

THE I-O AGGIE

The I-O Aggie Reflects on 2021

Despite setbacks and complications, the PhD and MSIOP programs see another successful year



The Texas A&M University Psychology Building

The I-O Aggies overcame many challenges in 2021. Teaching and learning was done almost entirely remotely in the spring. Researchers had to create and implement infection control protocols. And—perhaps most unexpectedly—Winter Storm Uri hit College Station/Bryan in February, leaving many Aggies and other community members without power and sometimes water for weeks.

Nevertheless, the I-O Aggies persevered! The community came together to help each other weather the storm. Professors and graduate students successfully navigated the continuously evolving pandemic protocols and policies. And classic I-O Aggie events persisted.

The annual I-O Psychology PhD Program Recruitment Event took place remotely in early February. Out of 153 applicants, 12 prospective students attended the all-day event. Ultimately, four students joined the PhD program in the fall. Colloquium also continued remotely in the spring. **Dr. Wayne Shore**—co-founder of OpTech (Operational Technologies) and director of its Personnel Research Division—spoke to the I-O psychology program about the development,

ISSUE 3.1 & 2, JANUARY 2022

Contents:



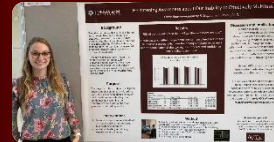
The I-O Aggie Reflects on 2021

1



Welcome to Our New Students!

2



Aggie Award Spotlight

3



Updates from the MSIOP Program

5



Recent Graduates

7



Aggie Achievements!

8

Continued on pg. (6)...

Welcome to Our New Students!

In Fall 2021, the TAMU I-O Psychology Program welcomed 4 PhD students and 21 MS students to Aggieland. Each new student is introduced below along with their research/work interests.

PhD Students

Jinsoo Choi is from Seoul, South Korea. He earned his master's degree from Yonsei University. His research interests include psychometrics, applicant faking, calling, and workaholism.

Kristen Jaramillo is from Houston, Texas. She earned her bachelor's degree in psychology from University of Alabama. Her research interests include intersectionality, discrimination, and diversity.

Nidhal Mazza is from Casablanca, Morocco. He earned his bachelor's degree in psychology from the Chinese University of Hong Kong. His research interests revolve around selection and assessment.

Yanai Otero La Porte is from San Juan, Puerto Rico. She earned her bachelor's degree in psychology from West Texas A&M University. Her research interests include employee wellbeing, perceived organizational support, and mental health in the workplace.

MSIOP Students

Alexis Perez is from San Antonio, Texas. She earned her bachelor's degree in psychology from Texas State University. Her interests include employee motivation, diversity and inclusion, and team advancement.

Blaine Book is from Las Vegas, Nevada. He earned his bachelor's degree in psychology from University of Nevada, Las Vegas. His interests include

organizational psychology and leadership development.

Brennan Menta is from Phoenix, Arizona. He earned his bachelor's degree in psychological sciences from University of Arizona. His interests include selection and talent management.

Bridget Woodbury is from Austin, Texas. She earned her bachelor's degree in psychology from Texas State University. Her interests include leadership development and corporate training.

Cameron Arno is from Keller, Texas. He earned his bachelor's degree in psychology from University of North Texas. His interests include test validation and change management.

Claire Parker is from Celina, Texas. She earned her bachelor's degree in psychology from University of Oklahoma. Her interests include leadership, ethical decision-making, and emotions in the workplace.

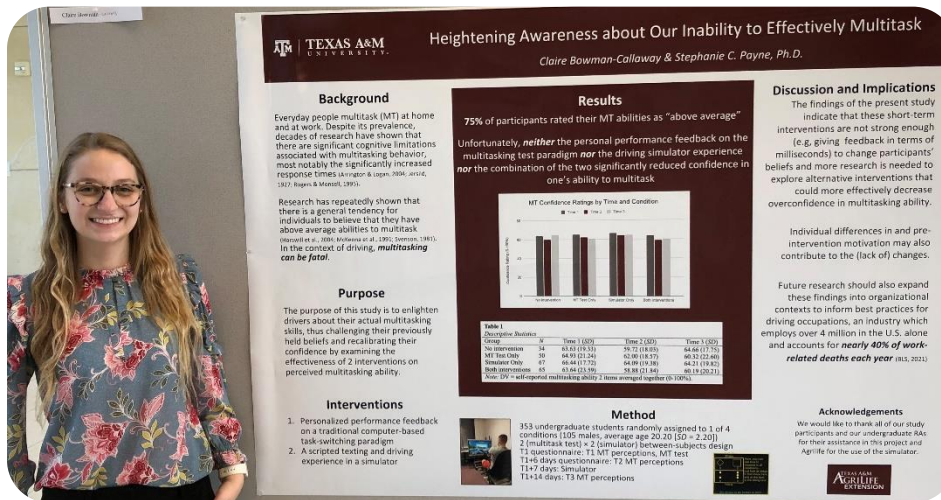
Clair Guzman is from Edinburg, Texas. She earned her bachelor's degree in psychology from University of Texas Rio Grande Valley. Her interests include creativity in the workplace, employee wellbeing, and job satisfaction.

