

# Industrial-Organizational Psychology

## MESSAGE FROM THE PROGRAM COORDINATOR



Greetings alumni, family, and friends of the CSU I-O Psychology doctoral program. I am pleased to share some updates about our program.

Last year, we modified our graduate course curriculum to build our students' quantitative competencies. We added coursework in survey design and administration, as well as additional advanced quantitative methods

(statistics), and we reduced the weekly seminar requirement from four to two semesters for all second and third-year students. Additionally, Dr. Mark Prince, a new faculty member in counseling psychology who also holds a Master's degree in statistics, is regularly teaching a course in structural equation modeling that our students enjoy.

Current students have gained valuable experiences through partnerships with other departments, including Training and Organizational Development, the University Survey Advisory Committee, and the CSU STEM Center, where students have conducted program evaluations. Some have worked with local organizations including Denver Public Works, Colorado Department of Public Health and Environment (CDPHE), and the Center for Health, Work, and Environment. Recent alumni have secured excellent applied positions at Procter & Gamble (P&G), DDI, Mind Gym, O.E. Strategies, Newmeasures, Otter

Products, Medtronic, and Deloitte, as well as academic positions at Washington State University and University of Wisconsin-Whitewater.

Professor Kurt Kraiger recently announced his departure from CSU. In January 2019, he started as the Chair of the Management Department at the University of Memphis. Although we are sad that Kurt has left our program, we are thrilled to be conducting a search for a new I-O psychology faculty member at the Assistant Professor level. The search is open across areas within I-O psychology, with priority given to candidates with research expertise in Data Science and I-O. Data Science is considered a multidisciplinary/interdisciplinary field that connects business, statistics, computer science and/or software programming, behavioral sciences, and communication and is a quickly growing subfield within I-O psychology.

We hope to see many of you at the Society for Industrial and Organizational Psychology's annual conference April 4-6, 2019. If any alumni are interested in sponsoring the CSU suite at SIOP, please let us know.

Warm regards,

Gwenith G. Fisher

Associate Professor & Program Coordinator

## PROGRAM HIGHLIGHTS

### Closing the Scientist-Practitioner Gap



Ten papers published in 2016 have been recognized by SIOP as having significant practical utility in closing the scientist-practitioner gap. Two out of these ten papers featured authors from our program. Dr. Tori Crain is a co-author on one of these articles, which focuses on the influence of family-supportive supervisor training. The other article, written by Dr. Zinta Byrne and Dr. James Weston, investigates the struggle with measuring and conceptualizing employee engagement. We are very proud of their hard work and the strong representation our program has on this list.

[Read more.](#)

*Pictured: Dr. Tori Crain*



## Students Put Learning to Work



This summer, students Alyssa Marshall and Colin Willis gained valuable applied experiences through summer internships. Colin worked in Raleigh, North Carolina as a data scientist in the training department at Red Hat. His primary responsibilities included statistical analyses of big data, consulting on training evaluation processes, automating data manipulation, and creating reporting tools and dashboards for stakeholders across the company. Meanwhile, Alyssa worked as an HR data analytics intern at Two Sigma, a quantitative hedge fund in New York City. Most of her time was spent determining which factors predict management decisions to advance candidates through their selection process.

## CSU at Society for Industrial and Organizational Psychology 2018 & 2019

# SIOP 2019

APRIL 4-6 ★ WASHINGTON, DC/NATIONAL HARBOR  
GAYLORD NATIONAL RESORT & CONVENTION CENTER

Our faculty, graduate students, and alumni were well-represented at the 2018 Society for Industrial and Organizational Psychology (SIOP) conference in Chicago, Illinois last April.

Here are some highlights of CSU faculty, students, and alumni from last year's SIOP:

- Madison Hanscom presented a paper, which was co-authored by fellow student (and now alumna!) Megan Naude and alumna Autumn Krauss, on the moderating influence of organizational learning within the safety domain.
- Alyssa Marshall and Dorey Chaffee presented a poster with Dr. Kurt Kraiger on mentor-mentee agreement on relationship characteristics, attitudes, and outcomes.
- Colin Willis presented a poster with Dr. Kurt Kraiger on alternative predictors of job attitudes and longitudinal job performance.
- Rebecca Brossoit and Dr. Tori Crain presented three posters, which included examining the effect of sleep as a mediator of job resources and job satisfaction and the effect of sleep on workplace cognitive failure and safety compliance.

