

Alumni I-O Observer

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

I-O Psych maintains excellent tradition, reputation

Greetings from our little slice of flat, swampy paradise. After years (and multiple iterations) as I-O area director, Scott Highhouse is ready for a break, and I am pleased to step into the role.

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 continue to transition in the I-O program. Last year, we said goodbye to Steve Jex and Russell Matthews, who are doing well in Florida and Alabama – although I hear they miss our weather. This year, we welcomed Dr. Sam McAbee and his family – wife Hannah and son Levi – into the I-O program. In addition to his many relevant contributions to the program, Sam is a big fan of taking walking micro-breaks; this has had a positive impact on I-O faculty “steps.” We also welcomed a class of six excellent graduate students who have adopted some interesting norms, including mandatory cohort lunches.

Continuing my tradition of “burying the lead,” I’ll conclude with the most exciting news. **We are looking forward to celebrating the I-O program’s 50th anniversary during the spring semester of 2019.** We would love to see as many of you as possible in Bowling Green for this event, which will include a special edition of our biennial Guion-Smith Distinguished Lecture Series.



We hope many of you will consider coming back to connect with your BG-IO alumni network, and our current students and faculty. We are in the planning process, so stay tuned for more information!

Maggie Brooks
Director, I-O Psychology Program

Academic Update with Patrick Raymark

Professor and Department Chair, Clemson University

by Rachel Parsons



Pat Raymark’s story is a tale of how experiences in graduate school impact one’s lifelong career. Pat is originally from Wisconsin, and completed his undergraduate work at Wisconsin Oshkosh before moving to Illinois State University where he received his Master’s in I-O Psychology before coming to BGSU to pursue his Ph.D.

While at BGSU, Pat worked with Bill Balzer during his entire tenure. Pat described Bill’s influence on how he interacts with students, specifically his level of expectations and ability to identify the strengths and weaknesses of a particular student to work to improve them rather than using a cookie cutter approach. Bill’s personalized approach to working

with Pat in graduate school has had a lasting impact on how Pat interacts with students.

Another important graduate school experience for Pat was the culture of Bowling Green, specifically the encouragement to work with multiple faculty. Because of this, Pat had a variety of experiences that helped round out his education. A few impactful examples came to mind; first, the opportunity to work with Bob Guion and learn from his teaching style as the only person who was a student in his last two classes. Also, Pat was able to work with Mike Doherty, who exposed him to the areas of judgement and decision making, which helped him flesh out some interest areas that he

CONTINUED ON NEXT PAGE

ACADEMIC UPDATE WITH PATRICK RAYMARK

CONTINUED FROM PAGE 1

would not have been able to explore at other programs. In addition to these experiences, he was able to work with other faculty, including consulting work with Ann Marie Ryan.

Upon graduating from BGSU, Pat accepted a position at Ohio State University. A few years later, he saw that Clemson was developing an I-O program, and he saw a wonderful opportunity to be a part of its creation. In 1998 he moved to Clemson, coming with definite ideas of what he thought a Ph.D. program should look like, a lot of which was based on his experiences at BGSU. For example, at Clemson he encourages students to work with multiple faculty, not just in word, but also in action by promoting a supportive, encouraging, and collaborative culture in general.

Through his involvement with and passion for developing a BGSU- style program, Pat took every opportunity to be involved in the running of the program, which eventually grew into being the graduate program coordinator for the department. Some time after, the dean asked him to be the interim department head. In his words, his "initial and secondary reaction was no," as this was not in his career plan, and the request took him by surprise. However, after additional thought and counsel from his wife, he decided to give it a try.

Once he was in the position, he found that he loved it. Having been a faculty member for 17 years at that point, he enjoyed that being a department head required using different skills and "flexing different muscles," including applying his I-O knowledge, specifically in performance appraisal and

selection, to the department. He has been glad to have an impact on the program as a whole, not just the I-O department, again in a way that mirrors his highly positive experiences at BGSU. The tradeoff, however, is that since taking on the department head role, he hasn't had as much opportunity to work with graduate students on research, although he is still able to teach a course. However, he finds that as department head he not only helps the department, but at a secondary level he also helps the program and students, which gives him more opportunity to have a lasting impact on the program. He also has enjoyed the opportunity to make an impact on the university as a whole as chair of academic reorganization when the university had a change in their college structure.

