

# THE I-O AGGIE

## Y'all Come Back Now!

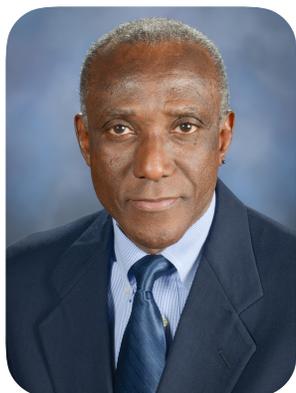
*The Texas A&M Industrial-Organizational Psychology Program Prepares to Host Alumni Deep in the Heart of Texas*



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

Classes have started, research continues, and faculty and students alike are getting ready for SIOP in April. As SIOP is in Austin this year, the I-O program is hosting an Aggie reunion here in College Station!

Join us on Wednesday, April 22, 2020 from about 2:30-7:30pm in College Station. See how the campus has changed, network with current students, and reconnect with colleagues. Check out our invite and tentative schedule on page 5 for more details. For more information, email Zach Traylor at [zktraylor@gmail.com](mailto:zktraylor@gmail.com).



### From the Area Head: Dr. Winfred Arthur, Jr. Discusses I-O Faculty, Program Success

Hi everyone! I was unable to write one of these for the fall newsletter at the commencement of the academic year, so, I get to do so for the spring issue at the start of the new year. We have had several really exciting

developments in the past several months.

First, Dr. Yumiko Mochinushi joined us in the fall as an Instructional Assistant Professor in the MSIOIP

**Continued on pg. 6...**

## ISSUE 2.1, JANUARY 2020

### Contents:

	<b>From the Area Head:</b> Dr. Winfred Arthur, Jr. Discusses I-O Faculty, Program Success	1
	<b>Gulf Coast Grant:</b> Dr. Stephanie Payne's Quest to EMPOWER Oil & Gas Employees	2
	<b>From the Desk of Dr. Bisi Atoba:</b> MSIOIP Program Updates	2
	<b>Recruited!</b> Alumni Ann Huffman Enlists the Help of Current I-O Aggies for a Military Funded Project	3
	<b>On the Right Track:</b> Yimin He Receives Tenure-Track Position	4
	<b>TAMU I-O Psychology Alumni Reunion:</b> Save the Date & Itinerary	5
	<b>Muñoz &amp; Arthur:</b> 2020 SIOP Douglas W. Bray and Ann Howard Research Grant Recipients	6
	<b>Aggie Achievements!</b> Publications, Grants, and Awards from the Last Six Months	7

## Gulf Coast Grant: Dr. Stephanie Payne's Quest to EMPOWER Oil & Gas Employees

Dr. Stephanie Payne was recently awarded a \$943,000 grant for her work as project director and research in the safety culture of offshore workers in the Gulf Coast oil and gas industry. The project is in collaboration with Farzan Sasangohar and Ranjana Mehta from the Department of Industrial and Systems Engineering Department, and received one of eight grant awards given by the Gulf Research Program (GRP) of the National Academies of Sciences, Engineering, and Medicine.

"This award will allow us to advance the science of safety culture in offshore environments and facilitate getting information

about employees' perceptions of safety and readiness in front of first-line supervisors who make day-to-day safety-related decisions," Stephanie recently told the Texas A&M University College of Liberal Arts in a recent interview.

Stephanie's project, EMPOWER Safety Dashboards: Evaluate, Measure, and Promote Offshore Worker Engagement and Readiness, was chosen as part of Gulf Research Program initiative to promote a culture of safety in the oil and gas industry.

Traditionally, safety culture is measured with a lengthy annual employee survey. Survey methodology is fraught with

**Continued on pg. 4...**



*Dr. Stephanie Payne, recipient of a \$943,000 Gulf Research Program Grant promoting workplace safety.*

---

## From the Desk of Dr. Bisi Atoba: MSIOP Program Updates



*The TAMU MSIOP program has graduated its first cohort and is recruiting for its third cohort!*

Congratulations once again to our recent MSIOP graduates! As Winfred stated, our job placement rate was high. Three graduating students accepted competitive job offers from Hewlett Packard Enterprise ([Mary Lee Morales](#)), NRC Health ([Nolan Miller](#)), and Texas Instruments ([Gina Muegge](#)). Our hopes are high for our returning students who are seeking internship opportunities for the upcoming summer semester.

