

The University of Akron Industrial-Organizational Psychology Program Alumni Newsletter

Fall 2019

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To the alumni of the University of Akron, we welcome you to the Industrial-Organizational Psychology program's Fall 2019 Newsletter!

We've been keeping busy with our strong research program. While several of us are preparing SIOP presentations, we're also engaged with other conferences, both regionally and internationally. We will present a more detailed SIOP update in the next issue!

In this issue, you'll find updates from I-O club, an introduction to our first year cohort, discussion of the upcoming SIOP reception (we hope you can make it!), general program updates, and an in-depth interview with one of our alumni.

Fall Brown Bag Recap

September 6th

Dr. Chantale Wilson
Antonik - Modern Hire

September 27th

Thesis Brown Bags

October 18th

Dr. Katey Foster
APT Metrics

November 8th

Ariel Roberts
Dissertation Talk

November 22nd

Dr. Scott Highhouse
Bowling Green State
University



A huge thank you to our incredible faculty for all they do!

Dr. Jim Diefendorff

Dr. Andee Snell

Dr. Paul Levy

Dr. Joelle Elicker

Dr. Amanda Thayer (not pictured)

Dr. Dennis Doverspike (not pictured)

Dr. Harvey Sterns (not pictured)



1 Find us on social media!!!



@AkronIOpsych



@AkronIOclub

Catch up with I-O Club!

UA I-O Alumni Newsletter

Letter from the I-O Club President

Hello Alumni!

My name is Ryan Thibodeau, and I am excited to serve as the I-O Club President this year. We're now winding down an eventful Fall semester, and I hope you'll enjoy some of the updates that we have for you in this newsletter.

The year is off to a great start, as we've already had a number of fun events. We started off the academic year with our regular potluck at Andee's, where we welcomed our new cohort of doctoral and terminal master's students with home cooked food and a game of volleyball with the faculty. Then later, in September, we continued our annual participation in sending a team to Akron's Walk to End Alzheimer's.

Of course, we've organized a number of engaging professional events too! We were visited by Brown Bag speakers, which included a dissertation presentation from Ariel Roberts and talks from our alumni Dr. Chantale Wilson Antonik and Dr. Katey Foster. We also learned about relative weight analysis with Marc Cubrich and will be improving our R skills next semester with Steven Tseng. Next semester promises to bring more workshops and Brown Bags, so look out for more updates!

We hope you all continue to enjoy these newsletters. If you're interested in more updates from us, check out our newly updated Instagram at "iopsychakron"! And of course, you can always reach out to us with updates, comments, or questions by contacting me at rkt15@zips.uakron.edu.

Giving back to I-O Club is easy!

<https://commerce.cashnet.com/ORGGRAD>

As you know, the I-O Club relies on sustained involvement from our current graduate students. Due to their time and effort we are able to make events like the SIOP Alumni Reception, Visit Day, Developmental Workshops, and Brown Bag Speakers possible. We greatly appreciate any and all donations that help make I-O Club operate. If you would like to make a donation directly to I-O Club you can use the link below and select "Donation to Industrial/Organizational Graduate Student Club"

2019-20 I-O Club Structure

Executive Board

President

Ryan Thibodeau

Vice President

Kristen Hassenkamp

Secretary

Julie Chen

Treasurer

Russell Steiner

Committee Chairs

Member Development

Gina Thoebes

Brown Bag

Faith Lee

Ryan Thibodeau

Visit Day

Ariel Resnik

Faith Lee

Social Events

Allie Petruzzelli

Ketaki Sodhi



Meet the first years!

UA I-O Alumni Newsletter

This fall, we were very excited to welcome eight new students to the program as the 2019-2020 cohort!

Montana, John, Daniel, Alexis, Joren, and Gustavo make up our M.A./Ph.D. students, while Ally and Jessica are terminal Master's students.

They have a variety of career, personal, and research interests.

You can learn more about them here!



