

THE I-O AGGIE

The I-O Aggie Special Issue: 2022 Research Review



The skyline in Seattle, Washington, where the 2022 SIOP annual conference took place

The faculty and students of the Texas A&M University (TAMU) Industrial-Organizational (I-O) PhD program are always conducting and sharing their research. And although the I-O Aggie wishes to provide a snapshot of the program to its readers, it is just that—a snapshot. The purpose of this special issue of the I-O Aggie newsletter is to share with its readers the content of our research that is so foundational to our program.

The goal of the special issue is to provide readers with a somewhat more detailed understanding of the research occurring in our program. In its first section, “**Conference Catch-up**,” the special issue reviews some conference presentations delivered by our students and faculty over the past year. TAMU I-O students and faculty shared their research at multiple conferences, including the 2022 Society for Industrial and Organizational Psychology (SIOP) Annual Conference in Seattle, Washington in April. As the flagship conference of our field, the annual SIOP conference is an opportunity for students to share their work with and learn about cutting-edge research from other I-O psychologists. Students and faculty also rekindled old and made new connections. Indeed, many students were introduced to their “academic grandparents” (i.e., their advisor’s advisor) and “siblings” (i.e., their advisor’s previous advisees). TAMU I-O students also presented work at the 2022 Association for Psychological Science (APS) Annual Convention in Chicago, Illinois in May. Students at APS were able to present their research to and learn from psychological researchers outside of I-O. Both undergraduate and graduate students presented at the TAMU 2022 Student Research Week (SRW) in March.

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Introduction to the Special Issue (continued)

In the second section of the special issue, “**Milestone Management**,” the editors recount conversations with two TAMU I-O PhD students who recently completed a program milestone (e.g., thesis defense). Students provided insight into their research content and advice for other students working toward these milestones. In the third section, “**Interest Inquiry**,” the current research interests and efforts of our program’s PhD students are reported. The three sections of the special issue hopefully provide readers with a more in-depth look at the research central to our students and faculty.

Conference Catch-up

Coverage of conference presentations in the past year

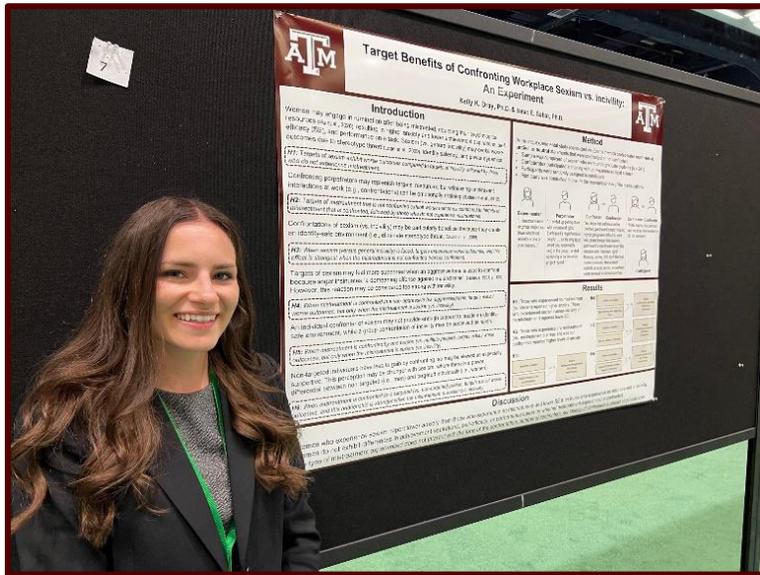


Kristen Jaramillo participating in “fish-throwing” at SIOP 2022.



