Winds of Change in Bowling Green

As the current director of the I-O program, I am excited to be part of an exceptional program that places students in quality jobs. I am also proud to be a part of a sub-field of psychology that is healthy and vibrant. Although a few years old, a link from ABC News, shows that I-O psychology is among the fastest growing occupations:


As one example of our influence as a field, I was invited to present to the July 14-15 workshop on Personnel Selection in Forensic Science: Using Measurement to Hire Pattern Evidence Examiners at the Keck Center of the National Academies of Sciences, Engineering, and Medicine.

The National Academies of Sciences, Engineering, and Medicine, at the request of the National Institute of Standards and Technology (NIST), hosted a workshop around developing personnel selection tools for forensic scientists, particularly those who are dealing with various forms of pattern evidence.

Although I have been at BGSU for over 20 years now, things are always changing. Construction is going on all over campus; there is always a new bar or restaurant appearing on the downtown strip; the waist size on my Levis is growing at an exponential rate, and new children continue to appear in my household (I have five now).

In the I-O program, as we recruit our 2017-2018 class of new doctoral students, we will be replacing two members of our I-O faculty. Dr. Steve Jex will be joining the psychology department at University of Central Florida, and Dr. Russell Matthews will be joining the management department at University of Alabama. We are grateful to Steve and Russell for their years of service to our students, and we wish them well in their new endeavors.

Although we are sad to lose quality faculty, we are excited to welcome new faculty with new interests and ideas. Change brings challenge, but it also brings opportunity. We are excited to sail with these winds of change.

Scott Highhouse
Director, I-O Psychology Program

Academic Update wth Christiane Spitzmueller

Associate Professor, University of Houston

by Rachel Parsons

Christiane Spitzmueller is an associate professor at the University of Houston. Originally from Germany, she completed an undergraduate degree in psychology there and then came to Bowling Green State University through a Fulbright Scholarship. She received her doctorate in industrial-organizational psychology from BGSU in 2003. During her time at BGSU, she was advised by Milton Hakel and had the pleasure of working with several other faculty including Scott Highhouse and Steve Jex. She was part of the JDI research group, investigating job satisfaction, stress, and wellbeing. Her thesis was related to employee compliance with monitoring systems and her dissertation focused on core self-evaluations and wellbeing.

Upon graduating from BGSU, Christiane immediately joined the faculty at the University of Houston (UH), where she has remained throughout her career. She also completed sabbaticals in Germany and Nigeria, most recently at Lagos Business School in Lagos, Nigeria.

Currently, she is back at UH on an administrative appointment leading a $5 million National Science Foundation ADVANCE grant. In this capacity, she works with the provost and other faculty across the university to promote women in STEM. She has appreciated learning more...
about how universities work and what motivates faculty, especially at the senior level, but she is excited to get back to conducting research and teaching full time. As a professor, she most enjoys mentoring graduate students and looks forward to continuing to do so.

Her primary research interest is in Occupational Health Psychology, especially the work-family interface. Within this field, she is particularly interested in family systems and how strain and stressors from work cross over to spouses and children. Christiane has successfully published her research in several outlets, including *Journal of Applied Psychology* and *Journal of Occupational Health Psychology* and is well known for her work in this area. Additionally, she is interested in technical training and workforce nationalization, employee and patient safety, and employee engagement and organizational surveys. Christiane works extensively with organizations on these topics. When asked how she successfully establishes and maintains relationships with businesses as an academic, she credits living in a city with an abundance of industry, building relationships through university connections, and being flexible in what she researches. She said, “Once you get into organizations and do a good job, they will recommend you to others—getting started is the hardest part.”

When asked what advice she has for students wanting to go into academia, she said, “Do a critical self-assessment as to why you want to be an academic. Academia is like being an entrepreneur, you have to have your own structure and your own life, and that’s not easy for everyone.” She also highlighted that academia is better for those who are self-motivated and enjoy activities like intellectual thought and working with students. Additionally, she highlighted the flexibility that academia allows someone who wants to have a family.

When asked what experiences at BGSU most impacted her career, Christiane mentioned the opportunity to work with faculty from different backgrounds in terms of training and research interests provided a broad and realistic overview of our field. Additionally, she appreciated the quality of her fellow graduate students, which led to an intellectually stimulating environment. Finally, on a personal level, she felt connected to the strong international student community in Bowling Green. To current graduate students, she recommends getting involved in research projects as soon as you come to BG, because those projects are likely to be published by the time you are finished with your graduate career.