Ally Bachmann

I was born and raised here in Akron, Ohio. I studied Psychology at The University of Akron as an undergraduate and am excited to work toward my Masters in I/O. When I'm finished, I would love to work applied and have a job in consulting. I enjoy reading, watching movies, playing video games, and spending time with my family.



Montana Drawbaugh

While I do share a name with the state, I was not born there like many presume. I am actually from south-central Pennsylvania and, sadly, have never been to Montana (...yet!). I have a Bachelor's degree in Psychology with a minor in Sociology from Liberty University. More recently, I attended Indiana University-Purdue University Indianapolis, where I received a Master of Science degree in I-O Psychology. While at IUPUI, I worked with Jane Williams—an Akron Alum and former Levy advisee. I decided to stay within my academic family and attend the University of Akron to work with Paul as a doctoral student. My primary research interest is performance management/feedback, and my secondary research interest is diversity (e.g., intergroup relations in the workplace, recruiting diverse groups into STEM). When I'm taking a break from the joys of grad school, I enjoy collecting vinyl, singing, painting, and desperately trying to keep my plants alive.



John Gianelloni

I am an active duty US Army Officer coming to Akron by way of the Army War College's Professor Development Program. My formal education includes a Bachelor of Arts in French from Vanderbilt University and a Master of Science in Strategic Studies from the Army War College. My research interests stem from my professional experiences and include the assessment and selection of military personnel, diversity in special operations forces, and team performance. My hobbies include hiking and cooking with my wife and daughter. I look forward to this phenomenal opportunity to learn and connect with my cohort and all the I/O students and faculty.

Meet the first years!

UA I-O Alumni Newsletter

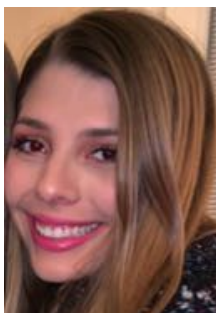


Daniel Hynes

Born and raised in Illinois, I attended the University of Arizona for my undergrad where I received a B.S. in Psychological Sciences. My research interests include emotions and recovery. During my free time I enjoy hiking, reading, and spending time with my family.

Jessica Lambert

I am from Cleveland, Ohio and studied at Ohio University where I received a Bachelor of Arts in May of 2019. I majored in Psychology and Sociology and minored in Business Administration. I am excited for my new journey ahead where I look forward to studying workplace mistreatment, high-risk work environments, and work-family life balance. In addition to my academics I also enjoy music, spending time with my family and dogs, and traveling both domestically and internationally. I cannot wait to embark on this new journey at The University of Akron!



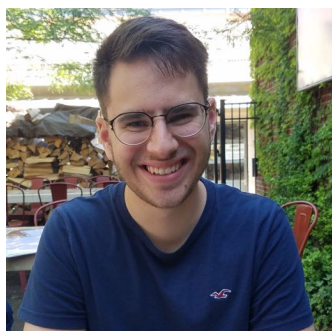
Alexis Lopez

I was born and raised in Chicago. I completed my Bachelor's degree in Psychology and Economics at Case Western Reserve University. My faculty advisor is the lovely Dr. Elicker and my research interests vary right now but I'm really interested in feedback. I love to read for fun, listen to music, and watch shows/movies on Netflix! I'm looking forward to learning all about I/O and be a part of this tight-knit community. As for what TV show I would want to live in ... I'm not really sure. I enjoy watching The Office but I don't think I could survive in that work environment (yikes...)



Joren Tengesdal

I've lived all over the midwest; born and raised in North Dakota, high school in Wisconsin, and undergrad in Minnesota. Now, I can add Ohio to the list as well. I just finished my Bachelor's degree at Gustavus Adolphus College and while there, interned at a leadership consulting firm which sparked in me a curiosity for understanding what makes a great leader and how to develop them. In my free time, I read non-academic things, cook decently, and enjoy hiking whenever the weather is nice.



