

Industrial-Organizational Psychology at Colorado State University

JANUARY 2021



GREETINGS FROM THE IO PSYCHOLOGY PROGRAM

We hope this newsletter finds you healthy and well amidst the ongoing COVID-19 pandemic. No doubt this has been a unique time in unexpected and unprecedented ways. Because of the pandemic, CSU shifted to an online environment just before spring break in March 2020. Some classes and campus activities have resumed in person with necessary CDC recommended precautions (e.g., testing, masks, social distancing), but the majority of courses, meetings, and activities continue to take place online.



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This has been a year of some faculty transitions. **Dr. Josh Prasad** joined our program faculty in Fall, 2019. Dr. Prasad received a B.S. in Brain, Behavior, and Cognitive Sciences from the University of Michigan, an M.A. in Psychology from Wake Forest University, and an M.A. and Ph.D. in Organizational Psychology from Michigan State University in 2019. Read more about Dr. Prasad in the Faculty Update at the end of this newsletter. **Dr. Kevin Murphy**, Affiliate Professor, returned to CSU after retiring from the Kemmy Business School at the University of Limerick. Kevin has been active in the I-O program, teaching quantitative methods courses. This past fall, Kevin co-taught a graduate seminar on employment law and legal issues in I-O Psychology with Dr. Jan Cleveland. Sadly, **Dr. Tori Crain**, who has been an integral part of the I-O program since 2015, returned to her alma mater of Portland State University last fall. Read more about Tori in the Faculty Update section at the end of this newsletter. **Dr. Zinta Byrne** took the role of Program Coordinator for the I-O Psychology Doctoral program from **Dr. Gwen Fisher**, while Gwen takes a semester-long sabbatical spring 2021. The I-O program is grateful for the many years of outstanding leadership that Dr. Fisher provided in her role as program coordinator, and hope she enjoys a restful, yet productive, sabbatical.

PROGRAM HIGHLIGHTS



Dr. Gwen Fisher was elected President of the Society for Occupational Health Psychology and will shift from President-Elect to President in January, 2022. Dr. Fisher was named a Fellow of the Society of Industrial and Organizational Psychology (SIOP). Dr. Fisher was granted Fellow Status by the SIOP Executive Board this 2020, which recognized Gwen's substantial contributions to the study of occupational health psychology, particularly her research on the aging workforce. Recently, she has been working with a SIOP committee led by Dr. Cristina Banks and joined by CSU alumna, Dr. Autumn Krauss, on congressional advocacy for occupational health issues. In summer 2020, the Occupational Health Psychology program, funded by the National Institute for Occupational Safety

and Health Mountain and Plains Education and Research Center (NIOSH MAP ERC) was renewed for five more years of federal funding. The CSU OHP program, which serves as a training program within existing psychology doctoral degree programs (i.e., it is not a separate degree program), currently provides training and financial support for 18 students (14 in I-O psychology, 2 in Counseling, and 2 in Applied Social & Health Psychology).

Students Put Learning to Work

Last summer, fifth-year doctoral student **Shalyn Stevens** gained valuable applied experience through a people analytics internship at Hulu in sunny Santa Monica, CA. Much of her time was spent analyzing, interpreting, and presenting results from employee engagement surveys. She also enjoyed creating dashboard prototypes, working on data visualization projects, and being exposed to new machine learning techniques. One of her favorite side projects was giving a "Wellness at Work" presentation to the Talent and Organization department. Shalyn's anticipated graduation date is May 2021.



In 2020, **Rebecca Clancy**, fourth year doctoral student, had the opportunity to work alongside MAP ERC Director, Dr. Lee Newman, and researchers Dr. Gwen Fisher, Lyndsay Krisher, and Diana Jaramillo on a Total Worker Health® (TWH) project in Latin America through the Center for Health, Work, and Environment. The project centered on a multi-year partnership with Pantaleon, a major agribusiness operating in Guatemala, Nicaragua, and Mexico. Rebecca conducted focus groups with management to understand TWH practices at the company and develop key recommendations to inform TWH leadership trainings. She then spent the summer as a full-time research assistant at the Center working to develop content for the trainings, as well as creating and presenting executive reports from multiple

TWH survey results to upper management in all three countries. In the fall of 2020, she traveled to Mexico and Nicaragua to help deliver the TWH leadership trainings, which was extremely rewarding and eye opening! The research team is currently writing up results of the study for publication.