Reflecting on his "almost accidental" career progression, he is proud of the kind of workplace he has created at Clemson. They haven't had a faculty member leave for another job voluntarily in 18 years, and he thinks that the fact that people are happy there speaks to the effectiveness of what they're doing. He has also been able to develop a new junior faculty mentoring program. He reflects that as department head, sometimes you'll make decisions that people don't like, but as long as they're based on data, transparent, and don't appear biased, faculty, who have a good perspective of the needs and demands for decisions, will come to accept those decisions. He also credits Bill Balzer, currently Vice President for Faculty Affairs and Strategic Initiatives at BGSU, with some of his propensity for administration.

Presentations and Talks 2017-2018

FALL

September 22, 2017

Shelby Wise and Nicholas Howald, BGSU
Summer Internship Experiences

October 6, 2017

Jeff Hughes, Executive Director of SIOP
An Introduction to Advancing Your Career: Society of Industrial and Organizational Psychology Membership

October 20, 2017

Sam McAbee, BGSU
From the Classroom to the Kitchen: Predicting Performance and Transfer of Culinary Skills

October 27, 2017

Andrew Speer, Wayne State University
Quantifying with Words: An Investigation of the Validity of Narrative-derived Performance Scores

November 17, 2017

Stacy Sim, Michael Tocci, and Daniele Bologna, Procter & Gamble
Selection Project Introduction

SPRING

January 26, 2018

Haylee Min, BGSU
An Examination of Three Measures of Sadism

February 2, 2018

Scott Davies, PointLeader, Inc.
Reclaiming Validity and Fairness in Applicant Assessment

April 6, 2018

Tim Judge, Ohio State University
Social Attitudes and Work Attitudes Research: So Near and Yet So Far

April 13, 2018

Tatana Olson, U.S. Navy
"The Right Stuff": The Evolution of Aviator Selection in the United States Navy

Applied Alumni Update with Susan Stang

Vice President of Leadership Services at PSI Services LLC

By Feng Guo



It all started here at BGSU. Susan Stang came to BGSU for undergraduate study in psychology, with an initial interest in human factors. After taking a variety of psychology courses, she found her true passion in industrial psychology. Joining in Dr. Guion's undergraduate program, which focused on test development and validation, was a decisive move for Susan's career path. Right after she finished the program, she was offered a consulting position from Psychological Services, Inc. (now PSI Services LLC) in Los Angeles, California. Despite the fact that her role and responsibilities continued to expand, three years later she decided to come back to BGSU to pursue a doctorate degree in order to be able to do more in her job.

Susan mentioned that the working experience at PSI gave her a different orientation toward learning at school. The concepts from textbooks made more sense, and the skills acquired at school were more valued as they are obviously applicable in practice. Besides, she appreciated the fact that our Ph.D. program gave her a solid grounding with research methodology along with statistical skills, which are extremely crucial to systematically and effectively understanding organizational needs and problems and to identifying workable and valid solutions. During her stay, she enjoyed the cooperative approach in the BGSU graduate program very much: "We could all do well," she emphasized, "I liked that culture and appreciated the underlying values."

As vice president of Leadership Service at PSI, Susan currently leads a team of industrial/organizational psychologists and assessors who focus on the identification of leadership talent and the development of top quality leaders. She is intrigued by the idea of determining the best characteristics of a successful leadership role in specific contexts, yet she sees a lot of challenges in finalizing the best profile. In her 30 years of experience in test development, selection, and performance measurement she became an exemplar in her field. It is noteworthy that, after obtaining her Ph.D., she ran her own consulting company for around 16 years until it was acquired

by PSI three years ago. Many consulting projects were accomplished over the years with the focus and emphasis changing over time – starting with the development and validation of cognitive and personality assessments to the development and implementation of 360-degree performance surveys, then later to coaching engagements and design and oversight of leadership development programs. One of the highlights of being an I-O psychologist, Susan mentioned, is that you can be involved in many very different activities (e.g., test development or coaching) allowing you to tailor your career as you go and to continue to learn and grow.

Besides mastering the research and statistical skills mentioned above, Susan offered several other key points of advice for those who are planning to go into an applied practice: Obtain an internship and gain real world experience as soon as possible. Focus not only on research techniques, methods, and tools, but also on your interpersonal skills and business acumen, which are important in being able to successfully present your ideas in the work environment.

