

THE I-O AGGIE

Welcome back, Aggies!

Fall semester is in full swing for the students and faculty of the Texas A&M University I-O Psychology program



Howdy! Welcome to another edition of The I-O Aggie!

The start of the school year is always busy, and this one was no exception. Even though our days were packed with class prep, comps, and the ever-looming SIOP deadline, we welcomed fall semester with open arms.

And speaking of SIOP – make sure to save the date for a reunion in Aggieland on your way to SIOP in Austin! Join us on Wednesday, April 22, 2020 from about 2:00-7:30pm in College Station. See how the campus has changed, network with current students, and reconnect with colleagues. For more information, email Stephanie Payne at scp@tamu.edu.

ISSUE 2, SEPTEMBER 2019

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Applied Aggies: I-O PhD and MSIOP Students Have a Summer of Success

Paula Costa knew she wanted to intern with SurgWise Consulting from the moment she heard guest speaker Dr. Aimee Gardner present at colloquium this past February. Dr. Gardner came to give a talk about the

work she does consulting with surgical residencies and fellowships. At the end of the presentation, she mentioned her organization was considering hiring someone, and Paula jumped at the chance.

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Saturdays & SJTs: Weekend SJT Workshop Provides Practical Skills

On one sunny morning in late April, students filed into the upstairs conference room, grabbing donuts and coffee from the table in the corner. Judging by the number of attendees, a passer-by might think they stumbled across a mandatory seminar. However, this was Saturday and the students were here by choice.

A hands-on situational judgement test workshop (led by Dr. Winfred Arthur, Jr.) was the real reason behind the weekend gathering. Both PhD and MSIOP students attended the session, which focused on both the science and the practice behind the popular selection method.

Winfred noted that the use of SJTs is increasingly common in

the workplace. He attributes this to the various posited advantages of SJTs, including “acceptable levels of criterion-related validity, high acceptance by applicants, [the] ability to assess a wide range of skills and competencies..., resilience to social desirability responding, and relatively lower developmental and administration costs compared to high fidelity simulations such as assessment centers.”

The workshop began with an in-depth overview of SJTs, to include the current state of the literature and a discussion of various design characteristics and features. From there, Winfred reviewed and discussed



Winfred Arthur hosts a full day, hands-on SJT workshop for PhD and MSIOP students.

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Starting Strong: MSIOP Program Welcomes New Students & Graduates Returning Students



The TAMU MSIOP program starts off year two with a new cohort, a graduating cohort, and two new faculty members.

Continuing a tradition of success, the MSIOP program hit the ground running for a strong second year. The returning second year students are finishing up their coursework, having completed summer internships at Choice Hotels, Critical Ops, DDI-Asia, Hewlett Packard Enterprise, Lee Hecht Harrison, Merck, Schlumberger, Superior HealthPlan, Texas A&M Engineering Extension Service, Texas A&M Transportation Institute, Texas Instruments, and Transocean. They will graduate this December and be seeking full time employment.

The MSIOP program also hosted a visit from Monarch, the management-consulting arm of ISN. The recruiters indicated that they were interested in recruiting students who could help advance the goals of their safety culture studies. Students met with the Executive Managing Director, Senior Director of Professional Services, and the Recruitment & Training Specialist.

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I-O Psychology Faculty and Graduate Students (Fall 2019)

Our Time to Shine! Meet the newest MSIOP cohort!

The Fall 2019 semester is well underway, and with it comes a brand new MSIOP cohort! Read below to learn more about our newest I-O Aggies.

MSIOP Students

Charles Bonfert is from Indiana. He graduated from California State University, Sacramento with his Bachelors in Psychology. He is interested in training and organizational development, employee satisfaction, organizational culture and test design. After graduation, he hopes to work in any of the mentioned fields while being able to travel freely around the world.

Amanda Brown is from Houston, Texas. She completed her undergrad degree at Sam Houston State University. She is interested in motivation, and safety climate. After graduation, she hopes to work in organization consulting or development in or around the Houston area.