Application for admission into the MSIOP program is now open for Fall 2020. Applications are due on **February 15, 2020**. More information about the program and admissions can be found on the [MSIOP website](#). We look forward to improving our level of success through the selection of outstanding applicants, high-impact graduate training, and quality internship and job placements. If you want to learn more about the program, the type of internship opportunities our students are interested in, or recruiting from our program, please contact [Bisi Atoba](#) by email ([bisi.atoba@tamu.edu](mailto:bisi.atoba@tamu.edu)).



*Drs. Ann Huffman (right) and Heidi Wayment (left) have developed an app to improve military health and resiliency.*

## Recruited! Alumni Ann Huffman Enlists the Help of Current I-O Aggies for a Military Funded Project

Texas A&M I-O alumnae Dr. Ann Huffman ('04) has recently offered current I-O students the chance to assist with data collection at Fort Hood in Texas as part of a Department of Defense funded project.

Dr. Huffman and her coauthor Dr. Heidi Wayment were awarded a \$1.4 million Department of Defense grant for a project designed to improve the psychological health and resilience of military personnel. The team has worked on the development of a new smartphone app to deliver what they describe as "an innovative, brief, non-religious, self-management intervention."

The app is based on their previous research on the concept of the "quiet ego." The quiet ego reflects values of growth and balance as part of an identity that is not excessively self-focused but also not excessively other-focused. This concept centers on developing an identity that incorporates others without losing the self, which may be more responsive to the work-related stressors of

servicemembers than other interventions like mindfulness.

Dr. Huffman reached out to Dr. Stephanie Payne (her former advisor) to recruit students who would be interested in assisting with data collection to test the phone-based intervention in an operational setting. The data collection, which takes place later this semester, will consist of a urinalysis, height and weight measurements, cognitive testing, and instructions on how to use the smartphone app.

Several students jumped at the opportunity to participate in this hands-on research experience. Stephanie Brown, a current Ph.D. student and military spouse researching military spouse employment in multi-level marketing as part of her dissertation, found this project to be squarely in her wheelhouse. "I'm excited for the opportunity to work with Ann," she said. "It sounds like a great project, and I'm thankful she's willing to include us in the research process."

**Stephanie Payne Grant (Continued)**

limitations including low response rates, considerable time required to summarize and interpret data, and failure to capture meaningful changes between surveys.

This project aims to develop and test field-friendly measurement tools, including experience sampling methodology and wearable devices; and to design, develop, and evaluate the value of the EMPOWER dashboard. The EMPOWER dashboard will display worker psychological (safety culture) and physiological (lack of fatigue or readiness) data on an interactive interface that supervisors can access daily to support organizational decision making.

The research team will evaluate the extent to which supervisors value and anticipate using such previously unavailable data in real time; as well as the data's impact on hypothetical offshore scenario-based decision-making.

**DECEMBER 2019 GRADUATES**

**Paula Costa, Ph.D.,**  
Industrial and  
Organizational Psychology  
Dissertation: *Team  
Composition and Virtuality: A  
Meta-Analysis*

**Amber Smittick, Ph.D.,**  
Industrial and  
Organizational Psychology  
Dissertation: *The In-Between:  
A Meta-Analytic Investigation  
of Stereotype Threat Effects on  
Mediators of the Stereotype  
Threat-Performance  
Relationship*

**Stephanie Brown, M.S.,**  
Psychology  
Thesis: *The Impact of  
Different- versus Same-Sex  
Sexual Harassment on  
Bystander Intervention*

**MSIOP:**  
**Antonio Gonzalez III**  
**Joungmin Hong**  
**Magesty Ismyana**  
**Morgan Starr Johnson**  
**Chih-Ching Lai**  
**Alejandra Manzanares**  
**Nolan Miller**  
**Mary Lee Morales**  
**Gina Muegge**  
**Gustavo Sanchez**  
**Rang Yan**

**On the Right Track: Yimin He  
Receives Tenure-Track Position**

Yimin He, current 5th year PhD student, has received a tenure-track appointment at the University of Nebraska Omaha. She starts as an assistant professor of psychology this Fall.

Yimin has a wide variety of academic and applied experience, and is known within the department for her statistical expertise. Her research interests include occupational health psychology, diversity and inclusion, personality assessments, and various quantitative methodologies.

