T.	Working Longer: Factors Related to Continued Work for Older Workers	Friday 3:30 – 4:50 PM 203 B
Authors: Park, Y., Haun, V., Yang, T., Casper, W., Salvaggio, A., Mitchell, M., Eby, L., Ford, M. (chair), <b>Crain, T.</b> , Hammer, L., Bodner, T., Olson, R., Kossek, E., Moen, P., & Buxton, O.	A Systems Approach to Work, Family, and Well-Being	Friday 3:30 – 4:50 PM 207 B
Authors: Odle-Dusseau, H. (co-chair), Matthews, R., Henderson, A., Wayne, J., Perry, M., Hammer, L., <b>Crain, T.</b> , Bodner, T., Johnson, R., Carlson, K., Sears, L., Coberley, C., Cheung, J., Sinclair, R., Sears, L., Probst, T., Sinclair, R., Sears, L., Gailey, N., Jennings, K., & Cheung, J. (co-chair)	Employment and Income: Effects of Economic Stress on Occupational Health	Saturday 8:30 – 9:50 AM 207 D

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## Poster Presentations

Presenters	Title	Date & Location
Sandell, K., <b>Manning, S., Weston, J., Walters, K., &amp; Byrne, Z.</b>	Workplace Fun: Effects on Employee Engagement	Thursday 11:00 – 11:50 AM Ballroom A-E
<b>Stelman, S., Weston, J., Manning, S., Holcombe, K., Byrne, Z., &amp; Sandell, K.</b>	The Relative Importance of Three Drivers of Employee Engagement	Thursday 11:00 – 11:50 AM Ballroom A-E
<b>Cotter, L., Holcombe, K., &amp; Cleveland, J.</b>	Hiring Ex-Offenders in Light of the EEOC Guidance	Thursday 2:00 – 2:50 PM Ballroom A-E
<b>Ospina, J. &amp; Gibbons, A.</b>	Development and Preliminary Validation of the Older Worker Ageism Scale	Friday 9:00 – 9:50 AM Ballroom A-E
<b>Marshall, A., &amp; Kraiger, K.</b>	Effects of Personality and Personality Match in Formal Mentoring Relationships	Friday 1:00 – 1:50 PM Ballroom A-E
<b>Cotter, L., Menendez, J., Hanscom, M., Elsaesser, A., &amp; Cleveland, J.</b>	Predicting Organizational Reentry: Work, Leader, and Organizational Factors	Friday 2:00 – 2:50 PM Ballroom A-E
Cavanagh, T., <b>Kraiger, K., &amp; Weidert, J.</b>	Using Cognitive Prompts to Counteract Stereotype Threat in Older Trainees	Saturday 1:00 – 1:50 PM Ballroom A-E
<b>Sanchez, D. &amp; Gibbons, A.</b>	Understanding How Videogame Experience Influences Learning Outcomes in Training Simulations	Saturday 1:00 – 1:50 PM Ballroom A-E

## Business Faculty

Presenters	Title	Presentation Type	Date & Location
Djurdjevic, E., <b>Conroy, S., Rawski, S., &amp; Sosna, K.</b>	Effects of Political Climate and Machiavellianism on Job Pursuit Intentions	Poster	Thursday 2:00 – 2:50 PM Ballroom A-E
Presenters: Beal, D., Ott-Holland, C. (co-chair), Krannitz, M., Grandey, A., Brown, J. (co-chair), <b>Conroy, S., &amp; Djurdjevic, E.</b>	Putting Feelings in Context: Research on Relationships and Affect	Symposium/ Forum	Thursday 3:30 – 4:50 PM 207 D
Chung, B., Holcombe Ehrhart, K., <b>Shore, L., Randel, A., Dean, M., &amp; Kedharnath, U.</b>	Work Group Inclusion: Scale Validation and Relationship to Outcomes	Poster	Saturday 10:30 – 11:20 AM Ballroom A-E



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