

THE I-O AGGIE

Welcome to the I-O Aggie!

A newsletter for alumni and friends of the I-O Psychology Program at Texas A&M University



We are happy to announce the FIRST issue of *The I-O Aggie*, a newsletter for alumni and friends of the I-O psychology program at TAMU. The purpose of this newsletter is to keep our alumni and friends up-to-

date with student and program news. As such, we plan to send out news and announcements twice a year in January and August. If you have anything you would like to share, please email stephanieevbrown@tamu.edu

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Dr. Charlie Samuelson Retires After 32 Years of Service



Dr. Charlie Samuelson, Associate Professor of I-O Psychology, retired at the end of the Fall 2018 semester. Dr. Samuelson, who has been a professor at Texas A&M for a little over 32 years, has taught

numerous organizational psychology classes and seminars at both the graduate and undergraduate levels.

Charlie came to Texas A&M after earning his PhD in Social Psychology at the University of California,

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MSIOP: The New M.S. in Industrial-Organizational Psychology

In the fall of 2018, the Department of Psychological and Brain Sciences launched a new Master's program in Industrial-Organizational Psychology (MSIOP). The department has maintained a strong PhD program in I-O psychology for over 20 years and saw a need and opportunity to prepare students at the master's level for applied positions in industry and consulting, as well. The 33-credit hour, non-thesis, 16-month cohort-based program offers a balanced scientist-practitioner curriculum with a required industry-based summer internship.

The first cohort of students (pictured right) has completed their first of three semesters of coursework and will be seeking

internship opportunities this summer. The department hired Dr. **Olabisi Atoba** (PhD from Texas A&M University '17) to be the Director of the program.

The Bureau of Labor Statistics projects that I-O Psychology is the fastest growing occupation, with an anticipated growth rate of 53% between 2014 and 2022. Individuals with master's degrees in I-O psychology are employed in consulting, private practice, government, and corporations. The MSIOP program at Texas A&M emphasizes the application of psychological principles to human resource decisions and organizational behavior challenges.

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The first MSIOP cohort finished their first of three semesters of coursework and are preparing for internship opportunities.

TAMU I-O Program Ranked 4th Overall Based on Student Rankings



TAMU I-O Psychology continues to be highly ranked.

I-O Psychology program rankings based on graduate student perceptions of their programs were published in the March 2018 issue of *The Industrial-Organizational Psychologist*. The Texas A&M I-O Psychology PhD program ranked 4th for faculty quality, 6th for program culture, and 4th overall.

Participants from 44 universities rated the quality of their PhD programs based on 25 different criteria. These 25 criteria included items from the beginning to the end of the graduate school experience, including the application process, class offerings, opportunities for teaching and research, internship and job placements, and graduation requirements.

To learn more, [visit the TIP website](#).



I-O Psychology Faculty and Graduate Students (Fall 2018) Not pictured: Dr. Adrienne Carter-Sowell, Samantha January, Christen Dovalina, Jennifer McDonald, Jennifer Rodriguez, Amber Smittick, Zach Traylor, Ellen Hagen, and Linden Wooderson.

Class Act! Meet the newest PhD and MSIOP cohorts!

Fall 2018 brought many new faces to the TAMU I-O Psychology Program, including three PhD students, and 11 MSIOP students. We've asked each new student to provide a brief introduction to themselves and their research interests.

PhD Students

Felix George, Jr. is from Brooklyn, NY. His undergraduate degree is from the City University of New York. He is interested in the intersection of emergent technologies in the workplace, assessment (e.g., SJTs), and ethical business practices. Also, he is engaged in research on women in STEM fields, incivility, and the treatment of marginalized groups. He works with Dr. Winfred Arthur, Jr. on special topics in personnel psychology. He plans to become a professor of Industrial-Organizational Psychology after graduating.

theresa hernandez is from Portland, Oregon, and graduated with a BFA in Dramatic Writing from NYU and a BA in Psychology from Portland State University. theresa works with Isaac and Mindy on topics related to navigating stigmatized identities, addressing structural inequities, and how we use language when talking about diversity.