Outside of her work, Susan enjoys yoga, reading, and travelling. She is a certified yoga instructor, and she has visited more than 30 countries in her travels. We would like to thank Susan for sharing her experiences with us.

Faculty and Student Accomplishments

CONFERENCE 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 to be 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 to be 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 to be presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

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*. doi:10.1080/00223891.2017.1406362

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

Brooks, M.E., Zhang, Y., & **Highhouse, S.** (2017, April) Context Effects on Validity Thresholds for Test Adoption. In Weinhardt, J.M., & Beck, J.W. (Symposium): Employee Selection Decision Processes: Efficient, Fair, and Accurate. Annual Meeting for the Society for Industrial and Organizational Psychology, Orlando, FL.

Chan, J., Adler, S., Sydell, E., & **Zickar, M.J.** (2018, April). Are Modern Assessments Ethical? Panel discussion to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

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

Daniels, M., **Highhouse, S.**, & Greguras, G. (2017). *Abusive Supervision as a Symbolic Act: The Roles of Shame and Power Distance*. Presented at the annual meeting of the Academy of Management, Atlanta, GA.

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 to be presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

CONTINUED ON PAGE 7

Reflections of BGSU: The Next Steps

Kelsey-Jo Ritter (Kessie)

How would you characterize your experience at BGSU?

My years at BGSU were challenging (it's graduate school, after all), but filled with hilarious and heartwarming moments with some truly wonderful friends.

Looking back, what aspects of the program do you think will have the greatest impact on your future work?

Getting an opportunity to teach my own course was a major highlight; I suspected but confirmed that my passion is teaching. I also feel very fortunate to have been exposed to so many aspects of industrial-organizational psychology in the form of applied work and top-notch research.

What will you remember as your proudest moment(s) from your time in the program?

Receiving a grant to fund my thesis and the publication of my first article were standout moments for me.

What will you miss most and/or least about the town of Bowling Green?

I miss being able to walk or bike to restaurants, bars, and school (work) - I don't know when I'll get that set-up again! Also, I miss living next door to my friends. I do not miss the isolation of graduate or my concrete block office space!

How are you feeling about moving on from graduate school to begin your formal career?

I am thrilled I am no longer asked, "How much longer are you in school?" and no longer feel like an outsider to the workforce.



Alexandra Henderson

How would you characterize your experience at BGSU?

BGSU was a challenging but extremely rewarding experience. The program helped me to figure out what I wanted in life and how to take charge of my future. Looking back at my research prior to BGSU, I can see the incredible transformation in my knowledge and research skills. I developed wonderful friendships and collaborative relationships that I know will last a lifetime!

Looking back, what aspects of the program do you think will have the greatest impact on your future work?

My advisor, Russell Matthews, has been an incredible mentor who has helped shape me as a researcher and teacher. I know that I wouldn't be where I am today without his guidance and support, and I am grateful to have gained a friend and a colleague who will no doubt continue to be an influential part of my academic career. My fellow graduate students have also been extremely supportive throughout my time at BGSU, and I have no doubt that we will continue to support one another in our future endeavors.

What will you remember as your proudest moment(s) from your time in the program?

Like most students, I was extremely proud of completing my thesis, prelim exam, and dissertation. I was also very proud to present in a number of poster, symposia, and ignite sessions at SIOP. These accomplishments were extremely satisfying and gave me a lot of confidence in my abilities as a researcher.

What will you miss most and/or least about the town of Bowling Green?

I will miss the happy hours with my fellow graduate students and faculty. It was really great to have the opportunity socialize and get to know people outside of the university environment. I think this weekly tradition is a very special aspect of the program and I will miss catching up with everyone every Friday.

How are you feeling about moving on from graduate school to begin your formal career?

I am thrilled to have found a faculty position in the College of Business at Zayed University in Abu Dhabi, UAE. I have always enjoyed traveling and living abroad, so to find a job that has allowed me to continue my research and teaching in a new and interesting part of the world has been extremely exciting. I am very thankful to the BGSU faculty for helping me develop the skills I needed to prepare for this position. And, although I am sad to be halfway across the world, I know that I will be able to connect and catch up with everyone at least once a year at SIOP!



