

# Alumni I-O Observer

NEWSLETTER FOR ALUMNI AND FRIENDS OF THE BGSU INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY PROGRAM

## Reflections on the first 50 Years of I-O Psychology at BGSU

By Maggie Brooks — Director, I-O Psychology Program

Greetings from our little slice of flat, swampy paradise. It was great to see many of you for our 50th Anniversary celebration. We're so lucky to have such a talented, distinguished group of alumni, and we are going to work to stay better connected with all of you. Given our recent focus on celebrating the history of the I-O program, I'm going to include a little program history to set the stage for Mike's recap of the 50th Anniversary weekend. Please e-mail me ([mbrooks@bgsu.edu](mailto:mbrooks@bgsu.edu)) with corrections to this summary or additional I-O program history and trivia.

The I-O program at BGSU can be traced back to 1952, when Bob Guion joined the psychology department at BGSU. Although there was no I-O (or even Industrial) psychology program, graduate students then had the opportunity to take industrial psychology courses and pursue research topics in the area.

The year 1965 was momentous for BGSU and I-O psychology. The industrial psychology program was approved by the Ohio Board of Regents, and the industrial psychology program at BGSU was born. You may be thinking that this would make the 50th Anniversary of the birth of the program 2015 – and you are correct. We missed that one, but we really wanted to get everyone together anyway, so we decided to celebrate the anniversary of the first Ph.D. granted. I'll get to that in a minute.

In 1966, two new faculty members joined industrial psychology, through a National Science Foundation department development grant. Pat Smith and Joe Cranny joined Bob Guion, and they formed a critical mass that laid the foundation for the strong program we have preserved throughout the years.

In 1969, the BGSU industrial psychology program granted its first doctoral degrees to Frank Landy



and Shelly Zedeck. Shelly reported that at that time, there was a foreign language requirement for the doctoral degree. Candidates had to be able to speak and read one foreign language, or to read two foreign languages. I am curious (but have not been able

to determine) how long this requirement remained. Shelly defended his dissertation first, but Frank walked first by virtue of alphabetical order, starting a long debate about who was the first Ph.D. in industrial psychology at BGSU.

In 1971, the program welcomed two more faculty – Ken Alvarez and Lowell Schipper. Ken brought a focus on the "O" side, and Lowell brought strong quantitative skills and training.

A decade later in 1981, marked the beginning of what we now call the Institute of Psychological Research and Application (IPRA), an institute focused on providing consulting and research services with an emphasis on graduate student training. Originally named the Institute for Organizational Research and Development (IORD), it was reimagined in 1987 when faculty applied for a State of Ohio Academic Challenge Award and was renamed in 1989 when the IO program received the award.

Also in the '80s, Bill Balzer (1983), Carlla Smith (1985), and Ann Marie Ryan (1987) joined the program. Bill served as chair of the psychology department from 1993-1999 and later moved into multiple administrative roles including Dean of BGSU Firelands and his current position as Vice President for Faculty Affairs and Strategic

Initiatives for BGSU. Carlla established a program in occupational health psychology (OHP) and was

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# REFLECTIONS ON THE FIRST 50 YEARS OF I-O PSYCHOLOGY AT BGSU

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on the faculty at BGSU until she passed away in 2002. Ann Marie was on the IO faculty at BGSU until 1996, when she left for the IO program at Michigan State University. Ann Marie served as one of the early directors of IPRA.

In 1991, the program was awarded an Ohio Board of Regents Eminent Scholar position. The award was designed to enhance outstanding academic programs by helping them recruit nationally recognized scholars. Milt Hakel was the first Ohio Eminent Scholar in I-O psychology at BGSU. Milt retired in 2009 but remains active in I-O as the SIOP Foundation President.

## From the foundation of the program to the current faculty

Scott Highhouse and Mike Zickar were hired in 1996. Scott became the second Ohio Eminent Scholar in I-O psychology when Milt retired in 2009. Mike became chair of the psychology department in 2008 and is finishing his third and final term at the end of this academic year. This year he was named Sandman Professor in I-O Psychology. I was hired in the management department at BGSU in 2006 and was officially dual-appointed to the I-O psychology faculty in 2009. In 2014, Clare Barrett joined the I-O program. Recent hires are Sam McAbee (2017) and Melissa Keith (2019) – read more about them later in the newsletter.

The state of the BGSU I-O program is strong. We are working every day to maintain the excellent tradition and reputation of our program, while adapting and improving to continue to develop the best I-O psychologists for roles in academia and industry. We appreciate all the work of those who came before us, who formed the foundation on which we continue to build a world-class program.

# Reflections on the 50th Alumni Reunion Celebration

By Michael Zickar — Sandman Chair of Industrial-Organizational Psychology and Department Chair

In 1969 (the year I was born!), Frank Landy and Shelly Zedeck were awarded the first and second doctoral degrees in industrial-organizational psychology. For many years, they argued who deserved credit for being the first BGSU Ph.D.

On October 25 and 26, the Industrial-Organizational Psychology program hosted a 50th Reunion to celebrate the accomplishments of our Ph.D. program, to plan for the next 50 years, and to get some clarification from Shelly on who exactly was the first BGSU Ph.D.

