

# THE I-O AGGIE

## I-O Aggies Persist through COVID!

By Stephanie E.V. Brown



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

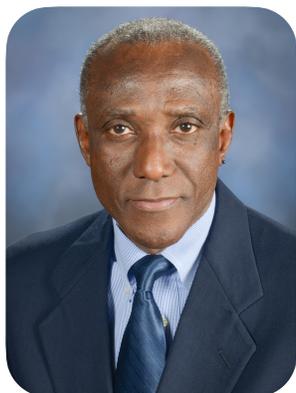
Life has certainly changed since the last time we published The I-O Aggie! Students left campus in early March for Spring Break and were notified at the end of that week that classes were moving completely online and that all in-person research alike worked diligently to shift everything online in order to finish out the semester.

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

Hello everyone, I hope this finds all interests are in the areas of personnel of you doing well. This is a very selection (e.g., personality faking, brief "state-of-the-program" update. forced-choice methods, predictive validity of hierarchical constructs), On the faculty front, Dr. Bo Zhang joined us in August as an Assistant Professor. Bo graduated from the Big 5 with stress, health outcomes, and University of Illinois at Urbana-Champaign, and his research

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# Welcome Our New Students!

Fall 2020 brought many new faces to the TAMU I-O Psychology Program, including four PhD students, and 24 MSIOP students. We've asked each new student to provide a brief introduction to themselves and their research and/or work interest.

## PhD Students

**Emma Edoga** is from Powder Springs, GA. She received her master's degree in human resource development at Villanova University and her bachelor's degree in biology at the University of Pennsylvania. Emma's research interests center around issues related to workplace diversity and inclusion, the experiences of Black women in the workplace, the effects of stigmatization and stereotyping, and authenticity/identity.

**Benjamin D. Schulte** is from St. Louis, Missouri. He obtained his Bachelor of Arts in Psychology at University of Illinois at Springfield. His research interests include workplace incivility, team performance, and selection and assessment.

**Claire Bowman** is from Denham Springs, Louisiana. She completed her undergraduate degree in Psychology at Louisiana State University. Her research interests include safety climate, work-family dynamics, team processes, diversity, and individual differences.

**Mathew Neuman** is from Addison, Illinois. He completed a master's degree in I/O Psychology at Elmhurst College. He is interested in personality, selection, and measurement.

## MSIOP Students

**Cianna Schott** is from Chisago City, Minnesota. She completed her undergraduate studies at Texas State University, with a BA in Psychology. Her interests include human capital consulting, leadership development, and generational gaps.

**Christian Scott** is from Colleyville, Texas. He completed his undergraduate degree in Psychology at the University of Texas at Arlington. He is

interested in leadership, sleep, and teamwork studies.

**Lawrence Liu** is from New Taipei City, Taiwan. He came to Texas to pursue a college degree 9 years ago. In 2018, he completed his undergraduate degree in Psychology at the University of Houston. He is interested in organizational support, organizational change, and employee retention.

**Ryan Brigham** is from Chandler, Arizona. He completed his undergraduate degree in Psychology at the Northern Arizona University. He is interested in recruitment, selection, and training and development.

**Pooja Sahota** is from Cupertino, California. She completed her Bachelor of Arts in Psychology from the University of California, Riverside in 2019. Her interests include organizational development, recruiting, and employee selection.

**Kyla Motta** is from Fairfax, Virginia. She completed her undergraduate degree in Brain and Behavioral Sciences at Purdue University. Her interests include diversity in hiring, personnel selection, and justice in the workplace.

**Nakiba Karedia** is from Austin, Texas. She completed her undergraduate degree in Psychology at the University of Texas at Austin. She is interested in development and organizational culture.

**Jonathan Holsberry** is from Wichita Falls, Texas. He received a bachelor's degree in Psychology from Oklahoma Christian University. He is interested in organizational culture as well as training and development.

**Isabelle Ebert** is from Spokane, WA. She completed her undergraduate degree in Psychology with minors in Political Science and Business Administration at Eastern Washington University. She is interested in counterproductive work behaviors and training and development.