REFLECTIONS OF BGSU: THE NEXT STEPS

CONTINUED

Alison Rada-Bayne

How would you characterize your experience at BGSU?

Enlightening! Grad school was a time of personal and professional growth. Each year brought new challenges and lessons that allowed me to improve my skills as a researcher, a writer, and a practitioner, and the opportunity to know myself better. Pursuing my doctorate has been one of the most challenging and rewarding experiences of my life, and it would not have been possible without the guidance and support from both the faculty and students in the program.



Looking back, what aspects of the program do you think will have the greatest impact on your future work?

BG's program provided a wealth of great experiences, the most impactful of which were my mentor relationships and involvement with IPRA projects. I was fortunate to collaborate with great colleagues and faculty on research and consulting projects, which helped me determine my preference for the applied side of I-O psychology and gave me many experiences to draw on in future professional endeavors.

What will you remember as your proudest moment(s) from your time in the program?

My proudest moment was definitely sending off my completed prelim answers! I also loved our department's tradition of making celebratory posters - getting to walk out of a successful defense meeting and see the awesome poster that friends had put on my office door was always a great feeling.

What will you miss most and/or least about the town of Bowling Green?

I will miss the closeness of everyone (and everything!) in BG. The social support in this department was integral to my time in BG, and it was a one-of-a-kind experience to get to live in close proximity to so many friends at Sycamore Square. The five-minute commute wasn't bad either.

How are you feeling about moving on from graduate school to begin your formal career?

A healthy mixture of excitement, anticipation, and nerves - It's been a long time coming, and I am thrilled to move on to my next chapter!

Sara McKersie

How would you characterize your experience at BGSU?

I would characterize my experience at BGSU as a whirlwind - it flew by very quickly and I had a lot of different experiences along the way. I learned a lot about industrial organizational psychology and myself throughout my time at BGSU and I'm very grateful for that.



Looking back, what aspects of the program do you think will have the greatest impact on your future work?

As a practitioner the opportunity to work on applied projects definitely has helped in my career. However, equally as important is the theoretical and research knowledge I gained - the key to a program like BGSU's is that you have a mix of opportunities that prepares you for whatever career path you take. Having a strong background in the theory and research of industrial organizational psychology has helped me tremendously as a practitioner.

What will you remember as your proudest moment(s) from your time in the program?

I think after taking prelims was a pretty big moment. It's something I thought about since day one and to have that behind me was a really great feeling.

What will you miss most and/or least about the town of Bowling Green?

I miss the kindness of the community and the cost of living :)!

How are you feeling about moving on from graduate school to begin your formal career?

Fully leaving graduate school is a crazy feeling. It flew by and feels like yesterday Yan, Alison, Chelsea, Garrett, Chris and I were stumbling around the psychology building. Although it feels funny that I'm no longer a student, I am looking forward to having hobbies again and free time on weekends!

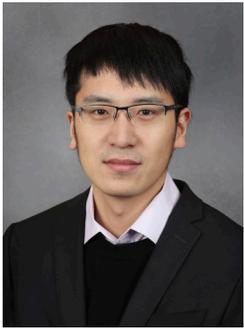
Program welcomes first-year students

Sarah Melick



My first year at BGSU marks the end of an era and the hopeful beginning of the next chapter. I am excited for the relative respite after a decade spent in the military. I am less enthused about my departure from the tropics and the prospect of winters in the Midwest. However, what the northwest Ohio climate lacks in warmth is surely made up for by the friendly people, both faculty and students. I am excited about projects that are in progress and the opportunity to learn more as my time here goes on.

Feng Guo



The time I've spent here at BG has been great so far. I especially appreciate the collaborative environment here. I've learnt a lot from various passionate faculty members through different projects in such a short period of time. I believe the program at BGSU offers you the best resource you can have to facilitate and develop your own research ideas. I am glad I made the right choice and I am excited for the coming years at BGSU.

Andrew Samo



The short time I have spent at BGSU has already exceeded my expectations. The community at BG is productive, friendly and encouraging and the program offers an exciting number of opportunities to grow through conducting and collaborating on exciting research and real-world applied projects. Importantly, I am still enjoying long walks through the many cornfields and appreciate the relatively warm winters, having lived in Canada. I look forward to continuing this great experience.