We held the reunion in the Bowen-Thompson Student Union, which has been much spruced up compared to the Student Union that many of our alumni remembered.

Like every other corner of this country, there is now a Starbucks! And sushi. There has been a lot of progress on campus, though the Psychology Building remains largely the same as most alumni remembered it, regardless of whether you graduated in 1972 or 2012!

Our day-and-a-half program had a variety of events including panel discussions led by alumni, communities of interest to spur discussion among people with similar careers or research interests, a keynote address by Shelly, a building tour, plus social events including a final dinner at Milt and Lee Hakel's house surrounded by their wonderful glass art collection.

Panel discussions included entrepreneurship within I-O psychology, reflections on how the field has changed over the past 50 years, things that you did not learn when you were at BGSU, as well as a final panel on how to plan for the future of the BGSU program. We had robust discussions within each of these topics, gathering good information that will help us grow as well as sharing great ideas with our current group of doctoral students.



Shelly Zedeck's keynote covered details about his career starting with his undergraduate years at Brooklyn College, leading to his time at BGSU, and his long career at University of California-Berkeley. He shared lots of memories about his time at BGSU, including a funny story about how he passed his foreign language requirement that was part of the doctoral program at the time (in short, he lucked out!). He told stories of his advisor Pat Smith and what it was like to be a student during the early days of the program. He ended with recent research work on developing better predictors for lawyers, motivated by a desire to move beyond the LSAT to help law schools diversify their classes. And he closed with recent work, detailing concerns about using artificial intelligence (AI) to gather data about applicants and use that information in algorithms for hiring. In short, Shelly's career started off with lots of energy, and 50 years later, he is still inspiring all of us! We are so grateful that he and his wife Marti (also, a BGSU graduate) joined us for the reunion.

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## REFLECTIONS ON THE 50TH ALUMNI REUNION CELEBRATION CONTINUED FROM PAGE 2

Ray Craig, the Dean of the College of Arts and Science, showed up on Friday and Saturday and sat in to observe some sessions on Saturday morning and share some fun stories about the founding of the psychology doctoral programs garnered from 1969 editions of the BG News. BGSU President Rodney Rogers also popped in on Saturday morning to meet alumni during the breakfast.



Some lessons learned from the event. First, this event strengthened a belief that we already had, that our alumni are a huge asset to our current program. Your successes define the program just as much as the reputations of existing faculty. In many ways, you are an underutilized resource for us. We hope to more regularly pick your brains on ways to strengthen our program (we don't want to wait another 50 years to bring you back!). Second, the rich history of our program is one that we need to continue to celebrate. The foundation created by Pat Smith, Bob Guion, and Joe Cranny (who was at the reunion) is one that we should never forget, even as we adapt our program to contemporary needs and issues. Third, one of our strengths is that our program has always been geared to developing strong researchers who work on problems that are of practical interest to organizations. Over the years, we have had graduates succeed in both academia and practice, and we believe that our balance is a strength that should be continued. Fourth, there are ways that we can improve the curriculum and training. There often wasn't full consensus among panelists and audience, but more training in big data techniques (something that Sam McAbee has already started) as well as opportunities to learn more business knowledge while in graduate school were two things that were regularly mentioned.



The weekend was intense, fun, and insightful. I would like to thank all of the graduate students who helped with the planning: Melissa Albert, Jordan Dovel, Sarah Melick, Brent Stevenor, and a special thanks to Kate Den Houter who chaired the planning committee! Thank you to all of the alumni who traveled back to campus and shared your time and energy with us. It was great to connect with you all. And to those who could not make it, WE MISSED YOU! We look forward to connecting with you at the SIOP conference, or having you visit campus whenever you want.



One procedural note: Throughout the planning process, we learned that we had so many old emails in our list. Thank you to everybody who helped us find correct e-mail addresses for alumni.

One final note: According to Shelly Zedeck, he was the first BGSU IO psychology Ph.D. It's complicated. He defended his dissertation first, but during the commencement ceremony, degrees were handed out alphabetically and Frank Landy came before Shelly Zedeck. Operational definitions matter!



# PROGRAM WELCOMES STUDENTS

## SECOND YEAR STUDENTS

### Emily Brown

My first year at BGSU has brought many challenges and many joys. I have learned a great deal about I-O psychology and have had the opportunity to experience a lot of new things within and outside the realm of academics. The movie nights, "Bachelor" viewing parties, and fantastic faculty and students make the hours of study well worth it. I look forward to learning and growing even more as a person in the coming years at BGSU.



### Marie Childers

So much has happened since I came to BGSU. I've made new friends, developed myself as a researcher and an academic, and been challenged in ways I never expected, including spending countless hours defending Ohio from being named the worst state in the U.S. (it's not that bad). The supportive and collaborative nature of the program have made surviving graduate school a little bit easier. I am very grateful for the experience and relationships I've gained in the past year and a half and I can't wait to see what the next years bring!