Deanna Toland is from Fort Lauderdale, Florida. She earned her bachelor's in psychology from Florida Gulf Coast University. Her interests include organizational development, leadership, motivation, and performance management.

Haylie Maguire is from Dallas, Texas. She earned her bachelor's degree in psychology from Texas A&M University. Her interests center around mental health in the workplace.

Continued on pg. (4)...

Aggie Award Spotlight: Distracted Driving and Multitasking Confidence



Claire Bowman-Callaway—a second-year I-O psychology PhD student—has recently received two awards for presenting research regarding multitasking and distracted driving. In 2021, Claire won 1st place in Best Presentation at Student Research Week and 3rd place in Best Poster at the Department of Psychological and Brain Sciences: 2nd Year (Ph.D.) Poster Session (see Claire’s and other 2nd year posters at <https://sites.google.com/tamu.edu/2021-2nd-year-poster/home>). We sat down with Claire to ask her about her line of research, awards, and tips for poster-presenters.

Claire Bowman-Callaway presenting her poster at the Texas A&M University Department of Psychological and Brain Sciences: 2nd Year (Ph.D.) Poster Session

Claire’s presentations revolve around reducing individuals’ distracted driving behaviors by lowering their perceived ability to multitask. Individuals who see themselves as expert multitaskers are most at risk of injury from driving distracted because they tend to multitask (e.g., text and drive) more frequently and actually perform worse on multitasking laboratory tests than the average person. To reduce overconfidence in one’s multitasking abilities, Claire administered three interventions to Texas A&M students. The first was a driving simulator in which participants sent texts and received negative feedback regarding their distracted driving ability (e.g., crashing, going off the road). The second intervention was an online task-switching test that demonstrated to participants how multitasking lowers their performance and increases their response time. In a third condition, participants completed both interventions. Ultimately, Claire’s results suggest that none of the interventions reduce multitasking confidence either over time or compared to a control group. Although the interventions were unsuccessful, according to Claire, “distracted driving and confidence in multitasking remain big problems for occupational drivers. And these interventions aren’t working. Future studies need to develop and evaluate different trainings or interventions.” In the future, Claire will be trying a different approach with the simulator: encouraging participants to engage in *safe* driving behaviors like putting one’s phone out of reach or thinking about a loved one to resist the urge to text while driving.

Continued on pg. (7)...

VOLUNTEERS NEEDED

The current colloquium coordinators Matt Neuman and Emma Edoga are looking for two graduate students to shadow them in planning and managing colloquium for the Spring 2022 semester and eventually take over as colloquium coordinators for the Fall 2022—Spring 2023 academic year. If you are interested in shadowing and eventually serving as a colloquium coordinator, please contact Matt (mgneuma2@tamu.edu) or Emma (emedoga@tamu.edu).

Welcome to Our New Students (continued)

Heather Hwang is from Glendale Heights, Illinois. She earned her bachelor's in psychology from University of Illinois at Chicago. Her interests include consultancy and mental health at work.

Joseph Martinez is from San Antonio, Texas. He earned his bachelor's in psychology from University of the Incarnate Word. His interests include interpersonal communication and group cohesion.

Lanette Dominguez is from San Jose, California. She earned her bachelor's in psychology from University of California, Irvine. Her interests include employee engagement and motivation.

Natalie Sousa is from San Jose, California. She earned her bachelor's in business psychology from Saint Mary's College of California. Her interests include turnover, employee motivation, and work-life balance.

Neel Kamal Mishra is from Odisha, India. She earned her post graduate degree in human resource management from Welingkar Institute of Management and Development Research. Her interests include work-life integration, employee health, and leadership development.

Pamela M. González Vargas is from Añasco, Puerto Rico. She earned her bachelor's in psychology from University of Puerto Rico, Mayagüez Campus. Her interests include quality of working life, recruitment, and training and development.

Paul Suddard is from St. Louis, Missouri. He earned his bachelor's in economics from University of Missouri. His interests include workplace wellbeing, person-organization fit, employee satisfaction, and workplace analytics.

Reeya Patel is from Katy, Texas. She earned her bachelor's in psychology from Texas A&M University. Her interests include employee retention, groups and teams, and diversity and inclusion.

