It is with mixed feelings that we update you on the happenings in the I-O program. It is a happy time in that we learned that BGSU has moved to number three in the *U.S. News & World Report* rankings of doctoral programs in I-O psychology ([http://grad-schools.usnews.rankingsandreviews.com/best-graduate-schools/top-humanities-schools/industrial-organizational-psychology-rankings](http://grad-schools.usnews.rankingsandreviews.com/best-graduate-schools/top-humanities-schools/industrial-organizational-psychology-rankings)). A BGSU PhD continues to be a stamp of quality for those pursuing jobs in both industry and academia.

It has also been a sad time, with the passing of I-O legend Bob Guion on October 23, 2012 at the age of 88. In the retirement years, Bob remained intensely curious, and vigorously pursued outside interests as a candy maker, glass blower, and music theorist. After his passing, many remembered his curmudgeonly disposition, disarming smile, and the “twinkle in his eye.” A memorial is planned at this year’s SIOP conference, on Thursday April 11 from 6-7pm in Grand J on the 4th level of the Hilton Americas. Please come by and share your memories of Bob.

Speaking of Guion, our Smith-Guion Distinguished Lecture was another very successful event last November, featuring incoming SIOP President, Dr. Tammy Allen of University of South Florida. Thanks to everyone who was responsible for making it happen this year.

Sincerely,

Scott Highhouse
I-O Area Director
Justin Sprung has accepted an Assistant Professor position at Luther College in Decorah, Iowa, and will begin working there in the fall. Justin will be their only faculty member with an I-O background, so he will bring a unique perspective to their Psychology Department. We wish Justin the best in his new role!

Chris Lake is also academics-bound in the fall, as he has accepted an Assistant Professor position at the University of Minnesota-Duluth. The University has plans to start a Master’s program in I-O psychology soon, so Chris is joining the department at an exciting time. We wish Chris the best in his new position!

Sarah Kirkendall has accepted a position as a Global Organizational Effectiveness Specialist at Kellogg’s corporate headquarters in Battle Creek, Michigan. Sarah has been working in her new role for some time, and she is enjoying it a great deal. We wish Sarah continued success!

BGSU alumnus Gwen Fisher has accepted an Assistant Professor position at Colorado State University, meaning she will be leaving her position at the Survey Research Center at the University of Michigan’s Institute for Social Research to begin work as an Assistant Professor at Colorado State University. Congratulations to Gwen!
The 2012 Annual Patricia Cain Smith – Robert M. Guion Distinguished Lecture Series
Contributed by Julia Berger

The fourth annual lecture in the Patricia Cain Smith and Robert M. Guion Distinguished Lecture Series was held on November 10, 2012, with honored guest Dr. Tammy Allen. The lecture series was named in honor of the founders of BGSU’s I-O program, and annually recognizes an honoree for his or her contributions to the field of I-O psychology. This year’s Lecture Series was held in memory of Dr. Robert M. Guion, who passed away on October 23, 2012. Our honoree this year was Dr. Allen, a Professor of Psychology at the University of South Florida. A Fellow of the Society for Industrial and Organizational Psychology and the American Psychological Association, her research centers on individual and organizational factors that relate to employee career development and employee well-being at both work and home. Specific interests include work-family issues, mentoring relationships, career development, organizational citizenship, and occupational health. She is the author of over 100 scholarly book chapters and peer-reviewed articles that have been published in a variety of journals, including Journal of Applied Psychology, Personnel Psychology, Psychological Bulletin, Journal of Vocational Behavior, Journal of Management, and Journal of Organizational Behavior. Her research has received best paper awards from organizations such as the Academy of Management and the Society for Training and Development, and she has served as the associate editor, or on the editorial board, of numerous scholarly journals. Dr. Allen is currently President-Elect of the Society for Industrial and Organizational Psychology.

In recognition of her many achievements, Dr. Allen was asked to speak to BGSU students and faculty on a topic of her choosing. Dr. Allen delivered two lectures, the first of which was entitled “Work-Family Research: Where Have We Been and Where Are We Going.” During this talk, Dr. Allen reviewed existing work-family research from the diverse viewpoints of the worker, the family, the organization, and the globe. The second lecture was entitled “Ways in Which Work and Family Role Interdependencies Contribute to Employee and Family Health,” during which Dr. Allen shared the results of work-family research that went beyond employee outcomes to examine family-related behaviors and health outcomes. Following the lectures, I-O faculty member Dr. William Balzer presented Dr. Allen with a plaque to recognize her achievements.
New Faculty Spotlight with Russell Matthews  
*Interviewed by Ashlie Britton*

The BGSU I/O program was happy to welcome new faculty member, Russell Matthews, to the team this past fall.