In April 2019, we are looking forward to SIOP in Washington, DC/National Harbor. A few highlights at this coming SIOP will include:

- Kemol Anderson and Dr. Jan Cleveland have two posters on display. Thursday 4/4, 12:30 p.m., Prince George's Exhibit Hall D. Saturday 4/6, 1:00 p.m., Prince George's Exhibit Hall D.
- Steve Raymer and Dr. Jan Cleveland will be presenting a poster on leader and culture influence on empowerment and commitment. Thursday 4/4, 3:30 p.m., Prince George's Exhibit Hall D.
- Kelly Cave, Dr. Zinta Byrne, and (recent alumnus!) Dr. James Weston will be presenting a poster on organizational culture in STEM and non-STEM disciplines. Thursday 4/4, 3:30 p.m., Prince George's Exhibit Hall D.

• Madison Hanscom and Dr. Jan Cleveland will be presenting a poster on age and occupational safety. Friday 4/5, 10:00 a.m., Prince George's Exhibit Hall D.

• Alyssa Marshall, Dr. Kurt Kraiger, and counseling student Melanie Kramer will be presenting a poster on a social media personality assessment. Friday 4/5, 3:00 p.m., Prince George's Exhibit Hall D.

• Shalyn Stevens and Dr. Tori Crain will present a paper during a symposium on leaders' perceptions of family-supportive supervisor behaviors. Saturday 4/6, 8:00 a.m., Room Chesapeake G1.

• Jacqueline Wong, Rebecca Brossoit, and Dr. Tori Crain will be presenting a poster on work-family resources for soldiers. Saturday 4/6, 12:00 p.m., Prince George's Exhibit Hall D.

• Dr. Tori Crain, Rebecca Brossoit, Shalyn Stevens, and Jacqueline Wong will be presenting a poster on impression management around work and nonwork. Saturday 4/6, 12:00 p.m., Prince George's Exhibit Hall D.

• Rebecca Clancy, Kelsie Daigle, and Dr. Gwen Fisher will be presenting a poster on eldercare and work. Saturday 4/6, 12:00 p.m., Prince George's Exhibit Hall D.

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

### OUR CSU SUITE

Social coordinators Rebecca Clancy and Jacqueline Wong are in the process of organizing a CSU suite for SIOP 2019. Be sure to check your email for more information. We hope you will join our faculty, doctoral graduate students, MAIOP (Master of Applied Industrial and Organizational Psychology) students, other alumni, and friends at this event! Please see the end of the newsletter for information on how to donate to support the program and our suite.

## Introduction to Our Newest Students



The second-year cohort, from left to right: Marisa Rosen, Rebecca Clancy, and Jacqueline Wong.

**Rebecca Clancy** is a second-year student and occupational health psychology trainee with interests in employees with caregiving responsibilities and the impact that work can have on mental health. She has recently joined a project through the MAP ERC with the goal to design and deliver Total Worker Health training for

agricultural workers in Central and South America. In her spare time, Becca enjoys cooking, attending concerts, and traveling.

**Marisa Rosen** is a second-year student working on her thesis with Dr. Kraiger. She is interested in investigating the relationship between mentoring, trust, and their influence on important mentoring and employee outcomes. She continues to be involved with MUGSS and is hoping to organize future volunteer events as the newly founded Outreach Coordinator of IOPAC. Marisa's interests outside of work include hiking, yoga, finding new music, and drinking tea.

**Jacqueline Wong** is a second-year student, concentrating in occupational health psychology and working with Dr. Crain. She is currently working on projects related to the work/nonwork interface, employee health, and employee-supervisor communication. Some of Jacqueline's hobbies include hiking, photography, and listening to live music.

**Chloe Goldman** is a first-year student interested in cross-cultural and style differences related to language and communication within teams and between employees and managers. She is an advisee of Dr. Fisher and will be helping the business school with research on the emergence of fault lines in teams. In her free time, she does yoga, cooks, and explores.

**Kiplin Kaldahl** is a first-year student from Ypsilanti, Michigan. Her research interests include work/nonwork conflict, supporting healthy sleeping patterns in employees, and representing hourly-wage employees in occupational health psychology research. Her hobbies include music, photography, and hiking.

**James Kunz** is a first-year student interested in predictors of employee participation in health promotion programs, mindfulness in the workplace, and the effects of exercise on employee performance. Outside of work, James enjoys traveling, exercise, and time with friends.

## Alumni Updates

**Diana Sanchez** ('17) is currently an assistant professor of I-O Psychology at San Francisco State University, where she teaches courses on Training and Development and Organizational Change Management. She has established a Workplace Technology Research Laboratory and is working with over a dozen students on projects related to understanding the utility of workplace technology. The lab's most recent project focuses on using virtual reality for training and assessment purposes. She has attended and presented at several conferences this past year, including SIOP, Western Psychological Association, and the International Test Commission Conference. She is also a co-author on several papers that have recently been submitted for publication.