Gustavo Ugueto-Rey

Even though its not where I was born, I'd consider myself a Coloradan after having lived there for 14 years. I have completed a bachelors in Biochemistry and Psychology with a certificate in Neuroscience at the University of Colorado, Boulder. While my research and career interests are as diverse as my bachelors degrees, I'm excited to be working with Dr. Elicker and hone in on how I will make an impact on the field. I can be a bit of a homebody, with interests in cooking, games, and reading but I'm also excited to explore everything that Akron and this part of the country has to offer.



SIOP 2020

AUSTIN, TX APRIL 23-25
DOWNTOWN JW MARRIOTT

The University of Akron Alumni Reception



Hello Alumni,

Planning is already underway for the 2020 SIOP reception in Austin, TX. I would like to personally thank everyone who attended the 2019 reception, as well as those who made contributions. If you have suggestions, ideas, or questions the SIOP reception feel free to reach out to me at the email below. I hope to see you all there in 2020!

Best Wishes,
Ryan Thibodeau
rkt15@zips.uakron.edu

We greatly appreciate all donations that help make these events possible! Checks can be made payable to the University of Akron Foundation and sent to the following address:

Dr. Paul Levy
Department of Psychology
The University of Akron
Arts and Science Building, 3rd Floor
Akron, OH 44325-4301

Donations can also be made online at:
www.uakron.edu/giving/psychology or by
texting "ZipsPsych" to 41444



Department Updates

UA I-O Alumni Newsletter

Congrats to those who recently achieved important milestones in the program!

Passed comprehensive exams

Jaimie Chen
Marc Cubrich
Allie Petruzzelli
Ketaki Sodhi

Passed specialty exams

Brendan Bennett
Jeremiah Luke
David Mizuta
Ajay Radhakrishnan
Carly Stahl
Jamie Strong

Landed applied internships

Marc Cubrich
Kristen Hassenkamp
Shannon Novak
Modern Hire

Julie Chen
*Northeast Ohio Regional
Sewer District*

Alex Hamame
*Cuyahoga County Personnel
Review Commission*

Rachel Fishman
*Corporate College, A Division
of Cuyahoga Community College*

Completed Master's Theses

Julie Chen
*Feedback Environment Reactions:
Their Effects on Engagement and Embeddedness
with a Multi-Cultural Sample*
Advisor: Joelle Elicker

Kristen Hassenkamp
*Job Performance in Call Centers: The Role of
Emotional Job Demands, Trait Affectivity, and
Emotional Intelligence*
Advisor: Jim Diefendorff

Ryan Thibodeau
*Computerized Continuous Feedback Undermines
Performance and Feedback Attitudes*
Advisor: Paul Levy

Xiyang Zhang
*Learning from Negative Feedback: Making Negative
Feedback More Acceptable*
Advisor: Paul Levy

Defended Dissertations

Boris Genzer
*Interpersonal Dynamics and Necessary Evils: The
Role of Emotional Reactions in Shaping
Interpersonally Sensitive Behaviors*
Advisor: Jim Diefendorff

Elizabeth Pears
*The Buffering Effect of the Feedback Environment:
The Role of Job Demands, the Feedback
Environment, and Psychological Need Satisfaction in
Preventing Burnout*
Advisor: Joelle Elicker

Department Updates

UA I-O Alumni Newsletter

Getting in the Halloween Spirit!



The Invite for the Third Annual Halloween Party on Borton Avenue!