Jordan Dovel



I have really enjoyed my first year at BGSU so far. The coursework has been challenging but engaging and has helped me to develop and expand my research interests. The faculty and other students have been very friendly and inclusive, and the professional environment seems very collaborative. The various research groups have given me research opportunities in many different areas in I-O psychology. The town of Bowling Green is fairly quiet but still offers things to do nearby (Perrysburg, Toledo, Detroit, etc.). Overall I have had a great experience at BGSU so far and look forward to my next few years.

Melissa Albert



To move away from my hometown for the first time has been an adjustment to say the least—and if you meet me, I promise I will mention New Jersey at least six times in a five-minute period. Yet, I'm so grateful for the experience I've gained in these few months coupled with the relationships I've formed with both students and faculty alike, all of whom have been so supportive and kind. Being surrounded by a wonderfully supportive and commiserative cohort definitely makes living in Bowling Green, Ohio worth it. I'm happy to say that I've learned to manage the balancing act that is graduate school and I'm excited to continue my education through exploring the many research areas I-O has to offer!

Katherine Barlow



With almost a year behind me in Bowling Green, I can now confidently say the past two semesters have flown by. The faculty and other students have been immensely welcoming and helpful as I've transitioned to graduate school, and I've learned so much in a short period of time. I've enjoyed diving into classes and research, and I look forward to embracing more learning and development opportunities in the coming years. I may still be getting used to that chilly Bowling Green wind, but I know I have made the right decision in choosing this collaborative and supportive program here at BGSU!

FACULTY AND STUDENT ACCOMPLISHMENTS

CONTINUED FROM PAGE 3

Moeller, M. T., Singh, R. S., **Horan, K. A.**, Wasson, R., 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 to be presented at the 51st Annual Convention of the Association for Behavioral and Cognitive Therapies, San Diego, CA.

Nesnidol, S. & Highhouse, S. (April, 2018.) Practitioner Perceptions and Resistance to Unproctored Internet Testing. Poster to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Nesnidol, S., Howald, N., Wise, S., Min, H., Peng, Y., & Matthews, R. A. (April, 2018.) Insufficient Effort Responding in Online Samples: Perceptions and Practice. In *Causes and Perceptions of Insufficient Effort Responding and its Effects*. Symposium to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

O'Brien, W. H., **Horan, K. A.**, Moeller, M. M., 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.

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 to be presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Parsons, R. E., Major, D. A., Litano, M. L., & Hu, X. (2018, June). Linking supervisor and organization support for work-family. Poster presented at the 3rd biennial conference of the Work and Family Researchers Network, Washington, D.C.

Parsons, R. E. & Matthews, R. A. (2018, June). Multiple job holders: Examining how work-family resources from two jobs combine. Poster presented at the 3rd biennial conference of the Work and Family Researchers Network, Washington, D.C.

Parsons, R. E. & Matthews, R. A. (2018, April). Multiple job holding: The more, the worse (than single job holding). Paper presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Ron, T. H., & Zickar, M. J. (2018, April). Informational Privacy and Its Implications on Cybervetting Efforts. Poster to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

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., **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 to be presented at the 51st Annual Convention of the Association for Behavioral and Cognitive Therapies, San Diego, CA.

Smith, C.E., Keller, A.C., & Matthews, R.A. (2018, April). Interruption Type & Performance: A Trade-off between Creativity & Task Completion. Paper submitted for presentation to the 33rd Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.

Wang, Y., **Highhouse, S., & Brooks, M.E.** (2017, November). *Decomposing variance components for risk perception using generalizability theory*. Presented at the Annual Meeting of the Society for Judgment and Decision Making, Vancouver, BC.

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

Yankov, G. (2018, April). A Profile-Based Approach for Investigating the Values-Personality Relationship. Poster to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Yankov, G. (2018, April). Designing a Multidimensional Scale of Organizational Gossiping. Poster to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Yankov, G. (2018, April). Three Presentations on Funding the I-O Start-Up. In G. Yankov (Chair), *Toothless Shark Tank: Monetizing I-O Science*. Alternative session to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

PUBLICATIONS

Balzer, W.K., & Brodke, M.H. (2017). Job Satisfaction Measurement. In S.G. Rogelberg (Ed.), *Sage Encyclopedia of Industrial and Organizational Psychology*, (2nd Ed.). Thousand Oaks, CA: Sage Publications.