Russell is originally from Southern California and attended Texas Christian University for his undergraduate degree where he majored in psychology. He also minored in ceramics, and he used to sell his pottery as well as show his work at art galleries. He went to the University of Connecticut for graduate school, where he earned his Ph.D. in I/O Psychology in 2007, obtaining graduate certificates in Occupational Health Psychology and Quantitative Research. Prior to coming to Bowling Green, he taught at Louisiana State University, and before that he worked at IBM as part of the Global Selection and Assessment Team.

Russell’s transition to Bowling Green has been a smooth one, and he has enjoyed his time here thus far. He acknowledges that the faculty and graduate students have been very helpful in making his transition to a new faculty position fun and easy. Professionally, he has appreciated the opportunity to work with faculty and graduate students on a wide variety of projects, and personally his family is adjusting very well and enjoying their new life in Northwest Ohio.

Russell’s primary area of research interests fall under the umbrella of Occupational Health Psychology, with more specific focus in the areas of the work-family interface, the stressor-strain process, and employee well-being outcomes. He is particularly excited about several of his current projects looking at stressors, strains, and overall wellbeing among police officers and dispatchers. He is also involved in a variety of projects examining the work-family interface, including several looking at work-family issues among specific populations (e.g. farmers, police officers), some investigating coping strategy effectiveness, and several linking the importance of work-family issues to selection and job performance evaluations.

In addition to his teaching and research responsibilities, Russell is currently the co-faculty sponsor of the Occupational Health Psychology Research Group. He thinks the group is a great aspect of the I/O program at BG that is really beneficial to both faculty and students in terms of getting involved in and learning about OHP related research. He will also be taking over as faculty director of the Institute of Psychological Research and Application. He is extremely excited to continue revitalizing the institute as we continue to gain more clients and applied projects.

The I/O faculty and students are extremely happy with the addition of Russell to the faculty. We are excited to see his success and accomplishments for many years to come!
Leslie Hammer is currently a Professor of Psychology and Director of the Occupational Health Psychology graduate training program at Portland State University. Originally from the Washington D.C. area, Leslie received her undergraduate degree from James Madison University in Virginia. Unsure of what she wanted to do (in fact she was originally convinced she wanted to do “anything but psychology,” being that both her parents were psychologists), Leslie began the pursuit of 4 different majors before settling on a major in psychology. Though there were no specific I-O undergraduate classes at that time, she fell in love with the area when she took a Business and Psychology class. Leslie actually started her graduate career at Virginia Tech before coming to BGSU with her advisor, Eugene Stone-Romero. She worked primarily with Gene and Bill Balzer (who later became the chair of her dissertation), researching performance feedback, specifically examining the effectiveness of cognitive feedback. She was also involved in the start of IPRA and was the student director. Focusing on performance feedback initially, it wasn’t until near the end of her career at BG that she was introduced to her true research interest, Work-Family (WF). In fact, she originally planned on going into industry, but upon discovering her passion for WF research, she decided that academia was more appropriate for what she wanted to do and study.

Leslie graduated from BGSU in 1991, with a brief overlap with her first instructor position beginning at Portland State University in 1990. She was especially excited to start at Portland State; given it was one of the few Applied Psychology programs in the country at the time. Reflecting on her move to Oregon, Leslie recalls she “didn’t really know anything about Portland, but it was fun and exciting to go to a new place!” Leslie focuses primarily on research at Portland State, but she does teach seminars in Occupational Health Psychology and Occupational Safety and Health. In terms of research, Leslie has received significant grant funding for her research on WF. Leslie and her colleague Margaret Neal conducted one of the first national studies of dual earner couples caring for children and aging parents, funded by the Alfred P. Sloan Foundation. Some of Leslie’s other projects come from her involvement in the Work, Family and Health Network (WFHN), funded by the National Institute for Child Health and Human Development (NICHD) and the National Institute for Occupational Safety and Health (NIOSH), where she is currently the director of one of six centers. This large scale project in two different industries involves a randomized controlled trial of a work-family intervention aimed at increasing family supportive supervisor behaviors and employee control over work time. To her knowledge, the WFHN project is the largest scale WF intervention project in the world. She was just awarded a 5-year, 5 million dollar grant from the Department of Defense to study veteran reintegration into the civilian workforce.

In addition to her significant research contributions, Leslie was the founding president of the Society of Occupational Health. Leslie is also currently the Associate Director of the Oregon Healthy Workforce Center, one of four centers of excellence in Total Worker Health funded by NIOSH. In addition, we look forward to some exiting upcoming articles.
resulting from her work with the WFHN, scheduled to come out in the next six to nine months.