While finishing her dissertation (*The Influence of Advice-Giving and Advice-Taking on Safety Behavior: A Social Network Perspective*), Yimin will continue to work as a Senior Research Associate with Dr. Emily Huang of the Oregon Health & Science University.

# Save the Date

## Texas A&M University I/O Psychology Alumni Reunion

April 22 | 2:30-7:30 pm  
Texas A&M University

Tour the campus, network with current students, and reconnect with colleagues on your way to the SIOF conference in Austin

See page 2 for a tentative Itinerary

# Tentative Itinerary

2:30 pm	Arrival
3:00 pm	Campus Tour
4:00 pm	Program Highlights & Alumni Introductions
5:00 pm	Speed Networking
6:00 pm	Dinner
7:30 pm	Depart to Austin

Email Zach Traylor at [zktraylor@gmail.com](mailto:zktraylor@gmail.com) with any questions

**From the Area Head (Continued)**

program. Yumiko also successfully defended her dissertation (*The Impact of Culturally Different Types of Faking on Test Properties*) in the fall and so she received her PhD from Florida Institute of Technology. Her research interests are in the areas of assessments, applicant response behaviors (including faking), cross-cultural measurement, cross-cultural competencies, and general cross-cultural management issues; in addition to advanced research design and quantitative and qualitative analyses.

On a related note, [Bo Zhang](#) will also be joining us in the fall as an Assistant Professor. He will be graduating from the University of Illinois at Urbana-Champaign in

the summer. Bo's research interests and expertise are in assessment, measurement, and modeling as most aptly reflected in his dissertation title: *Disentangling Substantive Responses from Faking on Personality Tests: Statistical and Practical Performance of the Bayesian Retrieve-Edit-Select Model*.

The MSIOP program graduated its first student cohort ( $N = 11$ ) in December 2019. Congratulations to our graduates! The placement rate (i.e., job-in-hand-before-graduation) and the quality of placements among students who actively pursued full time jobs were high. We anticipate similar levels of success for the second cohort ( $N = 18$ ) who have completed the first of three semesters of coursework and now seeking internship opportunities

for summer 2020. So, it is fair to say that thanks to all involved, especially Bisi, the program director, the MSIOP program is proving to be strong success.

On a related alumni note, we are also quite looking forward to the pre-SIOP alumni reunion on April 22nd, 2020. A number of alums have already indicated plans to join us. We are eagerly looking forward to seeing all of you. We will be collecting official RSVPs soon.

Finally, we are currently in the process of reviewing applications for the 2020/2021 PhD class and the third cohort of the MSIOP program, and we anticipate strong incoming classes for both.

Thanks! And stay well.

---

## Muñoz & Arthur: 2020 SIOP Douglas W. Bray and Ann Howard Research Grant Recipients



*Dr. Gonzalo Muñoz (pictured) and Dr. Winfred Arthur, Jr. received \$7,872 to develop a post-feedback intervention intended to foster feedback acceptance.*

Alumni Gonzalo J. Muñoz (currently at University Adolfo Ibáñez, Chile) and Winfred Arthur, Jr. were awarded SIOP's Douglas W. Bray and Ann Howard Research Grant. The project aims to develop and test a post-feedback intervention to foster feedback acceptance (particularly negative feedback) after a developmental assessment center group exercise.

Whereas most studies on feedback acceptance have focused on specific task- or job-performance, due to the self-revealing nature of the dimensions typically encountered in developmental assessment centers (e.g., interpersonal skills, leadership, communication skills) providing feedback on such dimensions may threaten feedback receivers' self-image and engender negative reactions to feedback. Moreover, because individuals who are performing poorly are usually reluctant to accept and use feedback for improvement, increasing trainees' acceptance of negative feedback is paramount for the training of the type of competencies targeted in developmental assessment centers.

The novelty of the proposed intervention is that integrates relevant insights from counseling practice and clinical supervision that have not yet been examined in organizational contexts.