Conner Edmonds is from Houston, Texas. She completed her undergraduate degree in Psychology at The University of Texas at Arlington. She is interested in organizational diversity, leadership development, and resilient workforce. After graduation, she hopes to work towards developing more effective leaders, increasing worker satisfaction and performance, and helping companies become more inclusive in the future.

Rebecca Hambrick is from Corsicana, Texas. She earned her bachelors degree in Psychology at Texas A&M. She is interested in employee-wellbeing, work-life balance, relations at work, and job enrichment. After graduation, she hopes to work in the area of consulting with a focus on organizational development and support.

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Our Time to Shine (Continued)

Ali Herington is from San Marcos, Texas. She completed her undergraduate degree at Texas A&M University. She is interested in making the workplace more accommodating as well as improving selection techniques. After graduation, Ali would like to work to develop diversity training programs and selection tests, then maybe get a doctorate degree someday.

Bruce Keller is from Costa Rica. He graduated from Lafayette College with a double major in Psychology and Economics. He is passionate about psychometrics and game theory in an I-O context and intends to work in applied psychometrics and/or teach after graduation.

Hannah Licea earned her Bachelor's degree in Psychology from George Mason University. She is interested in performance management, training and development, and work motivation. After completing her masters degree, Hannah hopes to return to the East coast working as a performance improvement consultant, applied social scientist, or human capital strategic consultant.

Jingwei Lu is from China. He completed his undergraduate degree in Applied Psychology at the Shanghai Normal University. He is interesting in employee selection and training, leadership, and organizational decision

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Saturdays & SJTs (Continued)

the influence of those features on measurement outcomes and psychometric properties.

After returning from a lunch break, the students dove head-first into the SJT development process. This step-by-step tutorial focused on all facets of SJT design, including an overview of sign versus sample approach, item stem and content development, response options, building the scoring key, and various scoring methods. Students divided into teams to develop items, and reconvened to provide feedback to the other teams.

Clearly, students appreciated the chance to learn from Dr. Arthur's years of academic and applied experience related to SJTs and SJT development. For the MSIOIP students in particular, this workshop provided a chance to hone yet another skill before embarking on their summer internships. All attendees surveyed expressed interest in future workshops.

According to an anonymous student source, there was really only one way to describe the workshop: "**Brilliant!**"

That's high praise for a Saturday.

**NEWS BRIEFS**

Liu, Dray, & Sabat win Best LGBT Research at SIOP 2019

Sin-Ning Cindy Liu, Kelly Dray, and Dr. Isaac Sabat won the 2019 SIOP Conference Award for Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research.

Awarded by SIOP's LGBT Ad-hoc committee, this award is bestowed in recognition of a paper or poster that "furthers the field's understanding of LGBT issues within the workplace and represents theoretical and technical rigor."

The three won the award for co-chairing a symposium titled *Building Better Workplace Allies: Where Are We Lacking, and How Do We Get There?*

Sin-Ning Cindy Liu is a 4th year PhD student, Kelly Dray is a 3rd year PhD student, and Dr. Isaac Sabat is an assistant professor in I-O Psychology and the Diversity Sciences cluster. All three are members of Dr. Sabat's **[PRIDE Lab](#)**.

Our Time to Shine (Continued)

making. After graduation, he hopes to do executive search or human resource management work.

Ella Marino is from Sacramento, California. She completed her undergraduate degree in Psychology at the University of California, Santa Barbara. She is interested in employee motivation, well-being and leadership. After graduation, she hopes to work as an organizational development consultant and implement programs to help reduce burn-out and increase workplace satisfaction.

Alexandra Miller, commonly known as Ally Miller, is originally from Southern California. She completed her undergraduate degree at Texas Christian University, where she studied psychology with a minor in business. Her current interests include talent management, organizational development, and change implementation. After graduation, Ally hopes to explore a career in consulting, particularly as an organizational development consultant.