Obviously Leslie has a very successful research career, and she offers some very important advice to current graduate students considering going into academia— focus your research efforts into something you are passionate about. She couldn’t imagine being an academic, doing all the work she does now, if she was not passionate about the area, and she strongly encourages students to “find your niche and go for it!”

We’d like to thank Leslie for her time and congratulate her on all her accomplishments!

Applied Alumni Update with Maya Yankelevich
Senior Human Capital Consultant, PDRI
Interviewed by Thaddeus Rada

BGSU alumnus Maya Yankelevich is a Senior Human Capital Consultant in the Leadership and Organizational Development group at PDRI. In this interview, she shares some of her experiences at BGSU, and discusses what she’s been working on since she graduated.

Maya was born in Ukraine, and immigrated with her family to the U.S. when she was seven years old. Growing up in Florida, Maya completed her undergraduate education at Stetson University in DeLand, Florida, before coming to BGSU at the start of the 2005-2006 academic year. Maya spent four years at BGSU, graduating in the spring of 2009. During her time at BGSU, Maya’s primary advisor was Scott Highhouse, although she worked on projects that were supervised by a number of different faculty members. Looking back, Maya says that the many collaborative projects that she worked on at BGSU served as excellent preparation for her work as a consultant.

Maya started working at PDRI in 2009, shortly before she graduated from BGSU, and has been with the company ever since. Currently, she resides in South Carolina, working with several federal government and private sector clients, helping them to implement a variety of human capital initiatives. Recently, one of Maya’s largest projects has consisted of developing an enterprise-wide leadership development program for the Department of Veterans Affairs. Maya has also lead a national-level effort to define and describe the work of cybersecurity professionals, and developed the National Cybersecurity Workforce Framework. The Framework defines thirty-one specialty areas within the cybersecurity field, and provides critical tasks and KSAs for each. The Framework is the foundation on which the National Initiative for Cybersecurity Education will conduct workforce planning and development for cybersecurity within the federal government. The Framework is an essential human capital product that will help our nation ensure that we have the capable ready and able to ensure our national security and critical infrastructure, such as our power grids, water supply, and other crucial structures from cyber-attacks.
Another of Maya’s recent projects has been the creation of an assessment center for the sales position at a large pharmaceutical organization. Maya notes that this project has been a lot of fun for a number of reasons. It has allowed her to apply both her technical/analytical skills, as well as her creativity, in order to develop unique assessments that will be effective tools for evaluating applicants; in addition, this project, as well as others, has allowed Maya to use her project management skills, which she greatly enjoys.

To current students who may be considering an applied career, Maya suggests that students pursue applied experiences throughout their tenure as graduate students, both in the form of internships at organizations, as well as IPRA projects. At the same time, she cautions students who are interested in applied careers to not neglect their research, as having a strong research background has helped her tremendously in her work in the applied world. Maya also believes that being flexible, while understanding your own strengths and weaknesses, is crucial to be an effective consultant and team member. Finally, Maya suggests that students take class presentations seriously, as her work at PDRI often requires her to present information to a wide variety of audiences—she says that learning to communicate information in a way that is targeted to a specific audience is an invaluable skill.

Maya notes that she had a great time as a student in BGSU’s I-O program, and suggests that current students work hard to get as much out of their time at BGSU as possible. She also encourages current students to appreciate all the opportunities that the program has to offer, as well as the safe environment that the program provides to learn new skills, explore ideas, and (on occasion) make mistakes that lead to further growth and development. Maya also emphasizes that the friendships that graduate students develop with one another are powerful relationships that help make graduate school an even more positive experience, and will likely be with you for years to come.

We are grateful to Maya for sharing her experiences with us, and wish her continued success at PDRI!

Meet Our New Students
The newest cohort reflects on their first year at BGSU.

Christopher Bialko

BGSU is not just a program but a community of I/O researchers. The faculty here are very knowledgeable within their particular area of expertise and offer many opportunities for research. Living in Bowling Green is very laid back and most students live within five minutes of campus. Coming from a college located in the city with a long commute, living in Bowling Green has been a welcomed change for me.
Rachel King

I've enjoyed my first year at BGSU very much. Everyone has been very welcoming, and I've had plenty of opportunities to get involved in research. I've especially enjoyed the collaborative atmosphere and how willing everyone is to get involved in new projects. I'm looking forward to having the opportunity to continue studying here for the next few years and continuing to work with such talented people.