### Kate Den Houter

Now in my second year, I truly feel as though Bowling Green has become a home away from home, something which I never thought I would say of a town in Ohio given my Michigan roots. In my short time here, I have completed courses, worked on research, and assisted in applied projects, all of which have resulted in significant personal and academic development. I am unbelievably grateful for the relationships that I have created with my cohort, fellow graduate students, and faculty alike. I look forward to continuing my graduate education and professional development at BGSU!



### Lexi Hirvo

Now that I'm well into my second year, I can truly say how grateful I am for the experiences I've had at BGSU thus far. The transition to grad school took some time to get comfortable juggling multiple research projects, assistantships, and classes. But looking back on my first year, I can see how much I have learned in a short amount of time! I am grateful for a program that is extremely collaborative and encourages its students to take advantage of all of the available opportunities. I may never get used to the biting BG wind, but I am certainly excited to see what the next few years have in store!



### Mike Shea

Whether it's to the work-load, location, autonomy, or other factors, adjusting to the life of a doctoral student can be difficult for some. Luckily, the collaborative and welcoming nature of the BGSU I-O psychology program, including faculty, students, and staff, has helped me adjust properly over the last year, facilitating a great degree of learning and development. I am looking forward to the remainder of my time here at BG and continuing the program's culture of collaboration. I am truly grateful to have been given the opportunity to grow within the BGSU I-O doctoral program.



## FIRST YEAR STUDENTS

### Blake Bennion

My first few months in Bowling Green have been everything I hoped for and more. The students and faculty here are incredible, and I'm already beginning to feel at home. There's so much to learn and I've been able to greatly build on my knowledge and abilities. I've made good friends in and outside of the program. I love the feel of the city; it's easy to fall in love with the downtown area and small-town environment. I'm very excited about the research and applied opportunities here and am confident in the training I am receiving. I've bonded well with my cohort and I love being here!



### Lindsay Freier

I have only been in Bowling Green for a few months, but it already feels like home. I have never lived in a small town before; the fact that 15 minutes feels like a long drive is hard to beat. Getting to know the faculty and other students has been a pleasure. They are friendly, kind, and happy to share their wealth of knowledge. I am excited to continue to add to my ever-expanding list of research interests through classes, research groups, and applied projects, and to eventually narrow it back down. I am looking forward to the rest of my time as a graduate student here at BGSU.



### Ian Hughes

The time I have spent thus far at BGSU has certainly flown by. It's been fun meeting and spending time with different students and faculty, and I've been impressed with just how collaborative the environment of the program is. That environment made the transition from undergraduate to graduate level studies quite seamless, which is a testament to the quality of the individuals within the program. The research autonomy granted to us as students has easily been my favorite aspect of the program – I truly feel that I have the freedom to research the topics I please and work with and learn from multiple faculty. I am very excited for what lies ahead!



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## RECENT GRADUATES

### Alonzo Johnson

I initially thought moving clear across the country was going to be difficult for me, but the faculty and other students have helped make the transition as smooth as possible. I'm grateful to be surrounded by such productive and knowledgeable people that encourage me to continuously push the boundaries of what I thought I was capable. I've just started my graduate studies but I'm looking forward to all the learning opportunities and experiences to come during my time at BGSU!



### Andrew Lieman

My first semester at BGSU is going very well so far. The coursework is fantastic for both developing skills and new research ideas. The collaborative environment and friendly people make it really easy to feel welcome and get involved in projects. I'm excited to put into action over the next few years all of the research ideas that the program has helped me generate. In terms of getting used to the town, I don't have much left to do since my undergraduate degree was also surrounded by corn fields and full of wind!



### Brent Stevener

I am thoroughly enjoying my experience as a graduate student at BGSU. Working on projects alongside faculty and students is something that I have really enjoyed thus far. Knowing that I can work on projects with all the faculty is exciting because it gives me the opportunity to figure out which areas of I-O I like best. I am excited to continue to learn and grow throughout my time at BGSU.



**Kristin Horan**



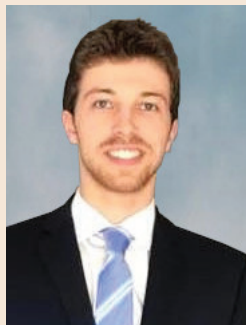
**Haylee Min**



**Stacy Sim**



**Nick Howald**



**Brendan Lortie**



**Sami Nesnidol**



**Tom Ron**



**Shelby Wise**



**Georgi Yankov**

**Kristin Horan**, Ph.D. (graduated 2018): Assistant Professor of Industrial-Organizational Psychology at University of Central Florida

**Haylee Min**, Ph.D. (graduated 2018): Assistant Professor of Industrial-Organizational Psychology at University of Central Florida

**Stacy Sim**, Ph.D. (graduated 2018): Global Performance Development Manager at Procter & Gamble (P&G)

**Nick Howald**, Ph.D. (graduated 2019): Research Scientist at HumRRO

**Brendan Lortie**, Ph.D. (graduated 2019): Senior HR Business Analyst at Wex Inc.

**Sami Nesnidol**, Ph.D. (graduated 2019): People Scientist at Ford Motor Company

**Tom Ron**, Ph.D. (graduated 2019): Behavioral sciences expert in the data science lab at the Israel Defense Forces

**Shelby Wise**, Ph.D. (graduated 2019): People Scientist at Ford Motor Company

**Georgi Yankov**, Ph.D. (graduated 2019): Research Scientist at Developmental Dimensions International (DDI)



# NEW FACULTY

## Melissa Keith

Melissa grew up in Cookeville, Tennessee. She completed her undergraduate education at Saint Louis University where she earned a B.A. in psychology and a certificate in business administration. Melissa went on to complete her M.S. and Ph.D. in I-O psychology at Purdue University. After graduating in May, Melissa joined the faculty as an assistant professor in Fall 2019.