Within the last several years, the I-O doctoral program created internal mini-grants and research funding opportunities to help fund graduate student research projects. Students recently receiving this grant funding include, **Chloe Goldman**, a second-year I-O doctoral student who is conducting a study to examine perceptions of incivility in email; and **Shalyn Stevens**, a fifth-year I-O student, who is con-



*Pictured (from left to right):
Dr. Gwen Fisher, Dr. Lee Newman,
Rebecca Clancy, Diana Jaramillo,
and Lyndsay Krisher.*

ducting a study to investigate work/family issues among low-wage fast-food workers.

CSU at the 2019-2020 Annual Conference for SIOP

The I-O program's faculty, graduate students, and alumni were well represented at the 2020 **Society for Industrial and Organizational Psychology (SIOP)** conference held virtually in April 2020.

Here are some highlights of CSU faculty, students, and alumni presentations from this year's online conference (online due to the pandemic):



- Faviola Robles-Saenz (undergrad student in the I-O concentration), **Rebecca Brossoit**, **Dr. Tori Crain**, Dr. Leslie Hammer (faculty member at Portland State University), and **Jacqueline Wong** (fourth year) presented a poster on family-specific resources for immigrant workers.

- **Kiplin Kaldahl** (second year), **Dr. Tori Crain**, Dr. Leslie Hammer, Layne Knode (undergrad student) and Maddie Romero (previous undergrad student in the I-O concentration, current graduate student at The George Washington University) presented a poster on how construction workers may be at higher risk for poor sleep due to pain and work conditions.



It is too soon to tell whether we will be able to convene in person for SIOP in New Orleans in April 2021, but we are hopeful. If you would like to know more about the I-O program presentations at SIOP, let us know.

WELCOME TO OUR NEWEST STUDENTS

First Years (Joined the program in Fall 2020)



Annika Benson is from Roseville, Minnesota and graduated from Concordia College in May of 2020. She is interested in studying underrepresentation in the workplace and discrimination in the hiring process. Her advisor is Dr. Josh Prasad.



Brittany Lynner is from Akron, Ohio and graduated from The Ohio State University with her Bachelors of Art in Psychology in 2016 and her Master's of Art in Higher Education and Student Affairs in 2018. She is interested in studying (1) substance use, misuse, and recovery in the workplace, (2) the intersection between diversity and wellness in organizations, and (3) burnout and secondary trauma of educators and student affairs professionals. Brittany's advisor is Dr. Josh Prasad.



Rachel Perpich graduated in May 2020 with a Bachelor's of Science degree in Psychology from Central Michigan University. She is interested in occupational health and hopes to study the work/non-work interface, and particularly the relationship between family and work. She is aiming to work on research highlighting potential influences of work-to-family or family-to-work spillover on employee wellbeing both in and out of the workplace. Her advisors are Drs. Gwen Fisher and Jan Cleveland.



Rosalyn (Roz) Stoa is from Green Bay, WI and graduated with a double major in Psychology and Business Administration from University of Wisconsin - Green Bay in 2020. She is interested in studying teaching of psychology, stress, and work-life balance. Roz is working with Dr. Gwen Fisher as her advisor.

Brief Update On Our Second Year Stu-



Julia Beckel (Left) is a second year student in the I-O Doctoral program. She is interested in work design, flexible work arrangements, aging workforce issues, and the unique challenges of workers with chronic health conditions in the workplace. Julia's advisor is Dr. Gwen Fisher. Outside of work, Julia loves spending time in the outdoors, mountain and gravel biking, and playing with her two dogs.

Hannah Finch (Right) is also a second year student in the program. Her research interests focus on understanding how future time perspective influences worker motivation and performance, along with occupational health psychology factors. Hannah's advisor is Dr. Josh Prasad. Hannah's hobbies include painting, reading for fun, and hiking.

Stay tuned for an update on our third, fourth, and fifth year students in the next newsletter – coming your way later this year!

FACULTY UPDATE



Dr. Tori Crain left CSU at the end of the spring 2020 semester to re-join the I-O and OHP (Occupational Health Psychology) faculty at Portland State University, her alma mater. Although Tori was looking forward to being back at her alma mater and near family in the Pacific Northwest where she grew up, she noted she would greatly miss her CSU family and friends. Lucky for us, Tori will be back often as she continues to actively mentor her CSU doctoral students from her new position, and maintain her ongoing research collaborations with Colorado colleagues.



Dr. Josh Prasad joined CSU in August 2019 as an Assistant Professor with the I-O Psychology Doctoral Program. Dr. Prasad received his Ph.D. in 2019 from Michigan State University's Organizational Psychology program. His research interests include examining the use of assessments across diverse groups, vocational interests, and determinants of performance over time. In fall 2020, Josh taught Industrial Psychology for the graduate students, and currently teaches an advanced seminar in meta-analysis. He advises four doctoral students. He looks forward to further integrating into the I-O program and CSU. We are excited to have Josh as part of the I-O faculty.