Jonathan Bailey is from Kentucky, and attained his degree in Psychology at Rice University. He works with Dr. Isaac Sabat on topics of workplace diversity, including minority workplace experiences, identity management and disclosure, and adversity in selection strategies. After graduating, he intends to pursue academia and conduct research that develops solutions to common problems within organizations.

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Class Act (Continued)**MSIOP Students**

Antonio Gonzalez completed his undergraduate degree at St. Mary's University in San Antonio, Texas. His research interests include work-life balance and job satisfaction. Upon graduation, Trey plans to continue his education and pursue a PhD in I-O Psychology.

Joungmin Hong is from South Korea. She completed her undergraduate degree in Psychology at the University of Minnesota -Twin Cities. She is interested in employee well-being, relationships at work, and resilient workforce. After graduating she hopes to work towards developing organizational health and stress management programs and worker assessments for organizational wellness and development.

Magesty Ismyana grew up in Houston, but is native of Indonesia. She completed her undergraduate degree in Psychology with minors in Communication and Anthropology at Texas A&M University. After graduating with her MSIOP, she hopes to work in personnel selection or training & development.

Morgan Johnson is from Denton, TX. She completed her undergraduate degree in Psychology at Texas A&M

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MSIOP (Continued)

The MSIOP program is currently seeking its second cohort of students to start in Fall 2019. Applications are due March 1, 2019. All applicants are required to submit GRE scores, a personal statement, transcripts, three letters of recommendation, and a CV or resume. More information about the program or the application process can be found online at [the MSIOP website](#).

The MSIOP program is also in the process of hiring an Instructional Assistant Professor to begin Fall 2019. Teaching areas of particular interest include psychometrics and survey design, statistics and research methods, and traditional industrial-organizational psychology courses. The new Instructional Assistant Professor will also be expected to provide service to our newly developed MSIOP program in the form of student advising and contributing to the professional development series and internships that support the program.

Alumni interested in learning more about the program or the internship process can contact Olabisi Atoba by email at MSIOP@tamu.edu.

**NEWS BRIEFS**

Kelly Dray Wins 2019 Hebl Grant

Kelly Dray, a second year PhD student, won the 2019 SIOIP Hebl Grant for Reducing Gender Inequities in the workplace. This \$3000 grant was awarded to Kelly to fund her Master's thesis on confronting sexism in the workplace.

The overall goal of her proposed two-part study is to examine how confrontations of sexism commonly differ and how different forms of sexism confrontations may differentially impact the workplace experiences of targets.

This study will aid researchers in understanding the dimensionality of sexism confrontations as well as the impact on workplace outcomes. This study will also provide practitioners and HR managers with the means to educate allies on the most effective ways to confront sexism at work.

Class Act (Continued)

University. She is interested in workplace diversity and discrimination. After graduating she hopes to work for a large company in a position focused on diversity.

Chih-Ching Lai is from Taiwan. He completed his undergraduate degree in Psychology at University of Minnesota-Twin Cities. After graduating, he hopes to work for an I-O consulting firm. He is interested in the influence of technology on selection and recruitment strategies.

Alejandra Manzanares is from Brownsville, Texas. She completed her undergraduate degree in Psychology at Texas A&M University. She is interested in recruitment and selection as well as diversity in organizations. After graduating from the I-O Master's program she hopes to work for an organization's Human Resources department.

Nolan Miller is originally from Goshen, Indiana. He completed his undergraduate degree in Psychology at Grace College in Winona Lake, IN. He hopes to work in the consulting field or within an HR department upon graduation. His main interests include leadership and team development as well as assessment, recruitment, and personality testing.

Mary Morales is from Dallas, Texas. She completed her undergraduate degree in Psychology at Texas A&M University. She is interested in training and development and hopes to work for a consulting firm after graduation.

Gina Muegge is from Fort Worth, Texas. She completed her undergraduate degree in Psychology and Sociology at Texas A&M University. She is interested in recruitment and personnel development. After graduating she hopes to work in Human Resources in a large company.

Rang Yan is from Shanghai, China. He completed his undergraduate degree in Psychology at Shanghai University of Political Science and Law. He is interested in the area of personnel psychology in term of assessment and selection. After graduating, he hopes to work for a consulting firm

that provides organizations with executive solution sets including assessment and succession, talent acquisition, and leadership development.