Melissa's current research falls into two broad areas: research on creativity and the creative process and work in the gig economy. With respect to creativity she is interested in how motivation theory and research can be leveraged to enhance engagement in the creative process and creative performance. She also conducts research on a range of topics related to personal and contextual predictors of creative performance, as well as, creativity measurement. Her research on the gig economy began with a narrower interest in Mechanical Turk workers and their experiences. This work has resulted in a broader interest in gig worker experiences, well-being, and human flourishing.

Melissa is excited to contribute to the storied IO program at BGSU by teaching courses, mentoring students, and collaborating with her new colleagues. She is grateful to the faculty and students at BGSU who have been so welcoming. When not working, Melissa enjoys playing piano, reading, and drinking wine with her husband, Alex.

## Sam McAbee

Sam grew up in the San Francisco Bay Area. He completed his undergraduate education at the University of California, Irvine (Zot! Zot!), where he earned a bachelor's degree psychology and a minor in management. Sam went on to complete a master's in I-O psychology at Long Beach State University, during which time he completed an internship in the personnel selection department at the Los Angeles County Office of Education (LACOE). He then completed his Ph.D. in I-O psychology at Rice University. Prior to his appointment to the faculty at BGSU, Sam was an assistant professor of I-O psychology at the Illinois Institute of Technology.



Sam's research interests fall under the areas of personnel selection, individual differences, measurement, and research methodology. In particular, much of his research examines the ways that we measure and statistically model individual differences in personality, and the use of personality measurement for predicting human performance in a variety of applied contexts (e.g., job performance, college student success). Within this area, Sam has published on the use of structural equation modeling as a method for examining relations between personality domains, facets, and various performance criteria, and for examining how the shared and unique information available across self- and informant-ratings of personality relate to key individual and organizational outcomes. His interests also extend to the measurement of cognitive abilities (e.g., working memory capacity) and broader methodological concerns for the field of I-O (e.g., the advent of big data analytics).

Sam is excited to be a part of the program at BGSU, where he plans to teach courses related to research methodology, statistics, selection, and individual differences. He enjoys collaborating with the tremendous faculty and graduate students at BGSU in areas of shared substantive and methodological interest.

## BGSU SIOP RECEPTION

Austin, Texas | Friday, April 24 | Time and Location: TBA

### Please consider donating to help fund the BGSU SIOP Reception.

Donations provided by alumni and friends of BGSU are the sole means of financing these memorable events.

Your generous donations are tax-deductible as contributions to a tax-exempt organization, and as always, we'll be sure to cover the first couple rounds. Thank you so much for your continued support, and we look forward to seeing you in April!

### TO DONATE

#### Online

- Go to [bgsu.edu/give](https://bgsu.edu/give)
- "Click here to choose the designation(s) for your gift"
- Search for "Psychology Department" in the window that pops up
- Click the link for Psychology Department.
- Fill in your gift amount and type "SIOP" in the notes
- Fill out the rest of the information as necessary on that page

#### By mail

- Make check payable to BGSU Foundation, Inc.
- Write "SIOP" on notes line
- Send the check in an envelope addressed to:

Bowling Green State University  
Department of Psychology  
206 Psychology Building  
Bowling Green, OH 43403

# Faculty and Student Accomplishments

## JOURNAL PUBLICATIONS

**Balzer, W., Brodke, M., Kluse, C., & Zickar, M.** (in press). Revolution or Thirty Year Fad? A Role for I-O Psychology in Lean Management. *Industrial and Organizational Psychology*.

**Barratt, C. L., & Smith, C. E.** (2018). Workplace relationships and social networks. *Industrial and Organizational Psychology*, 11(3), 510-516. DOI: 10.1017/iop.2018.104

Biderman, M. D., **McAbee, S. T.**, Chen, Z. J., & Hendy, N. T. (2018). Assessing the evaluative content of personality questionnaires using bifactor models. *Journal of Personality Assessment*, 100, 375-388. DOI: 10.1080/00223891.2017.1406362

Biderman, M. D., **McAbee, S. T.**, Hendy, N. T., & Chen, Z. J. (2019). Validity of evaluative factors from Big Five and HEXACO questionnaires. *Journal of Research in Personality*, 80, 84-96. DOI: 10.1016/j.jrp.2019.04.010

Connelly, B. S., & **McAbee, S. T.** (2017). To everything there is a season: Integrating SJTs and ACs with traditional personality assessments. *European Journal of Personality*, 31, 445-447. DOI: 10.1002/per.2119

**Highhouse, S., Nye, C. D., & Zhang, D. C.** (2019). Dark motives and elective use of brainteaser interview questions. *Applied Psychology*, 68(2), 311-340.