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



**I-O Aggies Persist (Continued)** But these were only a few of the challenges faced by the I-O Psychology area. In addition to the loss of in-person graduate courses, we were unable to meet for our weekly colloquium series. Acknowledging the reality that adjusting to online teaching and research was difficult for all, and that moving completely online was rather isolating, we made the switch from a weekly colloquium to a weekly virtual happy hour as a way to connect and check in with each other. The happy hours were well attended, and we even celebrated the 50th birthday of Stephanie's husband Brian Payne.

And just when we thought that SIOP 2020 couldn't get any closer to home, the conference that was originally slated to be held in Austin, TX shifted online. As such, the SIOP alumni reunion and networking event that we had hoped to host here in College Station also moved to a virtual format. Students, alumni, and faculty met online in May and moved into various Zoom breakout rooms based on future career interests. There, alumni shared insights on how to apply for faculty positions in psychology and business departments, break into the worlds of internal and external consulting (or start your own consulting business!), join the world of corporate HR, or find an applied position working for state or federal government agencies.

Overall, students felt this was a very successful event. Kelly Dray, a 4th year Ph.D. candidate, said: "Although an in-person networking event would have been great to meet all of the alumni in person, this virtual networking was still an awesome way to put a face to alumni names, hear about each alumni's career progression, get advice on our own career progression opportunities, and learn about the different career options available after graduate school. I hope we continue to have organized meet and greets with alumni beyond the annual SIOP reception so that these relationships can continue to grow and our program can develop a strong network of current and former students."

## Volunteers Needed

The current colloquium coordinators Ashleigh Williams and Jonathan Bailey are looking for two graduate students to shadow them in planning and managing colloquium for the Fall 2020 and Spring 2021 semesters to eventually take over as colloquium coordinators for the Fall 2021 - Spring 2022 academic year. If you are interested in shadowing and eventually serving as a colloquium coordinator, please contact Ashleigh-[aswill08@tamu.edu](mailto:aswill08@tamu.edu) or Jonathan - [j.bailey@tamu.edu](mailto:j.bailey@tamu.edu) via email.

**Katherine Harris** is from Kerrville, TX. She holds a bachelor's degree in Psychology from Abilene Christian University. Her interests are in management consulting, enriching company culture, and developing leaders.

**Emilea Lopez** is from San Antonio, Texas. She received a Bachelor of Arts in Psychology from The University of Texas at San Antonio. She is interested in leadership management and training and development.

**Hyewon Ji** is from Daegu, South Korea. She completed her undergraduate degree in Western Philosophy at SungKyunKwan University (SKKU). She is interested in diversity, groups and teams, and conflict management.

**Charles Stern** is from Albany, GA. He completed his undergraduate degree in Psychology at the University of Georgia (Go Dawgs!). His interests include selection, employment law, diversity and discrimination, and personality.

**Dafne Huacuz** is from Branson, Missouri. She completed her undergraduate degree in Psychology at the University of Missouri (MIZ!!). She is interested in work-life balance, diversity and inclusion, and selection.

**Monica DiDonato** is from Westchester, New York. She completed her undergraduate degree in Psychology with a minor in Studio Art at Binghamton University. She is interested in training and development, work teams, and motivation.

**Casey Greger** is from Chelmsford, MA and completed her Bachelor's Degree at University of North Texas. She is interested in organizational change and training and development.

**Roberto Garcia** is from Tyler, Texas. He completed his undergraduate degree in Psychology at the University of Texas at Tyler. He is interested in diversity and inclusion in the workplace and is also interested in organizational development and management.

**Diana Dugarte Zerpa** is from Caracas, Venezuela. She completed her undergraduate degree in

Psychology with a minor in Business at Texas A&M University. She is interested in teams, motivation, and training and development.

**Victoria McNeil** is from Friendswood, Texas. She completed her undergraduate degree in Psychology at the University of Mary Hardin-Baylor. She is interested in training and development, diversity and inclusion and motivation.