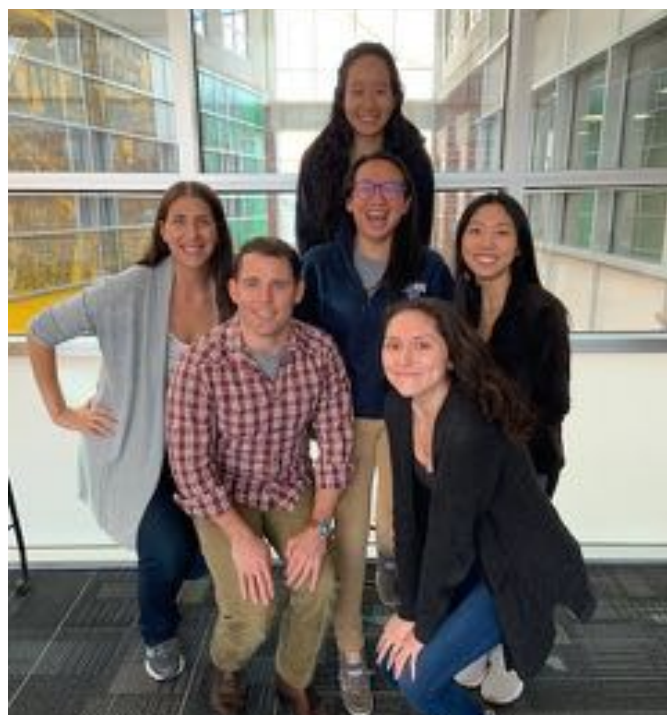


The first years got festive in Dennis's class! Joren Tengesdal, Jessica Lambert, & Ally Bachmann.

Taste of Akron 2019



Some of the first years got their first "taste" of Akron at this year's Taste of Akron Festival! Gustavo Ugueto-Rey, Joren Tengesdal, Montana Drawbaugh, and Daniel Hynes



Gina Thoebes, John Gianelloni, Jaimie Chen, Julie Chen, Faith Lee, and Alexis Lopez

Department Updates

UA I-O Alumni Newsletter

Free Pizza and LeBron James?



Kristen Hassenkamp, Ryan Thibodeau, Allie Petruzzelli, & Marc Cubrich.

During his recent trip to Northeast Ohio, LeBron James filmed a promotional video in the Highland Square neighborhood for his chain restaurant Blaze Pizza. Acting as Blaze Pizza employee "Ron," the former Cleveland Cavalier surprised people walking down West Market Street with boxes of large shareable pies. Some unsuspecting graduate students were able to enjoy some free pizza as LeBron filmed his commercial for his chain. What's better than that?

Akron Pride Festival 2019

This August, a number of graduate students enjoyed the Akron Pride Festival, an open celebration of music, entertainment, and information focused on promoting equality and inclusion of all people. This year marked the third annual Equality March that starts in Highland Square and makes its way to Hardesty Park. Akron students enjoyed food, fun, and live music in support of the LGBTQ+ community!



IO Graduate Students: Ariel Roberts, Allie Petruzzelli, Ryan Thibodeau, Ariel Resnik, Catalina Flores, & Marc Cubrich

Research Updates

UA I-O Alumni Newsletter

Our students and faculty have been busy working on lots of collaborative research projects including lab and field studies, and theoretical/conceptual pieces. Here are some of our most recent publications and presentations:

Recent Publications

- Cubrich, M.* (2019, November). Going the Extra Mile at Work: Helpful or Harmful? *The Inquisitive Mind*, 2019(41). Retrieved from: <https://www.in-mind.org/article/going-the-extra-mile-at-work-helpful-or-harmful>
- Cubrich, M.*, **Elicker, J.D.**, Sully de Luque, M.F., Gabel-Shemueli, R. (2019). Peer Feedback-Seeking: Importance of Feedback Environment Referents and Individual Cultural Values. In *Academy of Management Proceedings*. Briarcliff Manor, NY 10510: Academy of Management.
- Diefendorff, J. M.**, Gabriel, A. S., Nolan, M. T.*, & Yang, J. (2019). Emotion regulation in the context of customer mistreatment and felt affect: An event-based profile approach. *Journal of Applied Psychology*.
- Diefendorff, J.M.**, Nolan, M. T., Tseng, S. T.*, Kenworthy, M. E.*, & Fiorientino, N. L. (In press). Job Involvement. In N. Bowling & V. Sessa. *Essentials of Job Attitudes, Opinions, and Beliefs: Theory and Practice*. Taylor and Francis.
- Diefendorff, J. M.**, **Thayer, A.L.**, Sodhi, K.*, & Magill, D.* (in press). Dynamic Emotional Labor: A Review and Extension to Teams. In L. Yang, R. Cropanzano, V. Martinez-Tur & C. Daus. *Cambridge Handbook of Workplace Affect*. Cambridge University Press.
- Doverspike, D.** & Flores, C.* (2019). *Becoming an Industrial-Organizational Psychologist*. Oxford, England: Taylor & Francis.
- Doverspike, D.**, Flores, C.*, & VanderLeest, J.* (2019). Lifespan perspectives on personnel selection and recruitment. In B. Baltes, C. Rudolph, & H. Zacher (Eds.), *Work across the lifespan*. (pp. 343-368). London: Academic Press/Elsevier.
- Drawbaugh, M. L.*, Williams, J. R., & Wang, E. (2019). A new look at the supervisor role in performance management. In J.R. Williams & L.A. Steelman (Eds.), *Feedback at Work*. New York, NY: Springer.
- Elicker, J.D.**, Cubrich, M.*, Chen, J.M.*, Sully de Luque, M.F., & Gabel Shemueli, R. (2019). Employee Reactions to the Feedback Environment. In J.R. Williams & L.A. Steelman (Eds.), *Feedback at Work*. New York, NY: Springer.
- Flores, C.*, **Elicker, J.D.**, & Cubrich, M.* (2019). The Importance of Social Identity in Feedback Seeking: A Race Perspective. In J.R. Williams & L.A. Steelman (Eds.), *Feedback at Work*. New York, NY: Springer.
- Gullette, E. C. D., Fennig, J., Reynolds, T., Humphrey, C., Kinser, M., & **Doverspike, D.** (2019). Guidelines for education and training at the doctoral and postdoctoral levels in Consulting Psychology/Organizational Consulting Psychology: Executive summary of the 2017 revision. *American Psychologist*, 74, 608-614.

Note. **Bold** font denotes faculty author and * denotes student author

Research Updates

UA I-O Alumni Newsletter

Our students and faculty have been busy working on lots of collaborative research projects including lab and field studies, and theoretical/conceptual pieces. Here are some of our most recent publications and presentations:

Recent Publications (continued)

- Hacker, J., Johnson, M., Saunders, C., & **Thayer, A. L.** (2019). Trust in virtual teams: A multidisciplinary review and integration. *Australasian Journal of Information Systems*, 23.
- Damron-Rodriguez, J., Frank, J.C., Maiden, R.J., Abushakrah, J., Jukema, J.S., Pianosi, B., & **Sterns, H.L.** (2019) Gerontology competencies: Construction, consensus and contribution, *Gerontology & Geriatrics Education*, DOI: [10.1080/02701960.2019.1647835](https://doi.org/10.1080/02701960.2019.1647835)
- Long, R., Drawbaugh, M. L.*, Davis, C. M., Goodlett, C. R., Williams, J. R., & Roper, R. J. (2019). Usage of and attitudes about green tea extract and Epigallocatechin-3-gallate (EGCG) as a therapy in individuals with Down Syndrome. *Complementary Therapies in Medicine*.
- Oc, B., Daniels, M. A., **Diefendorff, J. M.**, Bashshur, M. R., & Greguras, G. J. (2019). Humility breeds authenticity: How leader authentic humility shapes follower vulnerability and authenticity. *Organizational Behavior and Human Decision Processes*.
- Pietri, E. S, Drawbaugh, M. L.*, Lewis, A., & Johnson, I. R. (2019). Who encourages Latina women to feel a sense of belonging in STEM Environments? *Journal of Experimental Social Psychology*.
- Roberts, A.*, **Levy, P. E.**, Flores, C.*, & Thoebes, G.* (in press). Performance management and workplace affect. *Cambridge Handbook of Workplace Affect*. Cambridge University Press. New York, NY.
- Smith, J.G., Flynn, M.L., Shuffler, M.L., Carter, D.R., & **Thayer, A.L.** (in press). Meetings as a facilitator of multiteam system functioning. In J. Allen, A. Meinecke, & N. Lehmann-Willenbrock (Eds), *Research on Managing Groups and Teams: Managing Meetings in Organizations* (Vol. 20). Bingley, UK: Emerald Group Publishing Limited.
- Sterns, H.L** & Harrigton, A.K., (2019) Lifespan perspectives on learning and training. In B.B. Baltes, C.W. Rudolph & H. Zacher (Eds.) *Work across the lifespan*. London: Elsevier pp. 323-341.
- Sterns, H.L.** & Spokus, D. M. (2019) Training the older workers: Pathways and pitfalls. In S. J. Czaja, J. Sharit, & J.B James (Eds.) *Current and emerging trends in aging and work*. Cham, Switzerland: Springer pp. 89-108
- Tseng, S. T.*, **Levy, P. E.**, Aw Young, S.*, Thibodeau, R. K.*, & Zhang, X.* (2019). Frequent feedback in organizations: Panacea or Fad? In J.R. Williams & L.A. Steelman (Eds.), *Feedback at Work*. New York, NY: Springer.
- Van den Broeck, A., Carpini, J., & **Diefendorff J. M.** (2019). Work Motivation: Where Do the Different Perspectives Lead us? In. R. Ryan (Ed.). *Oxford Handbook of Human Motivation*. 2nd edition. Oxford University Press.