Kelle Moracz

It's great to be in a program with such a wide variety of research topics and possibilities. For almost any topic you might be interested, there is someone here that you can ask about it and they are always happy to help. It's a very collaborative environment, which makes the experience so much better.

Kelsey-Jo Ritter

My first year in Bowling Green has been a very positive experience. The mentoring from older students and the approachable nature of the faculty has made the transition from undergraduate work to graduate research enjoyable. I feel encouraged and excited about the projects I'm involved in and the internship opportunities to come!

Tatiana Toumbeva

I have really enjoyed my first year at BGSU! The students and faculty are very friendly, welcoming, talented, and driven. There is a strong culture of supportiveness and collaboration, and the opportunities to become involved in various research projects are many. I particularly like the research groups where we have the chance to share ideas, keep up with current literature, and seek and provide feedback to one another. Even though my experiences as someone coming in with a Master’s may not map on exactly to those of a traditional first year student, my transition has been smooth and I have nothing but positive things to say about the program, town, and people. I’m very happy to be here!
Yi “Lala” Wang

As an international grad student who’ve never lived in the US before, my first year study and life at BGSU IO has been great thus far. I enjoy talking and discussing about cross-cultural topics with faculty and peers, and they have been helpful in socializing me into the culture here. In terms of research and study, I enjoy the freedom to think, explore, and develop my own interests and strengths when studying in this program. Also, the faculty members are really helpful when I need advice and comments for my research ideas and works. I believe BGSU IO will be the best place for me to learn and grow, and I have been greatly grateful to be here.

Exit Interviews
Our upcoming graduates reflect on their time at BGSU.

Chris Lake

Looking back, what aspects of the program do you think will have the greatest impact on your future work?
Thanks to the collaborative environment at BGSU I have been able to work with multiple faculty members and begin research in several content areas. I plan to continue research in these areas as I continue my career.

What will you remember as your proudest moment (or moments) from your time in the program?
For two years I had an office with a window!

What will you miss most and/or least about the town of Bowling Green?
What I will miss most: the 4 minute commute time.
What I will miss least: the flat terrain of northwest Ohio.

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

Justin Sprung

How would you characterize your experience at BGSU?
Awesome! Although the first year was a little overwhelming for me, I eventually hit my stride and was able to enjoy myself. The culture at BGSU between all of the students and faculty made the psychology building a fun place to be. Looking back, I had the opportunity to be involved in some very interesting class discussions, research projects, and Monday Night Football conversations – all of which were beneficial to my development as an I-O psychologist.
What will you remember as your proudest moment (or moments) from your time in the program?
Three moments stick out in my mind. The first was when I found out that I had received grant funding to study farmers. This was a great moment for me, as I was able to combine two of my primary interests (I-O and farming). This did, however, expose me to even more farming jokes for Steve's entertainment. The second was getting to teach my own class. I bothered Mike about teaching since my first year here, and when I finally got the chance to teach, I really enjoyed the experience – thanks Mike! Finally, getting the call and being offered a job was very exciting! It was nice to finally realize the payoff from all of the years I have spent in college.

What will you miss most and/or least about the town of Bowling Green?
I will miss a lot about Bowling Green. Of course, the Cookie Jar and Myles Dairy Queen are towards the top of the list, but I'll definitely miss the people the most. I am very grateful to have had the opportunity to learn from the best, as the faculty members at BGSU are top notch, both professionally and personally. In addition, I was able to interact and collaborate with many other interesting, knowledgeable, and enjoyable graduate students. All of the students and faculty in the I-O program have made my four years in Bowling Green an awesome experience. I have made a lot of great friends and memories while attending BGSU, and I could not have asked for a better place to go to graduate school.

How are you feeling about moving on from graduate school to begin your formal career?
Very excited! While it is a little sad moving away from the place that I've been for the past four years, I can't wait to get started as a professor at Luther College. I feel that my experiences here have prepared me for the obstacles I will face in the future, and I am looking forward to the challenge. Also, probably one of the coolest aspects of getting a job is finally being able to respond to my friends and relatives (when asking what I am doing with my life) with something other than "I'm still in grad school!"

Scott Withrow

Looking back, what aspects of the program do you think will have the greatest impact on your future work?
Whenever I think back over defining moments in graduate school, they always involve collaboration with my fellow graduate students. At the beginning it was mentorship from patient, knowledgeable, and interesting upper-level students. Then, before I even knew it, I was a peer; contributing, discussing, debating, and learning with my future colleagues. Now, I have had the great joy of helping shape new students the same way I was shaped by my predecessors. I will always have the knowledge, friends, and, most importantly, research partners I gained through collaboration.