**Clarissa Fischer** is from Vienna, Austria and Houston, Texas. She completed her undergraduate degree in International Studies at Texas State University in San Marcos. She is interested in training and development, leadership, diversity and inclusion, emotional labor, and motivation.

(Students Not Listed: Jatoria Stinger, Joe Paredes, Mitchell Boyd and D'yvonier Larcheveaux )

# WELCOME NEW AGGIES!

**From the Area Head (Continued)**

CWB), and research and quantitative methods (e.g., IRT, SEM, bifactor models, multilevel models, longitudinal analysis, meta-analysis). Given Bo's expertise and interests, it is our plan to revert back to offering all our quantitative courses in-house.

I think it is fair to note that the COVID-19 pandemic has posed the not unexpected challenges to research, teaching, and service activities for both graduate students and faculty. Nevertheless, we seem to have variously found ways to cope and remain active and productive.

The MSIOP program continues to thrive and we are on track to graduate our second cohort ( $N = 18$ ) in December 2020. The third cohort ( $N = 24$ ) is just completing its first semester this fall and we anticipate admitting another cohort of about the same size in 2021/2022. Dr. Atoba (Bisi) presents a fuller account of the MSIOP program elsewhere in this issue.

Finally, we had a PhD incoming class of four in the fall and anticipate a similar-sized class in 2021/2022. So in conclusion, the program (PhD and MSIOP) continues to be strong and vibrant.

Thank you; and stay well.

## MAY 2020 GRADUATES

### Yimin He, Ph.D.,

Industrial and Organizational Psychology  
Dissertation: *The Effects Of Advice-giving And Advice-taking On Safety Behavior: A Social Network Perspective*

### Elizabeth Jenkins, M.S.,

Industrial and Organizational Psychology  
Thesis: *Takin' It To The Streets: An Examination Of Street Harassment's Impact On Women's Workplace Outcomes*

### Sin-Ning Cindy Liu, M.S.,

Industrial and Organizational Psychology  
Thesis: *The Effects Of Accent-Appearance Incongruities In The Workplace*



## MEET BO!



Our newest faculty member, Bo Zhan, hails from Chongqing, China. He attended Beijing Normal University for undergrad and received his PhD from the University of

Illinois at Urbana Champaign. His research interests include personnel selection, individual differences (e.g., personality, cognitive ability, vocational interests), Psychometrics, and research methodology (structural equation modeling, Bayesian estimation, model fit evaluation, longitudinal data analysis). Learn more about Bo via his interview with Rose Siuta below.

Continued on pg. 6...



## **From the Desk of Dr. Bisi Atoba: *The Resilient MSIOP Program Welcomes New and Returning Students***

The MSIOP program continues its tradition of success and demonstrates resilience during these unprecedented times. All returning students secured 2020 internships, applications and enrollments for Fall 2020 exceeded expectations, and program faculty successfully transitioned to assisting students through a blend of face-to-face and remote instruction. The program is now in its third year and currently supports 42 students.

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**Meet Bo (Continued)** *What are your research interests?*

I really would like to conduct a longitudinal study to see how personality changes during graduate years and how these changes are related to graduate students' mental health, physical health, and performance.

*Tell me about your dissertation?*

In my dissertation, I (1) introduced a family of new sequential Item Response Theory (IRT) models to detect and correct for faking on personality tests in high-stakes situations (e.g., personnel selection), (2) developed user-friendly R scripts to estimate the models using Bayesian estimation and examined the statistical performance of the estimation Monte Carlo simulations, and (3) tested the effectiveness of the models in two empirical datasets. Results showed that the models had good statistical performance and worked reasonably well with empirical data.

*What are you most excited about as you begin working at TAMU?*

No snow and exams anymore! Just kidding. The thing that I am most excited about is that I finally have a real job after being a student for so many years.

*How have your first few weeks in College Station been treating you?*

I felt a very "warm" welcome in the first few weeks, which made me feel like being back to my hometown. The weather in College Station is very similar to that in Chongqing.