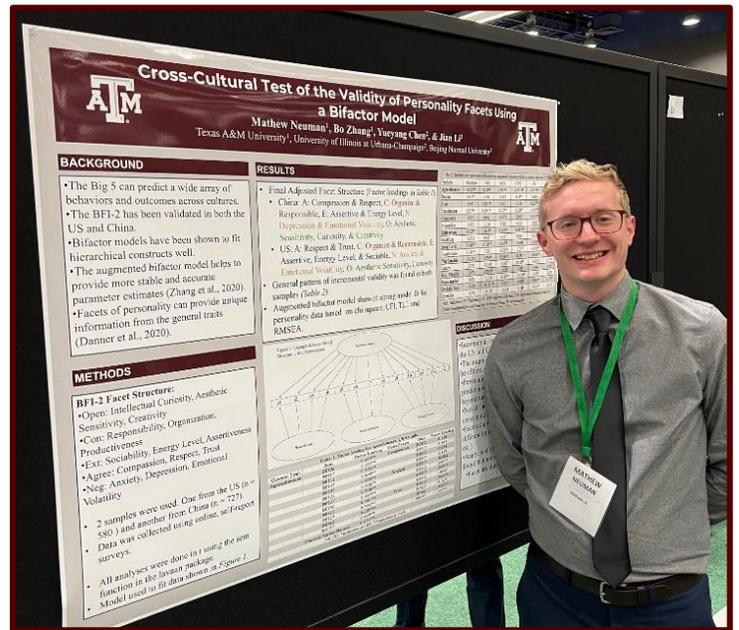
The I-O PhD students and faculty enjoyed attending SIOP 2022. From top left to bottom right: Kristen Jaramillo, Ben Schulte, Emma Edoga, Matt Neuman, Bo Zhang, Claire Bowman-Callaway, Yanai Otero La Porte.

The SIOP 2022 conference took place in Seattle, Washington. Many of our program’s students and faculty attended the conference and enjoyed the experience. Activities included poster and symposia presentations, panel discussions, alternative sessions, tutorials, keynote speakers, alumni reunion, various receptions, and “fish-throwing.” SIOP allowed attendees to participate in a traditional Seattle activity usually reserved for the Pike Place Fish Market employees. Kristen threw fish across the room like the employees throw them from display cases to the weighing scale. Who says that job analysis is boring?



Dr. Kelly Dray presenting “Target Benefits of Confronting Workplace Sexism vs. Incivility: An Experiment.”

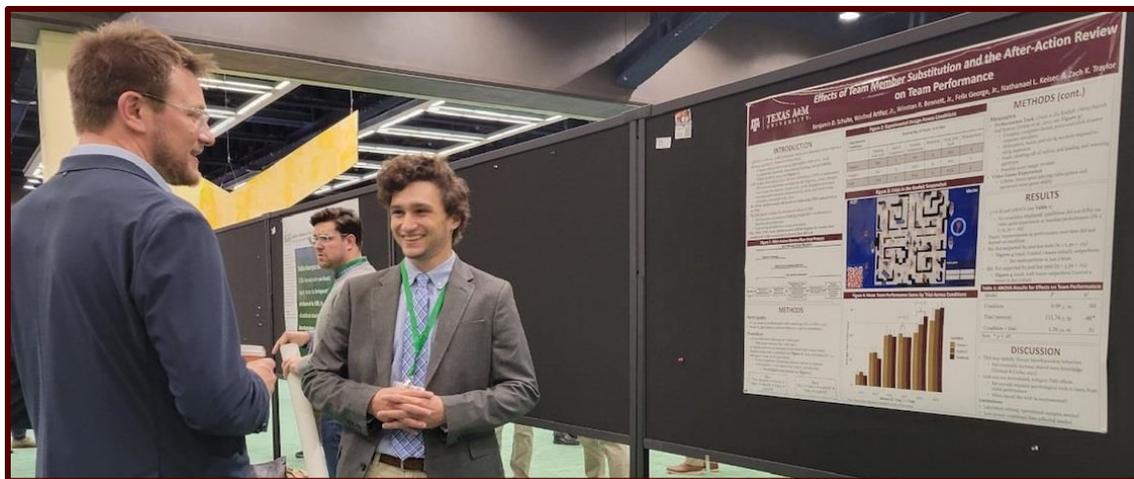
Our program was delighted to see Dr. Kelly Dray present her dissertation research to SIOP attendees. Kelly presented her work with Dr. Isaac Sabat on how confrontations of workplace sexism and incivility and different styles of confrontation may influence the outcomes for the target of the mistreatment.