Jennifer Miller is originally from Kailua, Hawaii. She completed her undergraduate degree in English at Santa Clara University in Santa Clara, California and then moved to Denver, Colorado where she was a Director of a Market Research Firm. She's taking an "industry development leave" and is thrilled to be learning I/O. After graduation, she plans to go into consulting.

Kylie Palmer is from Needville, Texas. She completed her undergraduate degree in Psychology at the University of Mary Hardin-Baylor. After graduation, she hopes to work in training and development or personnel selection for a large corporation. Her main interests lie in training and development, recruitment and selection, and organizational culture.

Katelynn Pohl was born in Dallas but spent most of her life in Belize. She received her BA in Psychology with a minor in Business and a concentration in I-O Psychology from the University of Dallas. She is most interested in topics surrounding work-life balance and employee engagement. After

graduation, she hopes to develop a career in consulting.

Siyue Qiu is from China. She completed her undergraduate degree in Applied Psychology at Beijing Sport University in China. She is interested in selection and assessment, stress at work, and some kind of user experience research. After graduation, she hopes to counsel companies developing selection and assessment tools.

Ta'Niss Robinson is originally from South Carolina. She obtained her Bachelor of Arts in Psychology with a minor in Human Resource Management from Winthrop University. She is interested in organizational and leadership development, change management, and diversity and inclusion. After graduation, she plans to work in the industry before deciding if she wants to continue her education to pursue a Ph.D. in I-O Psychology

Lindsay Smith is from Fort Worth, Texas. She completed her undergraduate degree in Psychology at Dallas Baptist University. Her research interests include work-life balance and job satisfaction. After graduation, she hopes to work for an I-O consulting firm or an HR department. Her long-term goal is to continue researching and teach at a college or university.

(Not listed: Chase Bryant, James Lovett, and Breonna Urich).



The incoming MSIOP cohort for Fall 2019

Starting Strong (Continued)

We also welcomed 19 new MSIOP students, representing our largest cohort. These students are currently looking for Summer 2020 internships, and would love the chance to work with their fellow Aggies. If you want to learn more about the program, the internship process, or the type of job opportunities our graduating students are interested in, contact Bisi Atoba (bisi.atoba@tamu.edu).

In addition to our new cohort, the department hired [Yumiko Mochinushi](#) as an Instructional Assistant Professor. She is currently a doctoral candidate at the Florida Institute of Technology (FIT), where she is pursuing a degree in I-O psychology. She expects to receive her Ph.D. in December 2019.



She earned her master's in Human Resources and Industrial Relations from the University of Illinois in 2012, and a master's in I-O psychology from FIT in 2014. She has over a decade of hands-on experience developing and evaluating psychometric tools for employee selection and promotion including computerized adaptive tests and cross-cultural assessments. Her research interests include applicant faking on personality measures, the development of cross-cultural assessments, cross-cultural

differences in deception in hiring processes, and cross-cultural adjustment.

Dr. [Cheryl Jackson](#) also joined the program as a lecturer for the professional seminar course.



After earning her doctorate in I-O psychology from Kansas State University, she spent 15 years helping Fortune 500 organizations flourish through improved employee experience by designing and implementing talent management strategies. In addition to running her consulting practice and teaching the professional seminars in the MSIOP program, Cheryl serves on the board of a local non-profit. She is also an author, speaker, wife, and mom to two busy boys.

The MSIOP program is also currently seeking its third cohort of students to start in Fall 2020. Applications are due on February 15, 2020. More information about the program and admissions can be found on the [MSIOP website](#).

Applied Aggies (Continued)

At SurgWise, Paula helped create a database of the programs SurgWise had worked with over the past year, using it to conduct validation analyses for the tools they had

developed. She noted that the statistics classes she took at TAMU were helpful, especially as she was able to refer to notes to re-familiarize herself with certain concepts. She also felt that the more the more applied-oriented presentations she did for certain classes gave her an idea of what she needed to focus on when giving presentations to non-academic audiences.