We thank Christiane for her time and willingness to do this interview and wish her success in her future endeavors.

---

**Presentations and Talks**

The department has had a rigorous schedule of presentations by BGSU faculty and students as well as outside scholars and practitioners. The calendar for the 2016-17 academic year follows:

**FALL:**

- **September 9, 2016**
  Filip Lievens, Ghent University - *A Modular Approach to Selection Procedures*

- **September 23, 2016**
  Russell Matthews & Scott Highhouse, Bowling Green State University - *Using MTurk for I/O Research*

- **September 30, 2016**
  Julia Levashina, Kent State University - *Evaluating Deceptive Impression Management for Personnel Selection and Job Performance*

- **October 14, 2016**
  Neil Christiansen, Michigan State University - *Individual Differences in Interviewer Ability*

- **November 1, 2016**
  Mort McPhail, SIOP President – *Question and Answer Session*

- **November 4, 2016**
  Chris Berry, Indiana University - *Cognitive ability test scores underpredict Hispanic Americans’ job performance*

- **December 2, 2016**
  Steve Weingarten, Blue Cross Blue Shield – *Manage the Organization’s Culture: It’s Personal*

**SPRING:**

- **January 27, 2017**
  Scott Highhouse, Bowling Green State University – *Risk Taking as a General Trait*

- **February 3, 2017**
  Nick Howald and Mike Zickar, Bowling Green State University - *Work-to-work Conflict among Municipal Elected Officials: Juggling Jobs, Bosses, and Voters*

- **February 10, 2017**
  Steve Jex and Russell Matthews, Bowling Green State University – *Career Advice for Academics*

- **February 24, 2017**
  Chris Nye, Michigan State University - *Vocational Interests at Work and in School: Understanding the Importance of Fit*

- **March 17, 2017**
  YoungAh Park, University of Illinois and Urbana-Champaign

- **March 24, 2017**
  Violet Xu, Texas A&M University

- **March 31, 2017**
  Corey Seitz, Seitz Talent Consulting, LLC

- **April 7, 2017**
  Jessica Streit, National Institute for Occupational Safety and Health
PRACTITIONER PROFILE

Evan Sinar: Chief Scientist and Vice President for DDI’s Center of Analytics and Behavioral Research

by Christopher Gallagher

Evan Sinar grew up in North Carolina, moving to inland California’s Pomona College for his first exposure to I-O psychology. He found a fit in I-O, and after applying to a handful of programs, decided to attend BGSU because of its historical strengths, exciting new faculty and incoming class. Moreover, the culture seemed active and collegial, as opposed to competitive, which may have made the final choice much easier. The description of the Bowling Green culture seems as relevant today as it did in 1996, when Evan joined the program.

During his time in Bowling Green, the legacy of the program was ever-present, with Bob Guion—emeritus professor by this time—making his presence felt on campus. In this same vein, Evan credits the BG I-O program for focusing on foundations of science and statistics in a way that many programs do not. He suggests that truly knowing research methodology is one of the most marketable skills for any aspiring practitioner.

Although he spent his first few years in the program unsure of whether he’d be an academic or practitioner, as many of us do, involvement with IPRA convinced Evan he could make the greatest impact through scientific practice. The young faculty mentioned above, including our very own Mike Zickar and Scott Highhouse, advised Evan through his dissertation, and saw him off to an internship with DDI in Pittsburgh, PA, where he’s been ever since.

Life at DDI seemed to fulfill exactly what Evan was looking for professionally. He started as an intern, and then moved to a permanent consultant role in their group responsible for creating proprietary instruments. After many years with this group, Evan found himself in a leadership position. It is in leadership that Evan gains reward and motivation, as he describes the success of mentees and subordinates as a great source of pride.

In his current role as vice president and chief scientist at DDI’s Center for Analytical and Behavioral Research (CABER), the skills that Evan puts to use daily are somewhat different than a standard consultant. As a “thought leader,” he spends some of his professional time talking and thinking about important topics and directions for I-O and the greater business community. One of the most active and followed I-Os on Twitter (51k followers and growing), he regularly shares what he’s learned about trends in his industry that are adjacent to and of interest to traditional I-O programs. Among the topics he covers are big data, data science, machine learning, and more concerte topics such as data visualization, all the while promoting I-O psychology.