**Horan, K. A.**, Moeller, M. T., Singh, R. S., Wasson, R., O'Brien, W. H., Matthews, R. A., Jex, S. M., & **Barratt, C. L.** (2018). Supervisor support for stress management and intervention process. *International Journal of Workplace Health Management*, 11(4), 260-272. DOI: 10.1108/IJWHM-12-2017-0113

**Horan, K. A.**, Singh, R. S., Moeller, M. T., Matthews, R. A., **Barratt, C. L.**, Jex, S. M., & O'Brien, W. H. (2019). The relationship between employee withdrawal and physical work hazards: The role of workplace safety. *Stress & Health*, 35(18), 81-88. DOI: 10.1002/smi.2844

Jagacinski, C. M., Kumar, S., & **Keith, M. G.** (2019). Expanding the nomological network of work avoidance: Antecedents and consequences across contexts. *The Journal of Experimental Education*

**Keith, M. G.**, Harms, P. D. & Tay, L. (2019). Mechanical Turk and the gig economy: Exploring differences between gig workers. *Journal of Managerial Psychology*, 34(4), 286-306. DOI: 10.1108/JMP-06-2018-0228

**Keith, M. G.**, Tay, L., & Harms, P. D. (2017). Systems perspective of Amazon Mechanical Turk for Organizational Research: Review and recommendations. *Frontiers in Psychology*. DOI: 10.3389/fpsyg.2017.01359

Lake, C.J., **Highhouse, S.**, & Shrift, A.G. (2018). Validation of the job-hopping motives scale. *Journal of Career Assessment*, 26, 531-548.

**McAbee, S. T.** (2018). Statistical and methodological considerations for research on expertise: Remedies from open science and the reproducibility crisis. *Journal of Expertise*, 1(3), 136-143.

**McAbee, S. T.**, & Oswald, F. L. (2017). Primer: Statistical methods in the study of expertise. In D. Z. Hambrick, G. Campitelli, & B. Macnamara (Eds.), *The science of expertise: Behavioral, neural, and genetic approaches to complex skill* (pp. 13-30). New York: Routledge

**McAbee, S. T.**, Casillas, A., Way, J. D., & **Guo, F.** (2019). The HEXACO model in education and work: Current applications and future directions. *Zeitschrift für Psychologie*, 227, 174-185. DOI: 10.1027/2151-2604/a000376

**McAbee, S. T.**, Grubbs, J. B., & **Zickar, M. J.** (2018). Open science is robust science. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11, 54-61. DOI:10.1017/iop.2017.85

**McAbee, S. T.**, Landis, R. S., & **Burke, M. I.** (2017). Inductive reasoning: The promise of big data. *Human Resource Management Review*, 27, 277-290. DOI:10.1016/j.hrmr.2016.08.005

McKersie, S. J., Matthews, R. A., **Smith, C. E.**, **Barratt, C. L.**, & Hill, R. T. (2019). A process model linking family-supportive supervision to employee creativity. *Journal of Occupational and Organizational Psychology*. DOI: 10.1111/joop.12276

**Min, H., Howald, N.R., Pavisic, I., Highhouse, S., & Zickar, M.** (in press). A systematic comparison of three sadism measures and their ability to explain workplace mistreatment over and above the dark triad. *Journal of Research in Personality*.

Morris, S. B., **McAbee, S. T.**, Landis, R. S., & Bauer, K. N. (2017). Don't get too confident: Uncertainty in SD . *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 467-472.

**Nesnidol, S.**, & **Highhouse, S.** (2018). Why do public-sector practitioners resist unproctored internet testing? *Personnel Assessment and Decisions*, 4, 17-25.

O'Brien, W. H., **Horan, K. A.**, Singh R. S., Moeller, M. T., Wasson, R. S., Jex, S. M., & Matthews, R. A., & **Barratt, C. L.** (2019). Relationships among training, mindfulness, and workplace injuries among nurse aides working in long term care settings. *Occupational Health Science*, 3(1), 45-58. DOI: 10.1007/s41542-018-0031-7

Ock, J., **McAbee, S. T.**, Mulfinger, E., & Oswald, F. L. (in press). The practical effects of measurement invariance: Gender invariance in Two Big Five personality measures. *Assessment*.

Porter, C. M., Woo, S. E., Allen, D. G., & **Keith, M. G.** (2019). How do instrumental and expressive network positions relate to turnover?: A meta-analytic path analysis. *Journal of Applied Psychology*, 104(4), 511-536. DOI: 10.1037/apl0000351

Porter, C. M.,\***Keith, M. G.**,\* & Woo, S. E. (2018). A meta-analysis of network positions and creative performance: Differentiating creativity conceptualizations and measurement approaches. *Psychology of Aesthetics, Creativity, and Arts*. Advance online publication. DOI: 10.1037/aca0000198 (\*equal authorship)

Shu, F., **McAbee, S. T.**, & Ayman, R. (2017). The HEXACO personality traits, cultural intelligence, and international student adjustment. *Personality and Individual Differences*, 106, 21-25. DOI: 10.1016/j.paid.2016.10.024

**Smith, C. E., Barratt, C.L., & Hirvo, A.** (2019). *Burned Out or Engaged at Work? Personality Profiles as Key Predictors*. Submitted for publication.