Matt Neuman presenting “Cross-Cultural Test of the Validity of Personality Facets Using a Bifactor Model.”

Matt Neuman shared research he had conducted with Dr. Bo Zhang and others. Matt’s poster presented an augmented bifactor model of the Big 5 personality traits. Matt found that personality facets (e.g., assertiveness, activity) can provide incremental validity above broad traits (e.g., extraversion). Moreover, Matt’s model allowed both facet- and trait-level predictions and fit well in US and China samples.

Ben Schulte presented team training research coming out of Dr. Winfred Arthur, Jr.’s lab. He presented a poster on the effect of the after-action review on team performance. Specifically, he examined whether training with an after-action review mitigated the negative effects of team member substitution on team performance.



Ben Schulte (right) presenting “Effects of Team Member Substitution and the After-Action Review on Team Performance.”

Elizabeth Jenkins and Emma Edoga presented papers in the symposium entitled “Superwoman and the Office B*tch: An Examination of Black Women’s Stereotypes at Work.” Elizabeth explored how self-endorsement of the “strong Black woman” stereotype impacted supervisor feedback, organizational support, organizational citizenship behaviors, help-seeking behaviors, and occupational stress. Emma examined how racialized and gendered stereotypes—specifically the “angry Black woman” and “strong Black woman” stereotypes— influence the extent to which Black women employees communicate their ideas and concerns about issues in their organization.

Cindy Liu presented work at two alternative session types. In the first, Cindy facilitated a roundtable discussion with other students and faculty regarding diversity, equity, and inclusion initiatives. Cindy also participated in another alternative session on the undergraduate research assistant experience. Specifically, Cindy discussed effective mentoring strategies to help undergraduates become more actively involved in their research development.



Elizabeth Jenkins presenting “Endorsement of the Strong Black Woman Stereotype and Occupational Outcomes.”



Emma Edoga presenting “The Impact of Racialized Stereotypes on Employee Voice.”



Cindy Liu presenting “Leading the Charge: Student-Driven Diversity, Equity, and Inclusion Initiatives.”



Dr. Bo Zhang presenting “Automatic Item Pairing in Forced-Choice Test Construction.”

Dr. Bo Zhang presented research on forced-choice testing in multiple symposia. In the symposium “Improving Applicant Reactions to Forced-Choice Personality Tests,” Bo compared applicant reactions to graded forced-choice and Likert-type tests.

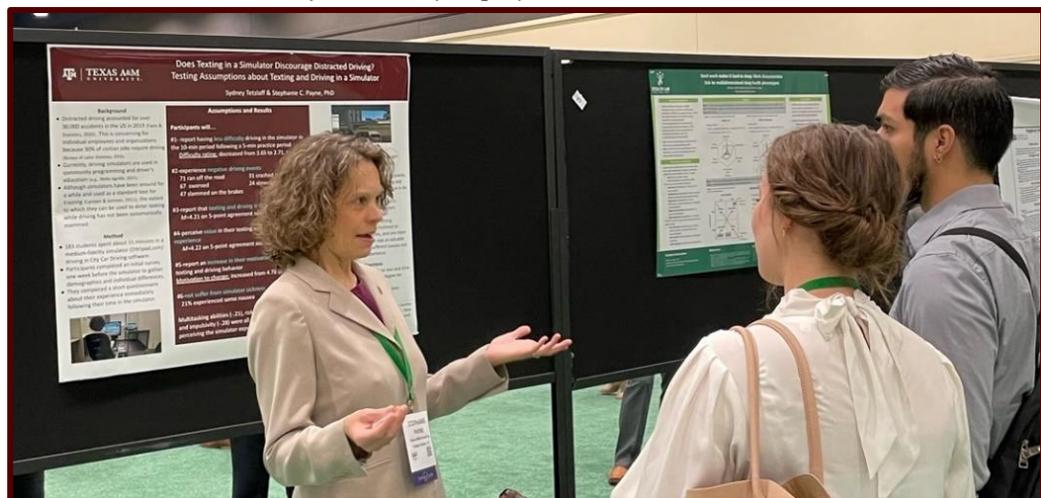
In “Advances in Forced-Choice Testing Using Item Response Theory,” Bo discussed work on an application that will help forced-choice test developers automatically pair items that are equal in social desirability.