Beyond his nod to the fundamentals of good science, he also offered other bits of advice for graduate students who hope to move into an applied setting. Perhaps a pet peeve, Evan suggested that the days of relying on “tech support” to solve our technology problems has passed. Each of us should be confident with the technology we interface with, or at least know how to troubleshoot if something goes awry. He suggests that I-O grad students should learn, either inside or outside our curricula, the finer points of data visualization. Well-executed data visualizations are a primary channel through which clients learn about the results of consulting, and a subset of scientific literature has developed around data visualization. Finally, he suggests young practitioners should be familiar with both change and project management.

Look for Evan’s thoughts on Twitter (@EvanSinar) or on Medium where he writes to a broader audience. Or look for his presence throughout SIOP 2017 in Orlando; search the SIOP program for details.

As a testament to the narrative power of visualization, Evan was kind enough to show me how to use our alumni database to create an alluvial diagram demonstrating the flow of 4-year cohorts to their Ph.D. advisor. We believe it has a story to tell students, faculty, and alumni alike.

On the left side, we have 4-year cohorts starting with the founding of the program. On the right, we have faculty throughout the years.
Reflections of BGSU: The Next Steps

Garett Foster

How would you characterize your experience at BGSU?
Graduate school was definitely one of the toughest experiences of my life. The program at BGSU really expects a lot from its students, and like all graduate students, there were many times when I didn’t know how I’d get through. Luckily, the greatest thing about BGSU is the people, and they made the entire experience better. The faculty have been incredibly supportive over the past four years, and I certainly wouldn’t be half the researcher or educator I am today without their guidance. But what really helped me through was my fellow grad students. I have made some of the best friends I’ve ever had while at BGSU, and I will miss you guys most of all.

Looking back, what aspects of the program do you think will have the greatest impact on your future work?
This one is tough since there are so many things that had a positive influence, especially the people. I think there are two aspects of the program in particular that stand out: IPRA and working with students. IPRA has given me tons of great experiences and stories that I can use when I teach and has helped me make connections for the future. Working with students at BGSU showed me how rewarding teaching can be and helped solidify my decision to go into academia.

What will you remember as your proudest moment(s) from your time in the program?
I felt very honored to be recognized by the faculty and students through departmental awards. However I think what I am most proud of is the work I did with my undergraduate research assistant who has gone on to become a bona fide researcher in her own right; she was awarded a grant from the university to conduct her own original research project which was later accepted as a poster to SIOP, and seeing her succeed has been absolutely incredible.

What will you miss most and/or least about the town of Bowling Green?
Well, I am certainly not going to miss that infernal train blaring its way past Sycamore at all hours of the night, that’s for sure! One of things I always loved about Bowling Green was that everything, and everyone, was just a short walk away, and I will definitely miss that.

How are you feeling about moving on from graduate school to begin your formal career?
I guess the best way to describe it would be a combination of excitement and bewilderment. It’s really hard to believe that I’m already graduating, but I’m very eager to move on to the next stage.

Yi (Lala) Wang

How would you characterize your experience at BGSU?
Learning. I know this is supposedly the core experience for all grad students, but I guess I’m thinking more than just learning as a grad student – it’s about learning to live in another country, use another language, and interact with various people; to develop research and teaching programs as an I-O psychologist; to (never find) balance between work and personal life (and cope with it); to deal with ups and downs in life; and so on. I’m really grateful for everything I’ve learned here.

Looking back, what aspects of the program do you think will have the greatest impact on your future work?
This is a good (but hard) question – how could I possibly imagine my future work without all the different aspects of BG that shape who I am now…I would say what impacts me the most is to think like a real applied psychologist – not a pure theorist that doesn’t care about organizational practices, or a pure practitioner that doesn’t care about the science underlying human behaviors.