Tay, L., Pawelski, J. O., & **Keith, M. G.** (2018). The role of arts and humanities in human flourishing: A conceptual model. *The Journal of Positive Psychology*. 13(3), 215-225. DOI: 10.1080/17439760.2017.1279207

Vaziri, H., Tay, L., **Keith, M. G.**, & Pawelski, J. O. (2019). History, literature, and philosophy and positive functioning: A systematic review. *Journal of Positive Psychology*, 14(6), 695-723. DOI: 10.1080/17439760.2018.1545041

# FACULTY AND STUDENT ACCOMPLISHMENTS

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Woo, S. E., **Keith, M. G.**, Su, R., Saef, R., & Parrigon, S. (2017). The curious dynamic between openness and interest in creativity development. In G. J. Feist, R. Reiter-Palmon, & J. C. Kaufman (Eds). *The Cambridge Handbook of Creativity and Personality Research* (pp. 44-63). New York, NY: Cambridge University Press.

Zhang, D., **Highhouse, S.**, & Nye, C.D. (2018). Development and validation of a brief General Risk Propensity Scale (GRIPS). *Journal of Behavioral Decision Making*, 32, 152-167.

Zhang, D., **Highhouse, S.**, **Brooks, M.E.**, & Zhang, Y. (2018). Communicating the validity of structured job interviews with graphical visual aids. *International Journal of Selection and Assessment*, 26, 93-108.

## PRESENTATIONS

Adams, T. J., Pickett, M. L., Discont, S. T., & **McAbee, S. T.** (2018, April). *Personality and job search behaviors: A context-based meta-analytic review*. Paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Ahmed, S., Harvey, J., & **McAbee, S. T.** (2018, May). *Compulsory OCBs mediate relations between role breadth, role discretion, and employee wellbeing*. Paper presented at the 30th annual meeting of the Association for Psychological Science, San Francisco, CA.

**Barratt, C. L.** (2018, April). Do creative employees engage in more citizenship behaviors? Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Barratt, C. L.**, & van Staaden, M. J. (2018, November). Can inter-departmental networks accelerate the adoption of high-impact teaching strategies? Ideation session presented at the 2018 Transforming STEM Higher Education: Confirming the Authority of Evidence Conference, Atlanta, GA.

Biderman, M. D., **McAbee, S. T.**, HENDY, N., & Chen, Z. (2018, April). *Validity of evaluative factors from Big Five and HEXACO questionnaires*. Paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Chatterjee, D., Ryan, A., & **Den Houter, K.** (2019, April). *Managing Identity and Managing Impressions in the Face of Occupational Stigmatization*. Poster Presentation at 34rd Annual Society for Industrial and Organizational Psychology. Washington, DC.

Ellington, J. K., **McAbee, S. T.**, Landis, R. S., & Mead, A. D. (2018, April). *The impact of nested performance ratings on operational validity estimates*. Paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Gallagher, C. M.**, **Barratt, C. L.**, Traylor, Z. K. (2019, April). *From social burden to support elicitation behaviors: Measuring a social phenomenon*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

**Gallagher, C.**, **Highhouse, S.**, **Brooks, M.**, **Dovel, J.**, & **Melick, S.** (2019). *Latent Profiles of Decision Making Styles*. Poster accepted for presentation at the 2019 Society for Judgment and Decision Making. Montreal, QC, CA.

**Guo, F.**, **Howald, N.**, **Childers, M.**, **Dovel, J.**, **Nesnidol, S.**, **Samo, A.**, & **McAbee, S.T.** (2019, April). *Second SIOP machine learning competition*.

Henderson, A., & **Smith, C.E.** (2019, April). *Is presenteeism really detrimental to productivity? Employee motives are key*. Poster presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington D.C.

**Hirvo, A.**, **Barratt, C. L.**, & **Smith, C. E.**, (2020, April). Re-examining the personality-counterproductivity relationship with profiles. In C. L. Barratt (Chair), *Naughty by nature: An in-depth look at personality's role in employee deviance*. Symposium submitted to the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

**Horan, K. A.**, Moeller, M. T., Singh, R. S., Wasson, R. S., O'Brien, W. H., Matthews, R. A., Jex, S. M., & **Barratt, C. L.** (2018, May). *Perceived effectiveness of a workplace stress management intervention: Complementing or compensating for your supervisor*. Poster presented at the 2nd annual Total Worker Health Symposium, Bethesda, MD.

**Horan, K. A.**, Singh, R. S., Moeller, M. T., O'Brien, W. H., **Barratt, C. L.**, Jex, S. M., & Matthews, R. A. (2017, June). *Employee withdrawal in response to workplace hazards: The role of workplace safety*. Poster presented at 12th International Conference on Occupational Stress and Health, Minneapolis, MN.

**Huang, S.**, **Smith, C. E.**, **Albert, M. A.**, & **McAbee, S. T.** (2019, April). *Development of scales for presenteeism and presenteeism pressure*. Paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

**Huang, S.**, **Samo, A.**, **Min, H.**, **Brooks, M.**, **Highhouse, S.**, **McAbee, S.** (2019, November). *Exploring the ambiguity aversion nomological net*. Poster to be presented at the 40th Society for Judgment and Decision-Making Annual Conference, Montreal, Canada.