**Jaclyn Menendez** ('18) has worked remotely as a consultant for Select International for the past two years. The company specializes in selection and assessment, and Jaclyn is a project manager for organizations on a local, national, and global scale. She lives in the wonderful town of Fort Collins, CO, while also traveling across the country to help with the hiring needs of various clients. In her spare time, she enjoys rock climbing and is a feature writer for the craft beer blog [PorchDrinking.com](http://PorchDrinking.com).

**Krista (Hoffmeister) Carter** ('14) is currently working as a People Analytics Specialist at Otter Products in Fort Collins, Colorado.

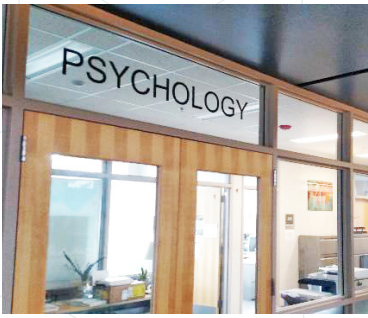
Her role is a combination of building the strategy around people analytics, developing metrics to support that strategy, and visualizing and interpreting those metrics for sustainable

change at Otter. Current projects include working with a steering committee to build a data warehouse for all company data, developing a structured training evaluation program around organizational development initiatives, increasing effectiveness around performance and compensation reviews, understanding qualities of good candidates, increasing the focus on leading indicators of safety and wellness of Otters, and measuring and building a positively engaged culture. Otters work hard and play harder, so Krista spends plenty of time not working and doing the things she loves—building her dream home, getting outdoors, and staying active.



The first-year cohort from left to right: Chloe Goldman, James Kunz, and Kiplin Kaldahl.

## I-O Program Grants



### Alertness Testing

Dr. Tori Crain, in collaboration with Dr. Lori Guasta, Vice President of Predictive Safety SRP Inc., and Pinnacle Assurance – a workers' compensation provider – received \$15,000 from

The Center for Health, Work, and Environment, a NIOSH Center of Excellence for Total Worker Health. The grant is to conduct a one-year research-to-practice pilot project evaluating the effect of fatigue testing on safety outcomes in a number of safety-sensitive industries. This ongoing project, titled "Alertness Testing's Effect on Workplace Incidents and Safety," aims to gauge employee acceptance of a new, noninvasive safety intervention: the use of a brief cognitive alertness test, the AlertMeter®, which can be taken pre-shift to help employees and managers prevent fatigue-related safety incidents. The research team is assessing how the implementation of the AlertMeter® influences employee fatigue, perceptions of safety climate, and incidents and

injuries. Additionally, Dr. Crain and her colleagues hope to understand how to best communicate information about the AlertMeter® and fatigue management in general across different safety-sensitive industries. Students Rebecca Brossoit, Shalyn Stevens, and Jacqueline Wong are assisting with the project, acting as the primary data analysts, co-authoring study publications, and developing reports and presenting results to the organizational partners.

### Working Parent Study

Dr. Gwen Fisher, in collaboration with I-O students Kelsie Daigle and Rebecca Clancy, counseling student Dorothy Haruyama, Dr. Candice Thomas (Saint Louis University), and Dr. Jing Zhang (California State University San Bernardino), is conducting a study among pregnant working women and their spouse/partner to improve our understanding of work factors related to combining pregnancy, work, and family. Gwen received a \$15,000 pilot project grant from the Center for Health, Work, and Environment to support this project. More information about the project is available at: <http://workingparentstudy.colostate.edu/>.

## FACULTY NEWS

### Professor Zinta Byrne



Dr. Zinta Byrne recently finished serving as Vice-Chair and interim Chair for the President's Commission on Women and Gender Equity, Chair of the College of Natural Sciences Sabbatical Leave Committee, and Chair of the Psychology Department's Executive Committee. She recently developed an online replacement to the university's paper-pencil course surveys, and took the Journal of Managerial Psychology from an impact factor of 1.195 to 1.547 in one year as Editor-in-Chief. She was recently nominated for the Pennock Distinguished Service Award.

### Professor Kurt Kraiger



Dr. Kurt Kraiger left CSU at the end of the Fall 2018 semester to take over as the Chair of the Management Department at the University of Memphis. Despite his departure from CSU, Dr. Kraiger is still actively supporting his doctoral students from his new position in Memphis. This summer, he was nominated for SIOP's Distinguished Teaching Award. Kurt also continues to devote time to jobZology, a career development software company he co-founded. We wish Kurt all the best and he will be dearly missed!

## Support the Department

Your support of the department 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, please contact Simone Clasen, Associate Vice President of Philanthropic Operations.

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