What will you remember as your proudest moment(s) from your time in the program?
Probably the moment when I finally receive the Ph.D. degree certificate from my advisor. That to me is really something to be proud of, more so compared to when I published my first journal article or got the Sandman Award. I didn’t cry when I earned those achievements. But I guess I will be in tears (really) when I get the degree. Let’s wait and see :)

What will you miss most and/or least about the town of Bowling Green?
Miss the most…Ahh there are so many…Friendly, helpful, interesting people that have always been so open, honest, and straight forward; the quiet college town with all the spring flowers, summer grasses, fall leaves, and winter winds; I-75 with never-ending constructions; nice apartments (and landlords) with lower rent prices than anywhere else…

How are you feeling about moving on from graduate school to begin your formal career?
“Finally done”…Well, you know, to such an academic nerd, it doesn’t really make that much a difference moving out from grad school to a formal job, other than getting a bit more salary and less guidance to do similar work that nevertheless comes in larger amount and higher expectations.
Yuyan Zhang

How would you characterize your experience at BGSU?
It is a journey of continuous learning and development. Every year, I found myself getting more adapted to the life as a graduate student. I still remember the feeling of nervousness when I joined the BG family as a newbie, the feeling of relief when I just proposed my master thesis, and the feeling of gratitude when I received a student award. There are so many more snapshots in my memory that remind me of such a fulfilling journey.

Looking back, what aspects of the program do you think will have the greatest impact on your future work?
It will certainly be the mentorship of my faculty advisors and the friendship with my colleagues. When we say we have a collaborative culture, we mean it. Whenever I needed some help or advice, there was always someone for me. The support I received from my mentors and friends will be the most meaningful lesson I have learned.

What will you remember as your proudest moment(s) from your time in the program?
The moment when I finished my prelim exams and clicked “Send”!

What will you miss most and/or least about the town of Bowling Green?
I will miss the artistic posters on our doors, the “secret” candies in our mailboxes, the smell of all kinds of food during lunch hours, and the random free stuff on the table in the hallway!
I will NOT miss creeping toward the Psychology Building from the parking lot in the winds of winter.

How are you feeling about moving on from graduate school to begin your formal career?
No matter where I will start the next journey, I will keep a grateful mind and stay in touch with my BG people!

Susannah Huang

Despite a bit of an adjustment period, my first year at BGSU has been great! I’ve had the chance to expand my research interests and learn more about various topics in I-O psychology. I have enjoyed interacting with faculty and other graduate students, who are all very helpful and supportive. I hope to continue developing as a researcher in the rest of my time here.

Tom Ron

I can’t believe I’m almost a year here in Bowling Green. The past months have been both challenging and exciting in many ways. The I-O psychology program at BGSU lives up to my expectations, and the new friends and faculty I met here were friendly and welcoming and made the transfer from Israel much easier. I am excited for the years to come and enthusiastic about taking in all the knowledge and skills this program has to offer. Bowling Green itself is nice and friendly, and especially safe and welcoming. The people are the ones who make the experience here so great and I’m very grateful for the new relationships I formed in the past months.

Rachel Parsons

My first year at BGSU has been excellent so far! It has definitely been an adjustment from living a few miles from the beach, but this mild winter has helped. I’ve appreciated the abundant opportunities to collaborate with other students and faculty on research projects; everyone is incredibly supportive and knowledgeable. My classes have also been relevant and informative. I look forward to taking full advantage of the rest of my time here.

Claire Smith

My first year at BGSU has been great so far, and I feel very lucky to be a part of such a welcoming program. The faculty members and graduate students have all been immensely helpful with everything from specific questions about classes to general career advice. I already feel I have grown and learned so much through the opportunities for research and applied projects here. I’m excited to see what the next few years have to offer!
Faculty and Student Accomplishments

PUBLICATIONS


PRESENTATIONS

Bayne, A.M., Petersen, N.L., & Matthews, R.M. (2017, June). Initial criterion-related validity and boundary conditions of a work interruptions scale. Poster to be presented at the 12th International Conference on Occupational Stress and Health, Minneapolis, MN.


Gallagher, C. (2017, April). The burden of being negative: Social burden at work. Poster to be presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.


GRANTS


BOOKS AND BOOK CHAPTERS


BGSU Alumni Party 2017 SIOP
ORLANDO, FLORIDA

Friday, April 28 from 8 p.m. to Midnight
Located at the Sea Dog Brewing Company
8496 Palm Parkway Ave.

Please consider donating to fund for the BGSU SIOP Alumni Party. 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
- “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