*Do you have any hobbies?*

Watching movies (e.g., sci-fi, action, monster); traveling into the wild; hiking.

*Anything else we should know? What is important to you?*

I really enjoying helping others with stats-related problems. It is also an important way for me to make good friends. So, please feel free to reach out to me if you happen to have some related questions. I am not good at initiating conversations. But I enjoy listening to others. Family and friends are really important to me. Without their support, there is no way I can make it here.

**From the Area Head (Continued)** Our graduating second year students completed their summer internships at Ally, CUNA Mutual Group, Klein Tools, Reynolds American Incorporated, TDIndustries, and Teacher Retirement System of Texas, to name a few and most are on the job market seeking full time employment.

We are also excited to welcome the 24 students who chose the MSIOP program for their graduate education and who make up the incoming cohort of Fall 2020. As our new students are invested in acquiring I-O knowledge and skills through coursework, they are also actively searching for 2021 internships.

The MSIOP program is currently seeking its fourth cohort of students to start in Fall 2021. Applications are due on February 15, 2021 and the GRE is temporarily waived. More information about admissions can be found on the [MSIOP website](#). To alumni, we would like to continue to engage you in the MSIOP program. You can be involved in the program by serving as a guest speaker, mentoring students, forwarding job and internship announcements, and/or serving on the MSIOP advisory board. If you are interested in learning more, contact Bisi Atoba ([bisi.atoba@tamu.edu](mailto:bisi.atoba@tamu.edu)).

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## Aggie Achievements!

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

### Internships & Job Placements:

#### PhD Students

**Kelly Dray** had a summer internship with ICF as a Workforce Consultant Intern.

**Elizabeth Jenkins** had a summer internship with Collective Capacity as an Evaluation Intern.

**Yimin He** has accepted an Assistant Professor position in Industrial/Organizational Psychology in the Department of Psychology at the University of Nebraska at Omaha.

**Jessica Walker** has accepted a position at Hogan Assessments in Tulsa, OK as a Talent Analytics Consultant.

#### MSIOP Students

**Ta’Niss Robinson** had a summer internship with Ally Insurance as an Ally Learning and Development Intern.

**Charles Bonfert** had a summer internship at the Institute for Cross Cultural Management as an Industrial-Organizational Intern.

**Chase Bryant** maximized his summer internships by working with Terra Therapies as a Process Improvement Consultant, Mission System Solutions as a Business Analyst & Project Manager, Cleod9 Voice as a Sales Training and Selection Consultant, and at the Institute for Cross Cultural Management as a Scale Development Intern.

**Rebecca Hambrick** had a summer internship at Pinsight as a Research Assistant.

**Ali Herington** had a summer internship with the Together We Grow Program at the Brazos Valley Food bank as a TWG program intern.

**Ella Marino** had summer internships with qChange and with LHH as a Talent Development Intern.

**Jennifer Miller** had summer internships with qChange and Texas A&M Transportation Institute as a Graduate Research Assistant.

**Kylie Palmer** had a summer internship with CUNA Mutual Group as a Training and Development Intern.

**Kate Pohl** had a summer internship with TDIndustries as an Organizational Development Intern.

**Lindsay Smith** had a summer internship with the Teacher Retirement System of Texas as an Organizational Change Management & Learning & Development Intern.

(Internships Not Listed: Applied Cognitive Ergonomics Lab at TAMU, Monarch, ISN, Critical Ops, I-O Psychology Lab at TAMU, Klein Tools, Reynolds American Incorporated, and UTMB Health)

### Alumni

**Clare L. Barratt** was promoted to Associate Professor at Bowling Green State University.

### Selected I-O Publications:

**Arthur, W., Jr.** (2020). Introduction to the inaugural issue of the annual "Psychometric development and evaluation of measures in the organizational sciences" series. *Human Performance*. <https://doi.org/10.1080/08959285.2020.1789645>