# Aggie Achievements!

(Publications, Grants, & Awards from the Last Six Months)

## Selected I-O Publications:

- Ahmad, A. S., **Sabat, I. E.**, Trump-Steele, R., & King, E. B. (2019). [Evidence-based strategies for improving diversity and inclusion in undergraduate research labs.](#) *Frontiers in Psychology*.
- Arena, D. F., Jones, K. P., **Sabat, I. E.**, King, E. B. (2019). [The intrapersonal experience of pregnancy at work: an exploratory study.](#) *Journal of Business and Psychology*.
- Arthur, W., Jr.**, & Day, E. A. (2020). [Skill decay: The science and practice of mitigating loss and enhancing retention.](#) In P. Ward, J. M. Schraagen, J. Gore, & E. Roth (Eds.), *The Oxford Handbook of Expertise: Research and Application*.
- Beus, J. M.**, Lucianetti, L., & **Arthur, W., Jr.** (OnlineFirst). [Clash of climates: Examining the paradoxical effects of climates for promotion and prevention.](#) *Personnel Psychology*.
- Landy, J. F., Jia, M., Ding, I. L., Viganola, D., Tierney, W., ... **Brown, S. E. V.**, ... Uhlmann, E. L. (2020). [Crowdsourcing hypothesis tests: Making transparent how design choices shape research results.](#) *Psychological Bulletin*.
- Hardy, J. H., **Day, E. A.**, & **Arthur, W., Jr.** (2019). [Exploration-exploitation tradeoffs and information-knowledge gaps in self-regulated learning: Implications for learner-controlled training and development.](#) *Human Resource Management Review*.
- He, Y.**, Wang, Y., & **Payne, S. C.** (2019). [How is safety climate formed? A meta-analysis of the antecedents of safety climate.](#) *Organizational Psychology Review*.
- Lindsey, A. P., King, E. B., Amber, B., **Sabat, I. E.**, Ahmad, A. S. (2019). [Examining why and for whom reflection diversity training works.](#) *Personnel Assessment and Decisions*.
- Lindsey, A., King, E. B., Gilmer, D., **Sabat, I. E.**, Ahmad, A. (2019). [The benefits of identity integration across life domains.](#) *Journal of Homosexuality*.
- Liu, S.-N. C.**, **Brown, S. E. V.**, & **Sabat, I. E.**, (2019). [Patching the "Leaking pipeline": Interventions for women of color faculty in STEM Academia.](#) *Archives of Scientific Psychology*.
- Sabat, I. E.**, Lindsey, A. P., King, E. B., Winslow, C., Jones, K. P., Membere, A., & Smith, N. A. (2019). [Stigma expression outcomes and boundary conditions: A meta-analysis.](#) *Journal of Business and Psychology*.
- Winslow, C. J., **Sabat, I. E.**, Anderson, A. J., Kaplan, S. A., Miller, S. J. (2019). [Development of a measure of informal workplace social interactions.](#) *Frontiers in Psychology*.
- Xu, X.**, & **Payne, S. C.** (2020). [When do job resources buffer the effect of job demands?](#) *International Journal of Stress Management*.

---

## **Grants & Awards:**

- Mendoza, A., Hagen, E., & Arthur, W., Jr.** *An examination of the differential effects of item writing quality on the exam performance of white and racial minority test takers.* 2020 SIOP Zedeck-Jacobs Adverse Impact Reduction Research Grant. [\$2,500]
- Chaspri, T., **Arthur, W., Jr., Traylor, Z. & George, F.** *Population-specific and context-aware machine learning for novel bio-behavioral markers of warfighter performance.* AFRL Warfighter Readiness Research Division, WPAFB. [\$34,000]
- Chaspri, T., **Arthur, W., Jr., Hagen, E., Lehman, S.,** et al. *Adaptive responsive environments for physical and mental health.* Texas A&M School of Innovation, 2019 Innovation X Grant. [\$20,000]
- Muñoz, G. J.,** Gaete, J., Cortés, L., Arístegui, R., & **Arthur, W., Jr.** *Examining a relational approach for improving leadership competencies in a developmental assessment center.* 2020 SIOP Douglas W. Bray and Ann Howard Research Grant. [\$7,872]
- Payne, S. C.,** Blanton, H., & Vechot, L. (2020-2021). *Motivating workplace safety through evidence-based messaging.* Texas A&M University Triads for Research: T3. [\$30,000]
- Payne, S. C.,** Sasangohar, F., & Mehta, R. (2020-2022). *EMPOWER safety dashboards: Evaluate, measure, and promote offshore worker engagement and readiness.* Gulf Research Program of the NASEM. [\$943,008]
- 



---

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](mailto:stephanieebrown@tamu.edu)).

**TEXAS A&M**  
UNIVERSITY®