Note. **Bold** font denotes faculty author and * denotes student author

Research Updates

UA I-O Alumni Newsletter

Recent Conference Presentations

- Cubrich, M.*, **Doverspike, D.** (2019, April). *The Dark Side of Personality: Predicting High-Risk Behaviors in Organizations*. Poster presented at the 91st annual meeting of Annual Meeting of the Midwestern Psychological Association (MPA), Chicago, IL.
- Cubrich, M.*, **Elicker, J.D.**, Gabel-Shemueli, R., Sully de Luque, M.F., (2019, April). *Examining Context in Feedback Seeking: Feedback Environment Reactions as a Mediator*. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C. / National Harbor.
- Cubrich, M.*, **Elicker, J.D.**, Sully de Luque, M.F., & Gabel-Shemueli, R. (2019, August). *Peer Feedback-Seeking: Importance of Feedback Environment Referents and Individual Cultural Values*. Paper presented at the 79th Annual Meeting of the Academy of Management (AOM), Boston, MA.
- Cubrich, M.*, Flores, C.*, **Elicker, J.D.** (2019, March). *Contextualizing Feedback-Seeking in Male-Dominated Occupations: A Gender Role Congruity Perspective*. Poster presented at the 111th annual meeting of the Southern Society for Philosophy and Psychology (SSPP), Cincinnati, OH.
- Cubrich, M.*, & Wolfe, G.* (2019, April). *Contextualizing Workplace Mistreatment: New Directions in Research on Masculinity*. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C.
- Doverspike, D.** (2019, April). *Small business, big challenge: applying big business consulting to small business*. Panelist on discussion presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.
- Drawbaugh, M. L.*, Ashburn-Nardo, L., & Pietri, E. S. (2019, February). *Penalties Against Working Mothers and Voluntarily Childfree Working Women*. Poster presented at the conference of the Society for Personality and Social Psychology. Portland, OR.
- Drawbaugh, M. L.*, & Williams, J. R. (2019, April). *Supervisor Implicit Person Theory and Behaviors on Performance Appraisal Outcomes*. Paper presented at the conference of the Midwestern Psychological Society. Chicago, IL.
- Flores, C.*, **Elicker, J.D.**, Cubrich, M.* (2019, April). *Social Identity Theory and Feedback Seeking: A Race Perspective*. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C. / National Harbor.
- Flores, C.*, & Horan, K. A. (Co-Chairs), **Doverspike, D.**, Howald, N., McClure, J., & Patenaude, L. (2019, April). *The ins and outs of university-based consulting centers*. Panel discussion presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.
- Grossman, R., & **Thayer, A. L.** (2019, July). *Toward a theory of cohesion development: Integrating Social Presence Theory with a contingency perspective*. Poster presented at the 14th annual meeting of the Interdisciplinary Network for Group Research (INGRoup), Lisbon, Portugal.
- Kenworthy, M.E.*, **Diefendorff, J.M.**, Magill, D.P.*, & Erickson, R.J. (2019, April). *Surface acting, burnout, and turnover intentions: Does who you act with matter?* In A.S. Gabriel & S.A. Kay (Chairs), *Who is the Target? Expanding Emotional Labor beyond Customer Interactions*. Symposium presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.
- Levy, P. E.** (Chair), Aladin, R., Bidwell, L., Carpenter, J., Chen, J.*, Dawson, L., Flores, C.*, Harrison, C., & Roberts, A.* (2019, April). *How to leverage internships for both personal and organizational success*. Panel discussion presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.