**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* (pp. 1085-1108). Oxford University Press.

**Beus, J. M., Lucianetti, L., & Arthur, W., Jr.** (2020). Clash of climates: Examining the paradoxical effects of climates for promotion and prevention. *Personnel Psychology*. <https://doi.org/10.1111/peps.12338>

Cho, S., Carpenter, N.C., & **Zhang, B.** (2020). An item-level investigation of conceptual and empirical distinctiveness of proactivity constructs. *International Journal of Selection and Assessment*. <https://doi.org/10.1111/ijsa.12287>

**Dray, K. K., Smith, V. R. E., KostECKI, T. P., Sabat, I. E., & Thomson, C.R.** (2020). Moving beyond the gender binary: Examining workplace perceptions of nonbinary and transgender employees. *Gender, Work, & Organization*. <https://doi.org/10.1111/gwao.12455>

Follmer, K. B., **Sabat, I. E., & Siuta, R. L.** (2020). Disclosure of stigmatized identities at work: An interdisciplinary review and agenda for future research. *Journal of Organizational Behavior*. <https://doi.org/10.1002/job.2402>

**George, F., Jr.** (2020). Integrating discrimination training with CSR programs. *Industrial and Organizational Psychology*. <https://doi.org/10.1017/iop.2020.32>

**He, Y., Payne, S. C., Yao, X., & Smallman, R.** (2020). Improving workplace safety by thinking about what might have been: To what extent, why, and when does counterfactual thinking influence workplace safety behavior?. *Journal of Safety Research*. <https://doi.org/10.1016/j.jsr.2019.12.010>

**hernandez, t. r., Bergman, M. E., & Liu, S. -N. C.** (2020). Why is training the only answer?. *Industrial and Organizational Psychology*. <https://doi.org/10.1017/iop.2020.28>

- Keiser, N. L., & Arthur, W., Jr.** (2020). A meta-analysis of the effectiveness of the after-action review (or debrief) and factors that influence its effectiveness. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0000821>
- Liu, S. -N. C., Bergman, M. E., & hernandez, t. r.** (2020). Recommendation: Add a competency on diversity and inclusion. *Industrial and Organizational Psychology*. <https://doi.org/10.1017/iop.2020.21>
- Mou, Y., **Zhang, B.**, Piazza, M., & Hyde, D.C. (in press). Comparing set-to-number and number-to-set measures of cardinal number knowledge in preschool children using latent variable modeling. *Early Childhood Research Quarterly*.
- Nye, C., Joo, S., **Zhang, B.**, & Stark, S. (2020). Advancing and evaluating IRT model data fit indices in organizational research. *Organizational Research Methods*. <https://doi.org/10.1177/1094428119833158>
- Rigby, J. R., & **Traylor, Z.** (2020). Capturing trends in industrial-organizational psychology: A Shiny web application. *Human Performance*. <https://doi.org/10.1080/08959285.2020.1751165>
- Wasson, R.S., **Barratt, C.L.**, & O'Brien, W.H. (2020). Effects of mindfulness-based interventions on self-compassion in health care professionals: A meta-analysis. *Mindfulness*. <https://doi.org/10.1007/s12671-020-01342-5>
- Xu, X., & Payne, S. C.** (2020). When do job resources buffer the effect of job demands?. *International Journal of Stress Management*. <https://doi.org/10.1037/str0000146>
- Zhang, B.**, Cao, M., Tay, L., Luo, J., & Drasgow, F. (2020). Examining the item response process to personality measures in high-stakes situations: Issues of measurement validity and predictive validity. *Personnel Psychology*. <https://doi.org/10.1111/peps.12353>
- Zhang, B.**, Sun, T., Cao, M., & Drasgow, F. (2020). Using bifactor models to examine the predictive validity of hierarchical constructs: Pros, cons, and solutions. *Organizational Research Methods*. <https://doi.org/10.1177/1094428120915522>
- Zhang, B.**, Sun, T., Drasgow, F., Chernyshenko, O.S., Nye, C., Stark, S., & White, L.A (2020). Though forced, still valid: Psychometric equivalence of forced choice and single statement measures. *Organizational Research Methods*. <https://doi.org/10.1177/1094428119836486>