Paula wasn't the only PhD student to pursue an internship. Elizabeth Jenkins worked with the Austin-based Collective Capacity Consulting, LLC. to conduct assessments of non-profit organizations seeking to reduce gender violence and inequities. Specifically, she assisted with creating a guidebook on how to reduce teen dating violence in rural areas; conducted qualitative analyses to assess the value of client interventions within domestic and other violence emergencies programs; and assessed the quality of client intake at a domestic violence and sexual assault shelter. Elizabeth also noted that the classes and mentorship that she receives at A&M enabled her to fulfill her duties as an intern.

Additionally, two MSIOP students received full time job offers as a result of their summer internships. Gina Muegge received an offer Texas Instruments after an HR internship, and Mary Morales received an offer from Hewlett Packard Enterprise as a result of her Workforce Planning and People Analytics internship.

Congrats to our Aggie interns for a job well done!

Aggie Achievements!

Selected I-O Publications:

Bergman, M. E. (2019). [Ending harassment is about changing power structures more than providing training](#). *Industrial and Organizational Psychology*.

Bergman, M. E., Siuta, R. L., Liu, S.-N. C., & Capuchino, B. G. (in press). Reproductive issues in production spaces: Managing menstruation, perimenopause, and infertility treatments in the workplace. In E. B. King, Q. Roberson, & M. R. Hebl (Eds.), *Research on social issues in management: Pushing understanding of diversity in organizations*.

Beus, J. M., Payne, S. C., Arthur Jr, W., & Muñoz, G. J. (2019). [The development and validation of a cross-industry safety climate measure: resolving conceptual and operational issues](#). *Journal of Management*.

Brown, S. E. V., & Battle, J. S. (2019). [Ostracizing targets of workplace sexual harassment before and after the #MeToo movement](#). *Equality, Diversity and Inclusion: An International Journal*.

Follmer, K. B., Sabat, I. E., & Siuta, R. L. (2019). [Disclosing stigmatized identities at work: An interdisciplinary review and agenda for future research](#). *Journal of Organizational Behavior*.

He, Y., Costa, P. L., Walker, J. M., Miner, K. N., & Wooderson, R. L. (2019). [Political identity dissimilarity, workplace incivility, and declines in wellbeing](#). *Stress and Health*.

Keiser, N. L., & Payne, S. C. (2019). [Are employee surveys biased? Impression management as a response bias in workplace safety constructs](#). *Safety Science*.

Littleton, H., Abrahams, N., Bergman, M. E., ... Siuta, R. L. (2019). [Sexual assault, sexual abuse, and harassment: Understanding the mental health impact and providing care for survivors](#). *International Society for Traumatic Stress Studies, Sexual Violence Briefing Paper Work Group*.

Miner, K. N., January, S. C., Dray, K. K., & Carter-Sowell, A. R. (2019). [Is it always this cold? Chilly interpersonal climates as a barrier to the well-being of early-career women faculty in STEM](#). *Equality, Diversity and Inclusion: An International Journal*.

Miner, K. N., Smittick, A. L., He, Y., & Costa, P. L. (2019). [Organizations behaving badly: Antecedents and consequences of uncivil workplace environments](#). *Journal of Psychology: Interdisciplinary and Applied*.

Siuta, R. L., & Bergman, M. E. (2019). [Sexual Harassment in the Workplace](#). In *Oxford Encyclopedia of Business and Management*. Oxford University Press.

Grants & Awards:

Felix George – Saul B. Sells Award; \$3000

Ellen Hagen, Kelly Dray, and Joshua Hicks – *Cultivating Belongingness in First-Generation Psychological and Brain Science Students*; Accountability, Climate, & Inclusion (ACT) Grant; \$6000

Elizabeth Jenkins – Ford Foundation Fellowship Honorable Mention

Sin-Ning Cindy Liu, Kelly Dray, and Isaac Sabat – SIOP Best LGBT Research Award; \$1000

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

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