What will you remember as your proudest moment (or moments) from your time in the program?
Completing the preliminary exam process. Knowing I have the capability of digesting vast stores of knowledge and discussing them on a somewhat equal field as the people I have looked up to for years. I think my proudest moment was shaking hands with my committee after my prelim defense meeting. I felt like I was shaking hands with colleagues/peers/people, not with some vague and intimidating "I-O research monolith."

What will you miss most and/or least about the town of Bowling Green?
I will miss being able to ride my bike everywhere! I won't miss the complete lack of food culture diversity.
How are you feeling about moving on from graduate school to begin your formal career?
Elation and panic. Elation that I am close to meeting a dream I have had since I was a child (getting a Ph.D.) and panic that I will actually be responsible in the shaping of lives outside of the safe and comforting academic atmosphere. I trust the education and mentorship I received at BGSU to keep me clear of any big mistakes, and the rest comes with time and practice!

2012-2013 Presentations

The I-O program was fortunate to be visited by the following speakers during 2012-2013 academic year. We thank each of them for their time and sharing their knowledge with us!

9-30-12 – Boris Baltes (Wayne State University)

10-12-12 – Sarah Kirkendall, Justin Sprung, and Nicole Wood (Bowling Green State University)

10-26-12 – Michael Sliter (Indiana University-Purdue University Indianapolis)

11-30-12 – Michelle Brodke and Steven Cady (Bowling Green State University)

1-25-13 – Steve Jex (Bowling Green State University)

2-1-13 – Cecile Delcourt (University of Liège)

2-21-13 – Neil Christiansen (Central Michigan University)

3-15-13 – Gwen Fisher (Colorado State University)

3-22-13 – John M. Schaubroeck (Michigan State University)

3-29-13 – Mike Zickar and Julia Berger (Bowling Green State University)

4-5-13 – Rodger Griffeth (Ohio University)

2012-2013 Scholarly Achievements

Books and Chapters


Jex, S.M., & Grosch, J. (in press). Retirement decision making. Chapter to be published in the Handbook of Retirement.


**Journal Articles**


**Grant Activity**


**Conference Presentations**

**Berger, J. L., Denunzio, M. M., & Scherbaum, C. A.** Examining immigrant-majority mean score differences on cognitive ability tests. Poster presented at the 120th Annual American Psychological Association Convention. Orlando, FL.


Greguras, G.J., Daniels, M.A., & Diefendorff, J.M. (2013, April). Who benefits most from transformational leaders? The moderating, and overlooked, role of individual identity in shaping employee outcomes. Paper to be presented at the Society for Industrial and Organizational Psychology, Houston, TX.


Matthews, R. A. (2013, April). Dark Data: Advancing work-family research through non-significant and counter-intuitive results. Symposium to be presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.


It’s that time again…
The BGSU Alumni Party at SIOP in Houston!

Friday, April 12th 2013 from 8pm-2am
@ The State Bar
-- 909 Texas Ave. (above Sambuca)– Less than a mile from the SIOP hotels!

This is the place for alumni, faculty, students, and friends of the BGSU I-O Psychology Program. We’ve got our own space for the whole night in this classic upscale lounge, so come on out and stay all night! This place is even better than our original location. Don’t miss it!

Please consider donating to the BGSU SIOP party fund. Donations provided by alumni and friends of BGSU are the sole means of financing these truly memorable events. Your generous donations are tax-deductible as contributions to a tax-exempt organization, and as always, we’ll be sure to buy your first couple rounds (just ask for Ryan and introduce yourself). You’ve come through every year and we appreciate it. Thanks for your continued support.

To donate online, copy & paste this URL:
https://myziggy.bgsu.edu/ccon/new_gift.do?action=newGift&giving_page_id=1
Click "Click here to choose the designation(s) for your gift." Search for "Psychology department" in the window that pops up, then click the link for the Psychology department. Fill in your gift amount, and type "SIOP" in the notes, and fill out the rest of the information as necessary on the page.

To send a check by mail: Department of Psychology, 206 Psychology Building Bowling Green, OH 43403.

Directions from the Hilton: Follow Lamar St. northwest to Fannin St. Go right on Fannin, and left on Texas Ave. The State Bar will be on the right.
Directions from the Hyatt: Follow Louisiana St. northeast to Texas Ave. Go right on Texas Ave., and The State Bar will be on your left.
This newsletter was created by the Alumni Relations Committee. Thaddeus Rada (Editor) & Ashlie Britton

We would like to thank all of the students, alumni and faculty who contributed to this newsletter!

If you need to update your contact information, know of an alumnus who did not receive this newsletter, or would like to share any news, please email Thaddeus Rada at trada@bgsu.edu