



SIOP 2017. From left to right: SIOP President Mort McPhail, his wife Suzanne, and professor emeritus George Thornton III

CSU AT SIOP 2017

All of our faculty and many of our graduate students and alumni were featured in the 2017 Society for Industrial and Organizational Psychology (SIOP) conference program. Thank you for your immense support of Mort McPhail, SIOP president and CSU alumnus, at the Opening Plenary and “A Conversation with SIOP Leadership.”

Here are some additional highlights of CSU faculty, students, and alumni from this year’s SIOP:

- Professor Kurt Kraiger had many presentations, including a paper investigating effects from organizational, student, MTurk and Qualtrics samples on Thursday afternoon.
- Assistant Professor Tori Crain presented in two sessions pertaining to objective health measures and wearable sensors.
- Assistant Professor Gwen Fisher was the discussant for a session on age and emotional competencies at work.
- Graduate students James Weston and Steve Manning, Professor Zinta Byrne, graduate student Kelly Cave, and engineering faculty Anthony A. Maciejewski presented about the link between organizational change cynicism and job engagement.
- Associate Professor of Management Chris Henle and alumna Uma Kedharnath presented their research on attribution style and attributions in relation to abusive supervision.
- Graduate students Diana Sanchez and Lena-Alyeska Huebner presented about the gamification of training.
- Graduate students Madison Hanscom, Dorey Chaffee, Kemol Anderson, Sam Stelman, and Professor Jeanette

Cleveland presented a poster about the relation between the job demands-resources model and turnover.

- Graduate students Javier Ospina, Steven Manning, and Travis Drake presented a poster about a measure of under-employment.
- Graduate student Victoria Mattingly and alumna Casey Onder were both part of a practitioner panel that discussed implications of the debate about “millennial talent.”
- Graduate student Megan Naude and her business associate Autumn Krauss were part of a symposium that discussed safety and well-being in healthcare.

We are proud of the excellent work and accomplishments by CSU students, faculty, and alumni alike!

OUR CSU SUITE

This year, Mort McPhail, the current SIOP president, graciously offered to host the CSU SIOP get-together in his Presidential Suite. The event was a private reception only for CSU alumni, faculty, and students as an opportunity to celebrate the accomplishments of our program and strengthen connections among our alumni, faculty, and current students.

Our 2017 CSU suite was a huge success! We look forward to connecting with you at SIOP next year in Chicago!



MESSAGE FROM THE PROGRAM COORDINATOR



Greetings alumni, family, and friends of the CSU I/O Psychology doctoral program. I am pleased to have taken on the role as Program Coordinator for the I/O Program this year, with many thanks to Kurt Kraiger for his excellent leadership prior to his sabbatical that began in January.

2016-2017 has been another fun, busy, and exciting year for our program! Jeanette (Jan) Cleveland and Alyssa Gibbons are now co-directors

of our online Masters of Applied Industrial Organizational Psychology (MAIOP) program, having taken on this role once Kurt left for his sabbatical. Kevin Murphy, affiliate faculty, is now the Kemmy Chair of Work and Employment Studies at the University of Limerick.

As you may already know, the recent issue of *The Industrial-Organizational Psychologist (TIP)* had an article featuring “The 10 Most Applicable Articles of 2016 based on Research Applicability and Practical Utility.” Two of the 10 articles were by our faculty and graduate students: Zinta Byrne, Janet Peters, and James Weston with their (2016) *Journal of Applied Psychology (JAP)* article about work engagement, and Tori Crain’s article in *Journal of Occupational Health Psychology* about an organizational work-family intervention targeting family-supportive supervisor behaviors. You can read the full *TIP* article [here](#).

Among numerous program faculty and graduate student publications, Kurt recently published a review article in *JAP* about 100 years of training and development research.

We enjoy the growing collaborations with our wonderful colleagues in the CSU Management Department and with many other colleagues at CSU and across the globe. We are also working with a few departments within CSU, as well as organizations locally in Colorado and elsewhere to solve organizational problems and provide our students with training in applied settings. Our students continue to secure excellent positions upon graduation, and two are currently away from Colorado on internships. Please read on to hear more updates from alumni, faculty, and students, and meet our first-year students.