(Not listed: Gustavo Sanchez).

Samuelson Retires (Continued)

Santa Barbara. His research focuses on a variety of topics including social dilemmas and management of common-pool resources; conflict management in environmental disputes; virtuality and computer-mediated communication; and behavioral decision-making in natural hazard management.

In addition to his work in the I-O program, Dr. Samuelson collaborated on various grant-funded environmental and conflict management projects totaling over a million dollars with researchers across the university, including those in Sociology, Management, Political Science, Agricultural Engineering, Wildlife and Fisheries, and Recreation, Parks, and Tourism Sciences.

Charlie was also the PI of a large, five-year grant from the U.S. Environmental Protection Agency's Water and Watersheds Science to Achieve Results (STAR) program. The focus of this project was the development of an urban watershed rehabilitation method. Using stakeholder feedback to direct risk-based research and restoration planning, researchers found that the collaborative learning technique that they developed ultimately improved learning and knowledge outcomes.

Currently, Charlie is in the process of packing his office and moving to Norway to be with his wife, Anna. He invites those who wish to remain in contact with him to [connect via LinkedIn](#). We wish him all the best in his future endeavors (and as he adjusts to the Norwegian weather after years in the Texas heat)! He will be missed!

SIOP & the TAMU SIOP Reception - 2019

This year, SIOP's 34th Annual Conference will be held from April 4-6, 2019, at the Gaylord National Resort and Convention Center in National Harbor, Maryland. Located on the Potomac River, the Gaylord National Resort is across the river from Alexandria, Virginia and downriver from Washington, DC.

We're looking forward to another outstanding conference and an opportunity to get together to celebrate our accomplishments as a field and as Aggies!

This year, the TAMU SIOP Reception will be held at

Granite City Brewery on April 4, from 7-9 pm.

As usual, we're asking alumni to make a donation to subsidize the event for current graduate students. Stephanie Brown is collecting the donations. You can make them via Paypal, Venmo, or mail. We greatly appreciate your support!

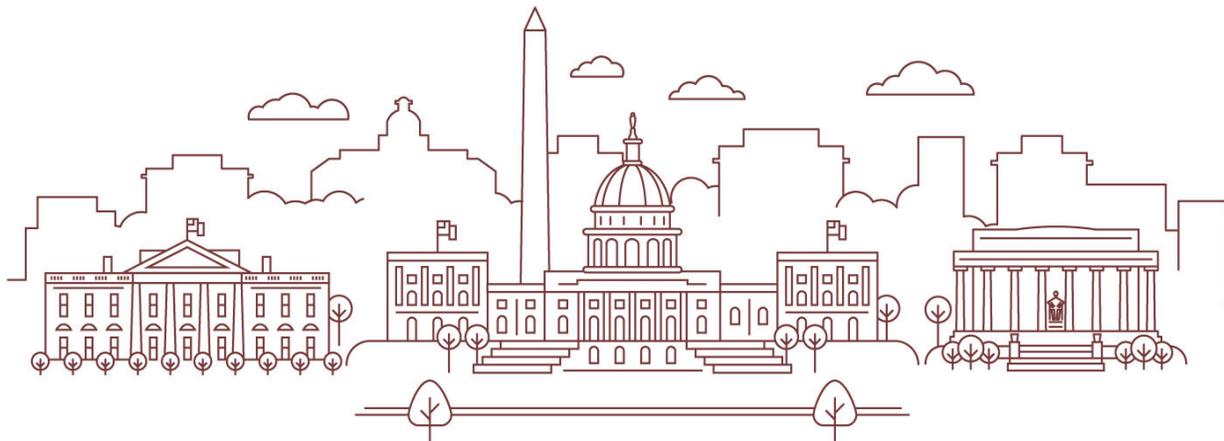
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This year's reception features a private room off the bar of National Harbor's only brewery. Appetizers will be served.



Have something you would like to share in our next edition? New job? Promotion? Life updates? Want to be interviewed? Contact The I-O Aggie Editor Stephanie Brown (stephanieebrown@tamu.edu).

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