Jackson, M. L., **McAbee, S. T.**, & Bauer, K. N. (2017, April). Classroom to kitchen: Predicting performance and transfer of culinary skills. In T. McKinniss & J. Way (Chairs), *Increasing workplace success: Identifying, developing, and transferring employable skills*. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Keith, M. G.** (August, 2019). *Reining in the wild west: Ethical considerations for online data collection*. Symposium presented at the 79th annual meeting of the Academy of Management, Boston, MA.

**Keith, M. G.**, & Jagacinski, C. M. (April, 2018). *Creativity, goals, and the creative process*. In **M. G. Keith** & T. Montag-Smit (Chairs), *The Creative Process in Context: Contextual influences on the creative process*. Symposium conducted at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Keller, A. C., Matthews, R. A., & **Smith, C.E.** (2018, June). *Time management strategies' hindering effect on adaptation to work interruptions*. Paper presented at Institute of Work Psychology International Conference, Sheffield, UK.

**McAbee, S. T.** (2017, April). *Teaching big data methods in I-O graduate curriculum: A primer* (Chair). Session presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

**McAbee, S. T.**, & Landis, R. S. (2018, April). *Teaching big data methods in I-O graduate curriculum 2.0* (Chairs). Session presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.



## FACULTY AND STUDENT ACCOMPLISHMENTS

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**McAbee, S. T.**, Connelly, B. S., Jung, Y., & Oh, I. S. (2017, April). A multi-rater perspective on personality and performance: The Trait-Reputation-Identity Model. In **S. T. McAbee** (Chair), *Recent advances in personality assessment and validation: Beyond self-reports*. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

**McAbee, S. T., Guo, F.**, Ali, S. R., & McLeod, A. (2018, May). Domain and facet growth trajectories in behavioral skills among middle school students. In Casillas, A. (Chair), *Personality in action: Behavioral skills important for education and work success*. Symposium presented at the 30th annual meeting of the Association for Psychological Science, San Francisco, CA.

McDonald, J. C., & **McAbee, S. T.** (2018, April). "A" general factor of employee engagement: Predicting employee turnover. In J. C. McDonald & **S. T. McAbee** (Chairs), *Revisiting bandwidth-fidelity: Where general factors stand*. Symposium presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Min, H., Dovel, J., Guo, F., Zickar, M., & Highhouse, S.** (2019, April). *Examining video-based situational judgment tests with explanatory item response theory*. In T. Sun & F. Drasgow (Co-chairs), *Item Response Theory II: New Developments in Research and Applications*. Symposium presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, Washington, DC.

Moeller, M. T., **Horan, K. A.**, Singh, R. S., Wasson, R. S., **Barratt, C. L.**, Jex, S. M., Matthews, R. A., & O'Brien, W. H. (2018, March). *Mindfulness as a moderator between resident aggression and nurse/aide injury count*. Poster presented at the American Nurses Association Quality and Innovation Conference, Orlando, FL.

Moeller, M. T., Singh, R. S., **Horan, K. A.**, Wasson, R. S., **Barratt, C. L.**, Jex, S. M., Matthews, R. A., & O'Brien, W. H. (2018, July) Acceptance and commitment therapy for nurses and nurse aides experiencing work stress. In Singh, R. S. (Chair), *The value of health: Utilizing ACT to promote flexibility and well-being in primary care and health-related settings*. Symposium presented at the Association for Contextual Behavior Science 16th World Conference, Montréal, QC, Canada.

Moeller, M. T., Singh, R. S., **Horan, K. A.**, Wasson, R. S., **Barratt, C. L.**, Jex, S. M., Matthews, R. A., & O'Brien, W. H. (2017, November). *Acceptance and commitment therapy for nurses and nursing aides*. Poster presented at the 51st Annual Convention of the Association for Behavioral and Cognitive Therapies, San Diego, CA.

Montag-Smit, T., & **Keith, M. G.** (April, 2018). Specific goals, narrowed attention, creative outcomes. In **M. G. Keith** & T. Montag-Smit (Chairs), *The Creative Process in Context: Contextual influences on the creative process*. Symposium conducted at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Montag-Smit, T., & **Keith, M. G.** (August, 2019). *Creative process engagement as an affective event: The role of convergent and divergent thinking*. Paper presented at the 79th annual meeting of the Academy of Management, Boston, MA.

O'Brien, K. R., **McAbee, S. T.**, & Naemi, B. D. (2018, April). *Let's talk about dirty data! Grappling with issues of real-world data*. Community of interest presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

O'Brien, W. H., **Horan, K. A.**, Moeller, M. T., Singh, R. S., **Barratt, C. L.**, Jex, S. M., & Matthews, R. A. (2017, June). *Preventing Injury of Nurses and Nurse Aides in Long-term Care Settings: A Treatment-Outcome Study*. Poster presented at 12th International Conference on Occupational Stress and Health, Minneapolis, MN.