Dr. Isaac Sabat, along with Cindy Liu, participated in the alternative presentation “Teaching the Teachers: Transforming the Undergraduate Experience.” Isaac also spoke at two special events. In “SIOP’s Expanded and Strengthened Initiatives for Diversity, Equity, and Inclusion,” Isaac discussed recent SIOP committee accomplishments in enhancing diversity, equity, and inclusion in the organization and field. In “Building Together: Addressing and Dismantling SIOP Inclusivity Barriers,” Isaac addressed the experiences of marginalized groups at SIOP and offered suggestions to create a more inclusive environment at SIOP and in the field at large.

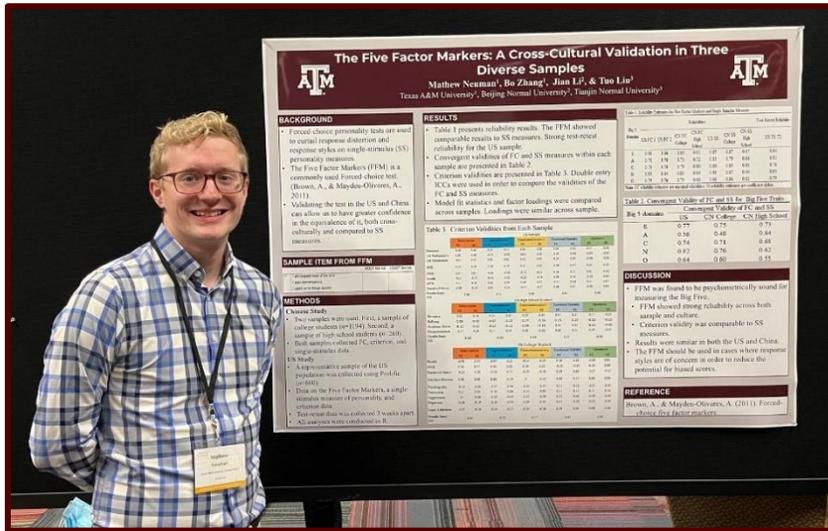
Dr. Stephanie Payne shared her research via multiple posters and a panel discussion. Stephanie examined a simulator intervention designed to decrease distracted driving behaviors, the effect of work-nonwork segmentation during COVID-19 on well-being, and individual- and organizational-level variables which predict one’s desire to continue to work from home. Stephanie also discussed safety culture in the offshore oil and gas industry.



Dr. Isaac Sabat speaking at “SIOP’s Expanded and Strengthened Initiatives for Diversity, Equity, and Inclusion.”



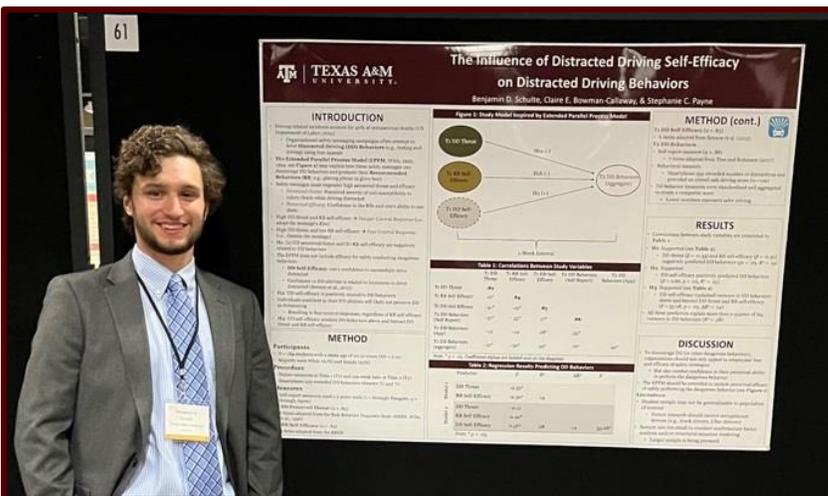
Dr. Stephanie Payne presenting “Does Texting in a Simulator Discourage Distracted Driving?”