We hope to see many of you at SIOP 2018 in Chicago and otherwise stay in touch!

Warm regards,

A handwritten signature in black ink that reads "Gwenith G. Fisher". The signature is fluid and cursive, with a long horizontal line extending to the right.

Gwenith G. Fisher
Assistant Professor and Program Coordinator

PROGRAM HIGHLIGHTS



ASSISTANT PROFESSOR TORI CRAIN

Tori was awarded a grant from the Department of Defense to assist colleagues from Oregon Health and Science University and Portland State University with a randomized control trial that involves a work-family stress and sleep intervention with the Oregon National Guard. Additionally, in collaboration with the Los Alamos National Laboratory, Tori and I/O students Shalyn Stevens, Rebecca Brossoit, and Dorey Chaffee, are launching a sleep, health, and safety project. Tori continues to serve as the assistant director of the Occupational Health Psychology (OHP) concentration and advises two graduate students – Shalyn Stevens and Rebecca Brossoit.



ASSISTANT PROFESSOR GWEN FISHER

In the past year, Gwen applied for and received tenure and promotion to associate professor in the Department of Psychology. In January, Gwen assumed the role as program coordinator for the I/O Psychology Doctoral Program. Gwen is also the director of the Graduate Training Program in Occupational Health Psychology. Gwen received a contract with the NIOSH National Center for Productive Aging and Work and also chaired the workshop committee for the recent APA/NIOSH/SOHP Work, Stress, and Health conference, which was held in Minneapolis in June.

INTRODUCTION TO OUR FIRST YEAR STUDENTS



Introducing our first-years: From left to right.

Shalyn Stevens is working on her first year project with Tori Crain. She is also developing her thesis ideas. Shalyn is a trainee in the NIOSH Mountains & Plains Education and Research Center (MAP ERC) OHP program and currently working on family-supportive supervisor behavior (FSSB) publications in addition to researching telepressure. She presented work on telepressure, technology, and work-family conflict at the 2017 MAP ERC Research Day. She will also be presenting her research at the Understanding Small Enterprises conference in October 2017. Shalyn is working with an interdisciplinary occupational health team on an applied project with the Platte Valley Power Authority.

Della Agbeke is currently working on her first year project with Jeanette Cleveland and Janet Barnes-Farrell, looking at the intersections of race and age on the psychological aging of older workers. Della will be working with Kim Henry on a multi-generational cohort study called the Rochester Intergenerational Study, which will pertain to adolescent and young adult development as it relates to the workplace, substance use, relationships, and health.

Kelsie Daigle is working on her first year project with Gwen Fisher, studying the parental leave and return to work process among working parents. She is concentrating in Occupational Health Psychology and is funded by the NIOSH Mountains & Plains Education and Research Center (MAP ERC). Gwen and Kelsie recently applied for a pilot grant with the Center for Health, Work, and Environment (a NIOSH Center of Excellence for Total Worker Health) to help support her Master's thesis to examine the parental leave process among vulnerable working populations. She will present her research at the Understanding Small Enterprises conference. Kelsie is currently working on an interdisciplinary safety and health team for a Montana logging company.

Kelly Cave is working on a review paper investigating work-life balance training interventions with Kurt Kraiger and Gwen Fisher. She is also working with Zinta Byrne on a grant-funded project studying teams in collaboration with the CSU College of Engineering. At SIOP this year she presented a project she started at her previous university. She also presented at the MAP ERC Research Day in March. Additionally, Kelly is working on an interdisciplinary team of occupational health students with Ball Aerospace.

ALUMNI UPDATES

Tommy Cavanagh is currently an assistant professor of Management at Dominican University of California and just had his mid-tenure review. He is making steady progress towards tenure. He presented a poster entitled "Cheating on online cognitive tests: Prevalence and impact on validity" from his dissertation research at SIOP this year. His SIOP presentation was co-authored by Kurt Kraiger. He is currently teaching statistics, leadership, and organizational development.