Research Updates

UA I-O Alumni Newsletter

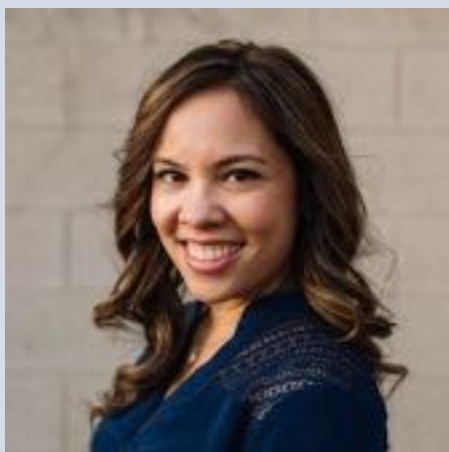
Recent Conference Presentations (continued)

- Nolan, M.T.*, **Diefendorff, J.M.**, Erickson, R.J., & Lee, M.T. (2019, April). *Understanding compassion capability: Compassion climate and worker outcomes*. In K.E. England & A.A. Grandey (Chairs), *Discrete Emotions at Work: An Array of Forms and Functions*. Symposium presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.
- Levy, P. E.** (Chair), Aladin, R., Bidwell, L., Carpenter, J., Chen, J.*, Dawson, L., Flores, C.*, Harrison, C., & Roberts, A.* (2019, April). *How to leverage internships for both personal and organizational success*. Panel discussion presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.
- Roberts, A.* (2019, April). Facilitator in Hunt, S. (Chair). *Talent reviews: comparing performance rating research to "real-world" rating methods*. Panel Discussion accepted at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.
- Roberts, A.*, **Levy, P. E.**, Dahling, J., Riordan, B., & O'Malley, A. (2019, April). *Don't just look back, you're not going that way: Using feedback to look forward*. Symposium accepted at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.
- Sodhi, K.* (Moderator; July, 2019). Student, Early Career, and Future IPAC Leader Inaugural Consortium. Pre-conference workshop at the Annual Conference of the International Personnel Assessment Council, Minneapolis, MN.
- Sodhi, K.* (2019, April). *The Science-Practice Partnership: Action and Education*. Panelist for a Theme Track session at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.
- Sodhi, K.* (Chair), Chung, C., Contractor, N., DeChurch, L., Jones, J., Kozlowski, S. (2019, April). *Translating Complexity: From Science to Practice*. Theme Track Session chaired at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.
- Sodhi, K.*, Petruzzelli, A.* (Co-Chairs), **Thayer, A. L.** (Co-Chair & panelist), Cronin, M., Kuljanin, G., & Schechter, A. (2019, April). *Advancing the science of team dynamics*. Panel presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.
- Sodhi, K.*, Steiner, R.*, & **Thayer, A. L.** (2019, July). *Feedback seeking in virtual teams: The roles of task characteristics and feedback orientation*. Poster presented at the 14th annual meeting of the Interdisciplinary Network for Group Research (INGRoup), Lisbon, Portugal.
- Sydell, E. J., Slezak, T. J.*, Facticeau, J. D., Grossman, K. W., & Norris-Watts, C. (2019, April). *Candidate feedback: Has the time come?* Symposium presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.
- Wolfred, B. C., **Drawbaugh, M. L.**, & Williams, J. R. (2019, April). *Commitment to Performance Management Predicts Supervisor Perceptions of Appraisal Interviews*. Poster presented at the conference of the Midwestern Psychological Society. Chicago, IL.
- Zhang, X. Y.*, Wang, B., Wang, W. (2019, April). *Individual Trait and Failure Learning: Error Management Culture as Double-Edged Sword*. Poster presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Washington, D.C./ National Harbor.
- Zhou, L., Zhang, Z., **Diefendorff, J.M.**, & Liu, Y. (2019, August). Intensive longitudinal data analyses with dynamic structural equation modeling: A hands-on tutorial. Professional Development Workshop presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Career Spotlight