Matt Neuman presenting "The Forced Choice Five Factor Markers: A Comprehensive Cross-Validation in Three Diverse Samples."

Many of our program's students also shared their research at the 2022 APS conference. Matt Neuman followed up his SIOP poster with an APS poster on the cross-cultural validity of a forced-choice test of the Five Factor Markers of personality. He presented the reliability, factor structure, and overall validity of the test in one sample from the US and two from China.

Claire Bowman-Callaway presented a poster titled "Feedback and Simulator Fail to Reduce Overconfidence in Multitasking Ability: Implications for Distracted Driving." Claire discussed how feedback on a multitasking test and texting and driving in a simulator failed to reduce one's confidence in multitasking.



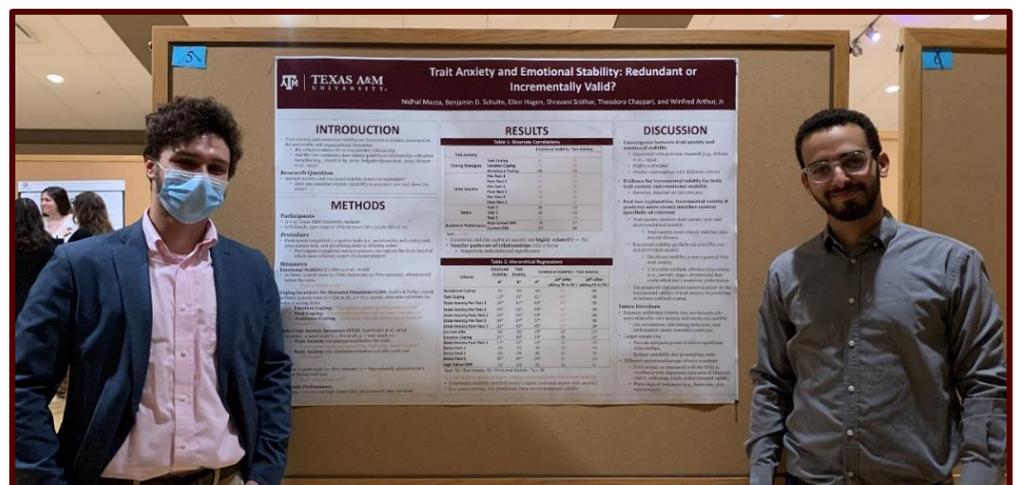
Ben Schulte presenting "The Influence of Distracted Driving Self-Efficacy on Distracted Driving Behaviors."

Ben Schulte presented a poster on how confidence in one's distracted driving abilities predicted distracted driving behaviors beyond perceptions of distracted driving as dangerous and self-efficacy for safety strategies.

Many students also presented work at the TAMU 2022 SRW conference. Ben Schulte and Nidhal Mazza presented a poster on trait anxiety and emotional stability, and whether these two constructs may be considered the same or different.

Claire Bowman-Callaway presented a poster titled "Workplace Multitasking: A Systematic, Integrative, and Critical Review of the Literature" in which she examined issues related with how the construct is conceptualized and operationalized.

Yanai Otero La Porte presented a poster titled "Reducing Distracted Driving by Promoting Safe Strategies in a Driving Simulator" in which she explored the effectiveness of multiple interventions. Kristen Jaramillo gave an oral presentation titled "An Intersectional Qualitative Analysis of Transgender and Gender Expansive Employees" where she explored the intersection of race, ethnicity, and gender identity and how these combined identities impact workplace experiences.



Nidhal Mazza (right) and Ben Schulte (left) presenting "Trait Anxiety and Emotional Stability: Redundant or Incrementally Valid?"