Balzer, W.K., Francis, D.E., & Krehbiel, T.C. (March, 2017). Lean applications in higher education – part one. *The Lean Management Journal*. <https://the-lmj.com/2017/03/lean-applications-in-higher-education-part-one/>

Balzer, W.K., Jex, S.M., & Geimer, J.L. (2017). Boredom. Reference Module in Neuroscience and Biobehavioral Psychology. San Diego, CA: Elsevier, Inc.

Balzer, W.K., & Sandman, B.A. (2017). Smith, Patricia C.: Second Recipient, SIOP Distinguished Scientific Contributions Award. In S.G. Rogelberg (Ed.), *Sage Encyclopedia of Industrial and Organizational Psychology*, (2nd Ed.). Thousand Oaks, CA: Sage Publications.

Clayton, M., & **Nesnidol, S.** (2017). Reducing Electricity Use on Campus: The Use of Prompts, Feedback, and Goal Setting to Decrease Excessive Classroom Lighting. *Journal of Organizational Behavior Management*, 37(2), 196-206.

Horan, K. A., & Taylor, M. (in press). Mindfulness and self-compassion as tools in health behavior change: An evaluation of a workplace intervention. *Journal of Contextual & Behavioral Science*.

Highhouse, S., & Brooks, M.E. (2017). Straight talk about selecting for upper-management. In D.G. Collings, K. Mellahi, and W.F. Cascio (Eds.) *The Oxford Handbook of Talent Management*. DOI:10.1093/oxfordhb/9780198758273.013.24

Highhouse, S., Brooks, M.E., Nesnidol, S., & Sim, S. (2017). Is a .51 validity coefficient good? Value sensitivity for interview validity. *International Journal of Selection and Assessment*, 25, 383-389.

Highhouse, S., & Doverspike, D. (2017, June). Creating an Open-Access, Practitioner-Friendly Scientific Journal for IO Psychology: The Case of Personnel Assessment and Decisions (PAD). *The Industrial-Organizational Psychologist*, 51, <http://www.siop.org/tip/july17/pad.aspx>.

FACULTY AND STUDENT ACCOMPLISHMENTS

CONTINUED FROM PAGE 7

Highhouse, S., Nye, C.D., & Matthews, R.A. (2017). Finding meaning in the struggle of work: Construct redundancy in work-importance measurement. *Journal of Personnel Psychology*, 16, 137-149.

Highhouse, S., Nye, C.D., Zhang, D., & Rada, T.B. (2017). Structure of the DOSPERT: Is there evidence for a general risk factor? *Journal of Behavioral Decision Making*, 30, 400-406.

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

Mayer, J. D., **Lortie, B. C.,** Panter, A. T., & Caruso, D. R. (in press). Personal intelligence in the workplace: An online study. *Journal of Personality Assessment*.

McAbee, S. T., Grubbs, J. B., & **Zickar, M. J.** (2018). Open science is robust science. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

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

Min, H., Zickar, M., & Yankov, G. (2018). Understanding item parameters in personality scales: An explanatory item response modeling approach. *Personality and Individual Differences*, 128, 1-6.

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.

O'Brien, W. H., **Horan, K. A.,** Singh, S. R., Moeller, M. M., Wasson, R. S., & Jex, S. M. (accepted with revisions). Relationships among training, mindfulness, and workplace injuries among nurse aides. *Journal of Nursing Research*.

Wang, Y., **Highhouse, S.,** Lake, C.J., Petersen, N.L., & Rada, T.B. (2017). Meta-analytic investigations of the relation between intuition and analysis. *Journal of Behavioral Decision Making*, 30, 15-25.

Yankov, G. (in press). A profile-based approach for investigating the values-personality relationship. *Personality and Individual Differences*.

Yankov, G. (2017). Between "Is" And "Ought": A Philosophical Investigation of Personal Values and Their Application in Managerial Practice. *Journal of Theoretical and Philosophical Psychology*, 37(3), 164-182.

Zickar, M., & Highhouse, S. (2017). Where has all the psychology gone (twenty years later)? *Industrial and Organizational Psychology*, 10, 616-621.