UA I-O Alumni Newsletter

Chantale Wilson Antonik



 Modern Hire

The I-O Graduate Student club caught up with Chantale to share her recent experiences with you all!

Tell us about yourself personally, what do you like to do for fun?

My husband started a coffee roasting nonprofit, PhilanDRIPy, to raise awareness and give back to farming communities in underserved areas. I've enjoyed helping him grow the organization and learn more about coffee and the roasting process. It's been a blast figuring out how to start something from the ground up (no pun intended) and do something that serves others in need. We both love to travel around the world so hope we can go back to places like Guatemala and Indonesia to continue to meet people and communities involved in the coffee industry.

Tell us how you arrived at your current job and what you do there.

I have spent the last 2.5 years at Modern Hire (fka Shaker) and in the past 6 months have transitioned from being a consultant to being a

Product Manager. This has been a big change since I went from doing more traditional I-O selection work (job analysis, assessment development, validation, implementation) to building software products that help us execute the I-O work we do. I've really enjoyed getting to marry I-O principles and science with technology. It's allowed me to continue using what I've learned in grad school while learning all about technology and building products using the Agile approach to software development.

Any proudest moments in I-O work?

It's always a great feeling being able to deliver a great I-O product to a client, especially when they are not an I-O and may not have bought into the process at the start. In my new role, I work with a group of non-I-O's who are learning about what we do to help them better understand how to build I-O products. It has been a blast teaching them about the importance of the scientific method, our validation process, and thinking about the implications of introducing noise to our data collection methods. My proudest moment is seeing them proactively speak up when they see something in our process that has implications for the science we do. It not only shows me that they get it, but they are as excited about I-O as I am.

What do you think was the best takeaway from your graduate school years that has been helpful in your career since?

Critical thinking! It seems general but the way that the Akron professors teach us to not blindly accept what we see and be sure that we evaluate what we're looking at translates so well to industry to ensure the products and services we provide as I-Os are developed/executed effectively and can be trusted.

What advice would you give to current grad students?

Look beyond your syllabi for opportunities to learn and make yourself stand out. There are so many great skills you can learn to supplement your I-O learning that can springboard your career and give you a unique advantage. Stay curious!

Keep in touch with COR

UA I-O Alumni Newsletter



Center for Organizational Research

The University of Akron

A Tailored Approach

We provide businesses and organizations with evidence-based solutions for the issues that confront work environments and the people in them, with areas of specialization including human resource management, organizational development, and survey work. COR is proud to preserve a tailored approach to meeting client needs by maintaining a strong research orientation and a targeted client base.



A Notch Above the Rest



Founded in May 2001, the Center for Organizational Research (COR) is a business research and consulting group managed by faculty in the nationally ranked Industrial/Organizational (IO) Psychology program in The University of Akron's Department of Psychology. Our consulting services are delivered by teams of graduate students and IO faculty members.

Services Offered

- Customized basic and applied research studies
- Employee attitude surveys
- Training program development and evaluation
- Workshops and seminars
- Job analysis
- Customized tests, measures, and selection systems
- Adverse impact analysis
- Alternative action plans
- Leadership and management training and development
- Performance management
- Organizational development
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- Various other consulting services

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