Milestone Management

Talking with students who recently completed a milestone

theresa hernandez (she/her, they/them) recently defended their master's thesis and took and passed both their written and oral comprehensive exams. For theresa's thesis, she analyzed the gender expression experiences of cisgender and nonbinary people at work in the United States. theresa found that nonbinary people tend to express their gender by not aligning with gender norms, and "undo gender," while cisgender people tend to express their gender by aligning with gender norms. theresa interpreted their findings such that cisgender people tend to have more tools that they can utilize to express their gender, highlighting how society is set up to benefit cisgender people. Nonbinary people, however, must find their own way to express gender.

theresa hopes to continue the theme of identity expression in their dissertation. When asked what was difficult about achieving their milestones, theresa mentioned collecting qualitative data on MTurk, and trying to get quality data from minimal responses. The best part for theresa was completing it! Her advice for students approaching this milestone is to get started sooner than you think you need to, and to not be afraid to ask for help.



theresa hernandez



Stefan Dumlao

Stefan Dumlao (he/him) recently defended his master's thesis and took and passed both the written and oral comprehensive exams. Stefan's thesis focused on electronic performance monitoring (EPM) and how job applicants' perceptions of how an organization engages in EPM influences organizational attractiveness and intentions to apply to a job. Stefan was specifically interested in how organizations use Fitbits and applications that track family planning. He found that applicants perceived the organization as more attractive and reported higher intentions to apply when EPM programs were framed as voluntary and beneficial to employees and not only the organization.

Although it did not turn out exactly how he had expected, Stefan enjoyed exploring the balance of employee privacy, and organizational incentives. For Stefan, the most difficult part of completing these milestones was doing them back-to-back. He took his written comprehensive exams one week after he defended his thesis, so stressful is an understatement! The best part for Stefan was being done, and successfully passing the last big hurdle before the dissertation! His advice for students approaching this milestone is "grad school is a marathon not a sprint," and it is okay if you are not completely on track. Stefan says as long as you get it done, that is all that matters!

Interest Inquiry

A look at some students' current research interests and efforts



Nidhal Mazza

Nidhal Mazza (he/him) is currently pursuing projects in the areas of selection, testing, and assessment. He is also interested in how the physical environment affects work performance.



Evan Nault

Evan Nault (they/them) is currently exploring how people with Borderline Personality Disorder interact with their workplace. In addition, they are synthesizing global research on sex workers and the prevalence and correlates of mental illness and health.



Emma Edoga

Emma Edoga (she/her) is currently finishing up her thesis which examines how racialized and gendered stereotypes impact Black women's engagement in employee voice. The two stereotypes examined in the thesis are the Angry Black Woman Stereotype and the Strong Black Woman stereotype. Additionally, alongside PhD candidate Elizabeth Jenkins, she is involved in a project that examines the impact of the Strong Black Woman stereotype on Black women's occupational outcomes.

Garam Kim (she/her) is currently examining how perceived income inadequacy affects employees' commitments and turnover. She is also interested in examining how future perceived income inadequacy moderates this relationship.



Garam Kim



Yanai Otero La Porte

Yanai Otero La Porte (she/her) has two main research projects on which she is working: a distracted driving study and a COVID-19 study. For the distracted driving study, she is exploring multiple interventions (including a driving simulator) and their influence on distracted behaviors behind the wheel. Furthermore, she is also researching how COVID-19 impacted the job attitudes of managers and subordinates working in the health care field.

Beomgyu Park (he/him) is currently working on a project examining how team sex composition influences the effectiveness of the after-action review. He is also working on a project examining whether cognitive ability scores differ between computer and smartphone conditions as a function of device characteristics or a self-selection effect. He is also interested in psychometrics and quantitative psychology.



Beomgyu Park



Matt Neuman

Matt Neuman (he/him) is currently working on projects regarding employee selection and psychometrics. He is interested in improving the psychometric qualities of personnel tests, primarily with the use of forced-choice tests.

Kristen Jaramillo (she/her) is currently investigating the experiences of transgender and nonbinary people of color in the workplace through qualitative analysis. Additionally, she is exploring the mental load—or the mental and emotional effort associated with a task—of women in the workplace.



Kristen Jaramillo



Elliott Bay in Seattle, Washington

Do you have something that you would like to share in our next edition? New job? Promotion? Life updates? Publications? Awards?

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