## **Grants & Awards:**

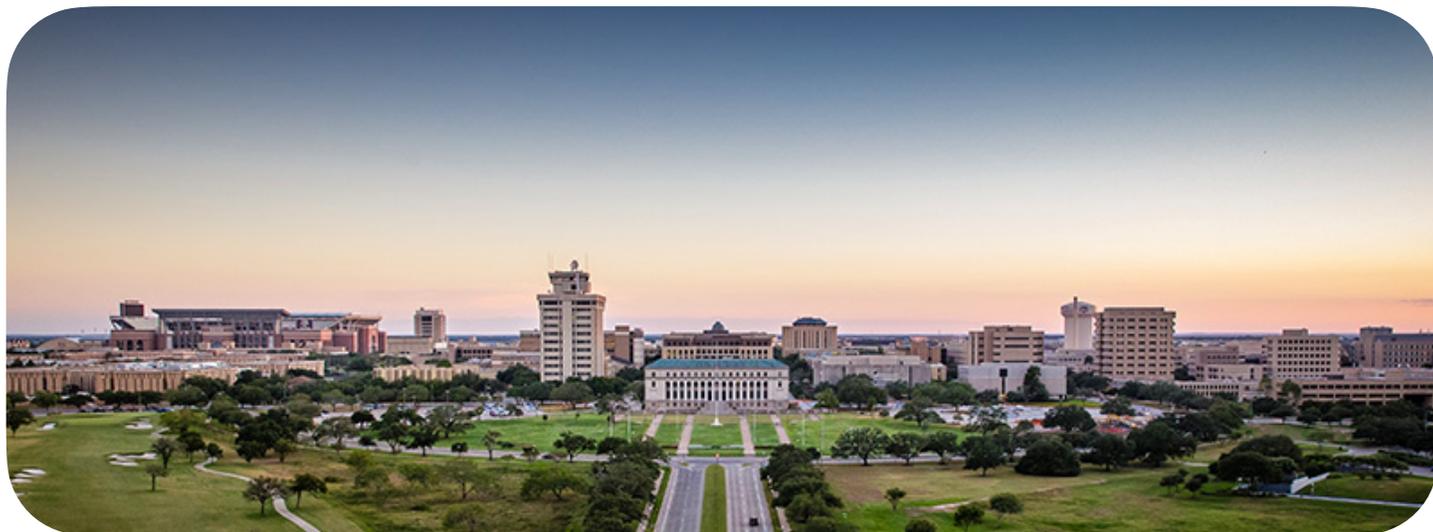
**Bo Zhang** - James C. Johnson Student Paper Award, The International Personnel Assessment Council & Jeffrey Tanaka Memorial Award, University of Illinois at Urbana-Champaign.

Cynthia Werner, **Elizabeth Jenkins**, & Vansa Shewakramani Hanson - *Insecurity, Inequality and Academia: The Differential Impacts of COVID-19 on Work Conditions and Work-Life Balance among the Texas A&M Academic Community*, Texas A&M University School of Innovation, InnovationX COVID-19 Grant. [\$20,000] & College of Liberal Arts, SEED Grant. [\$5,000]

- Affiliated I/O Faculty: **Mindy Bergman** and **Stephanie Payne**

Theodora Chaspari, **Winfred Arthur, Jr.**, & Amir, H. Behzadan - Bio-behavioral data analytics to enable personalized training of veterans for the future workforce. National Science Foundation. [\$303,664]

Theodora Chaspari, **Winfred Arthur, Jr.**, ..., **Ellen Hagen, Olivia Naulte**, et al. - *Adaptive responsive environments for physical and mental health*. Texas A&M School of Innovation, 2020 Innovation X Grant. [\$20,000]



*Have something you would like to share in our next edition? New job? Promotion? Life updates? Publications? Awards?*

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