Ock, J., **McAbee, S. T.**, Ercan, S., Xiao, T. A., & Oswald, F. L. (2019, May). *The theory and measurement of core self-evaluations: A reliability generalization analysis*. Paper presented at the 19th Biennial Congress of the European Association of Work and Organizational Psychology, Turin, Italy.

Pautsina, A., **Barratt, C. L.**, & van Staaden, M. J. (2018, November). *The emerging structure of research and teaching discussions: How network analyses guide interventions*. Poster presented at the 2018 Transforming STEM Higher Education: Confirming the Authority of Evidence Conference, Atlanta, GA.

Pautsina, A., van Staaden, M. J., & **Barratt, C. L.** (2018, November). *Structuring effects and the interdependency of university research & teaching discussion networks: A bivariate network analysis*. Poster presented at the 2nd North American Social Networks (NASN) Conference, Washington, D.C.

**Samo, A. & Brooks, M. E.** (2019, April). *Motivation and Micro-Breaks: Predicting at work recovery as a function of motivation*. Poster presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

**Samo, A., Huang, S., Min, H., Brooks, M. E., Highhouse, S., & McAbee, S. T.** (2018, November). *Ambiguity aversion and ambiguity seeking are not opposite ends of the same continuum: A psychometric examination of an Ellsberg-type urn task*. Paper presented at the 39th annual meeting of the Society of Judgment and Decision Making, New Orleans, LA.

Shu, F., Ahmed, S. F., Pickett, M. L., Ayman, R., **McAbee, S. T.**, & Tran, D. (2017, April). *Social support, network characteristics and international student adjustment*. Paper presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Singh, R. S., **Horan, K. A.**, Moeller, M. T., O'Brien, W. H., **Barratt, C. L.**, Jex, S. M., & Matthews, R. A. (2017, June). *The Role of Mindfulness on Work Stressors and Depletion*. Poster presented at 12th International Conference on Occupational Stress and Health, Minneapolis, MN.

Singh, R. S., Moeller, M. T., **Horan, K. A.**, Wasson, R. S., **Barratt, C. L.**, Jex, S. M., Matthews, R. A., & O'Brien, W. H. (2017, November). *Variation in client process of acceptance and commitment therapy for nurses and nurse aides*. Poster presented at the 51st Annual Convention of the Association for Behavioral and Cognitive Therapies, San Diego, CA.

**Smith, C.E.** (2019, November). *The differential effects of recovery experiences on employee well-being: A meta-analysis*. Paper to be presented at the 13th Work, Stress, & Health Conference, Philadelphia, PA.

**Smith, C. E., Barratt, C. L., Barlow, K.**, Page, K. J., & Rospenda, K. (2019, April). *Re-examining the workplace support-harassment relationship: A latent profile approach*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

**Smith, C.E., Barratt, C.L., & Hirvo, A.** (2019, November). *Using worker personality profiles to predict burnout and engagement*. Paper to be presented at the 13th Work, Stress, & Health Conference, Philadelphia, PA.

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**Smith, C.E., Hirvo, A., & Barratt, C.L.** (2020, April). *Unpacking workplace social support: A policy capturing experiment*. Poster submitted to the 35th Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Austin, TX.

**Smith, C. E., Huang, S., Barratt, C. L.** (2019, April). The what, why, and whom of work-family conflict in home-based teleworkers. In D. J. Ingels & C. Spitzmueller (Chairs), *Blending the boundaries between work and home: New research on boundary theory*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

**Smith, C.E.**, Keller, A.C., & Matthews, R.A. (2018, April). *Interruption type & performance: A trade-off between creativity & task completion*. Poster presented at the 33rd Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.

**Smith, C.E., Samo, A., & Barratt, C.L.** (2020, April). *To detach or not to detach? Well, it depends...*Poster submitted to the 35th Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Austin, TX.

Wille, B., & **McAbee, S. T.** (2019, May). *Big and online data in organizations: The promises and perils of a new methodological frontier* (Chairs). Special alliance session presented at the 19th Biennial Congress of the European Association of Work and Organizational Psychology, Turin, Italy.

**Wise, S. R., Lortie, B. C., Melick, S. R., Barlow, K., & McAbee, S. T.** (2019, April). *Measuring an ambiguous competency: Developing a measure of thriving in ambiguity*. Paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

Xu, X., Pautsina, A., **Barratt, C. L.**, & van Staaden, M. (2018, April). *Social contagion: Social network ties influence coworkers' job-related attitudes*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Zhang, D. C., & **Barratt, C. L.** (2019, April). Risk takers at work: The dark and light sides of employee risk taking. In D. K. Dalal (Chair), *Individual differences in risk propensity in organizations*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

### GRANTS

**Barlow, K.**, principal investigator, **Barratt, C. L.**, co-investigator (June 2018 - June 2019). Gender Differences in Nursing Job Demands and Resources. National Institute for Occupational Safety & Health Education Research Center Pilot Research Program, \$7,500.

**Childers, M.**, principle investigator, **McAbee, S.**, co-investigator. Investigating the Validity of Brainteaser Interview Questions, SIOP Small Grant Program. (\$10,000; submitted June 2019; under review)