Since graduation, **Kyle Sandell** has been in the role as a senior consultant at IBM Watson Talent and Kenexa for 1.5 years. He works primarily with employee engagement surveys but also in the selection and leadership development spaces. He recently moved back to Denver, Colorado from Sacramento after spending a year in California and is happy to be near friends and family again (also happy to trade California wine for Colorado beer). Kyle attended SIOP 2017.

Kyla (Dvorak) Holcombe has previously worked as a senior analyst for Denver Public Schools. She recently joined Newmeasures as an Insights Consultant and Organizational Psychologist. Her work primarily involves building customized survey tools (engagement, leadership development, culture, onboarding, and exit surveys), analyzing results, and consulting with clients to develop action plans.



I/O faculty, alumni, and current students—2013 Fall Banquet

Stefanie Putter is an organizational effectiveness consultant at Slalom Consulting in the Greater Denver area.

Casey Onder is a consultant at O.E. Strategies in Cleveland, Ohio.

Lauren (Cotter) Wallace is an HR analyst at DaVita Kidney Care in Denver, Colorado.

PROGRAM CURRICULUM NOTES



As Kurt indicated in last year's newsletter, we continually review our curriculum to ensure that we are offering the best possible graduate training to produce outstanding scientist-practitioners. Many of the alumni reading this newsletter likely remember Weekly Seminar, which has been a long-standing part of the I/O program curriculum for multiple decades, although the format for this course has

varied from year to year. Although we enjoy and believe our students benefit from an engaging discussion about articles and various professional development topics, we recently decided to

change our meeting frequency from two semesters each year to one. In its place, we will offer a survey design, data management and analysis course, and one additional advanced quantitative methods course.

Additionally, part of our curriculum includes a variety of special topics advanced seminars. Recent topics covered in these courses include Employment Law (taught by Jan Cleveland and Kevin Murphy), Occupational Health Psychology (taught by Gwen Fisher), Sleep and Fatigue (taught by Tori Crain), and Job Attitudes (taught by Zinta Byrne).

Finally, last year we created a monthly seminar series to more formally share the work being done by faculty, students, alumni, and other colleagues. If you have an interest in visiting CSU and presenting about your work and your experiences, please contact Gwen Fisher at gwen.fisher@colostate.edu or Madison Hanscom, our speaker coordinator, at madison.hanscom@gmail.com.

FACULTY NEWS



PROFESSOR ZINTA BYRNE

Zinta was recently selected as the Editor-in-Chief for the *Journal of Managerial Psychology* and began her term January 1, 2017. She continues with her appointed role on the President's Commission on Women and Gender Equity at CSU, where she is now the vice-chair. She continues to be responsible for overhauling CSU's course evaluation survey, a major endeavor transforming the previously paper and pencil survey to a new online platform. On the research front, Zinta has remained hard at work as a CO-PI on a \$2M NSF grant.



PROFESSOR KURT KRAIGER

In the past year, Kurt has stepped down as both the coordinator of the I/O Ph.D. program and director of the Masters in Applied I/O Psychology program. He is currently on sabbatical for the calendar year 2017. He spent the spring semester teaching in Charlotte and Raleigh and is in Oahu during the summer. Kurt is currently working on two books related to training and a third on managing culture. He is chipping away at backlogged manuscripts, hoping to submit 13 manuscripts in 2017.



PROFESSOR JEANETTE CLEVELAND

Jan has taken over as co-director for the Master of Applied Industrial/Organizational Psychology (MAIOP) program at CSU together with Alyssa Gibbons. Furthermore, Jan, in collaboration with her husband, Kevin Murphy, as well as graduate student Madison Hanscom, is currently revising their performance appraisal book for which they were successful in getting a contract last year. Lastly, Jan plans to go on sabbatical for one year beginning in January 2018 while she continues to advise her students and progress in her research regarding performance appraisal and aging.

SUPPORT THE DEPARTMENT

Your support of the I/O program and Department of Psychology is incredibly valuable. Please consider making a difference to today's students, faculty, facilities, and programs—at whatever level is right for you. Thank you!

For more information on giving, contact Simone Clasen, Executive Director of Development and Operations
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