Rhian Murphy is from Charlotte, Vermont. She earned her bachelor's in psychology from Texas A&M University. Her interests include team effectiveness, leadership strategies and development, and organizational effectiveness.

Samantha Hill is from Joshua, Texas. She earned her bachelor's in psychology from Abilene Christian University. Her interests include burnout, retention, and appreciation.

Samyukta Iyengar is from Bangalore, India. She earned her master's in social and organizational psychology from University of Exeter. Her interests center on gender and race in the workplace.

Tierra Kirts is from Pineville, Louisiana. She earned her bachelor's in psychology from University of Houston—Downtown. Her interests revolve around diversity and inclusion.



The fourth MSIOP program cohort standing in front of the Psychology Building in Fall 2021

Updates from the MSIOP Program

From the Program Director: Dr. Bisi Atoba

The MSIOP program, currently in its fourth year, continues strong. The new cohort of 21 students started their graduate education in the MSIOP program in August. The cohort was selected from a record number of 232 applicants. The students have completed the first of three semesters of coursework and student consulting projects and they are actively searching for summer 2022 internship opportunities to acquire more I-O knowledge and skills.



MSIOP Program Director, Dr. Bisi Atoba

The program also welcomed 24 returning students from their summer internships at Ericsson, Houston Police Department, KPMG, Rio Tinto, Texas Instruments, and U.S. Air Force to name a few. These 24 students proceeded to graduate in December, making up the third cohort of MSIOP graduates. Congrats grads! A number of the graduates have accepted job offers from Bell Textron ([Katherine Harris](#)), Ernst & Young ([Cianna Schott](#)), KPMG ([Charles Stern](#), [D'yvonier Larcheveaux](#), [Jatoria Stinger](#)), Texas Instruments ([Kyla Motta](#), [Nakiba Karedia](#)), U.S. Air Force ([Isabelle Ebert](#)), and Vanderbilt Health ([Clarissa Fischer](#)). We anticipate that others on the job market will be extended competitive job offers soon.

The MSIOP program is currently seeking its fifth cohort of students to start in Fall 2022. Applications are due on February 15, 2022. 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, mentor, 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).



The third MSIOP program cohort at their graduation ceremony in December 2021



Dr. Katina Sawyer presenting virtually at TAMU's colloquium on September 24



TAMU I-O psychology students attending Dr. Katina Sawyer's colloquium presentation on September 24

The I-O Aggie Reflects on 2021 (continued)

design, and evaluation of personnel surveys and tests. **Dr. Yimin He**—an assistant professor in the Department of Psychology at the University of Nebraska Omaha and an I-O Aggie alum—returned to present her research: *“The Effects of Advice-giving and Advice-taking on Safety Behavior: A Social Network Perspective.”* Two current graduate students also presented their research: **Stephanie Brown** presented her dissertation proposal, *“‘Hey Hun! Wanna Be a #GirlBoss?’: Exploring Motivations for Military Spouse Involvement in Multi-Level Marketing Organizations,”* and **Felix George, Jr.** presented his thesis, *“Fake It to Make It: A Further Examination of the Susceptibility of Construct-Laden Situational Judgment Tests to Socially Desirable Responding.”*

As the fall term began, classes, colloquium and other I-O Aggie events continued in-person. The program had the pleasure of hearing from many researchers at colloquium in the Psychology Building. We welcomed back **Dr. Robert Pritchard**—director of the I-O psychology program from 1988 to 1996 and professor at Texas A&M until 2003—who described his Productivity Measurement & Enhancement System (ProMES) research program. We also heard from **Dr. Katina Sawyer**, assistant professor of management at The George Washington University School of Business, who delivered her talk, *“Hope Cultures in Organizations Tackling Grand Challenges.”* Additionally, new I-O Aggie alum **Dr. Kelly Dray** presented her dissertation titled, *“A Target-Centered Approach to Confronting Workplace Sexism.”* Other than colloquium, the MSIOP program celebrated the graduation of its third cohort with an in-person ceremony and dinner. The Psychology Department Organization of Graduate Students held successful social events such as the Job-Searching and Experience in Careers Outside of Academia Alumni Event and happy hours at local restaurants and bars. As evidenced, the I-O Aggies—despite monumental change and one natural disaster—continued to teach, learn, research, and have fun throughout 2021.

Looking to the future, the resilient I-O Aggies are ready to tackle 2022. The PhD and MS programs are preparing to welcome new cohorts to campus in the fall term. The programs are also excited to hear **Ashleigh Williams** and **Ellen Hagen** present their theses at colloquium in the spring. And, of course, many students are looking forward to connecting with researchers at SIOP and other in-person conferences. **Matt Neuman**, a second-year PhD student, is excited for SIOP this year “because we haven’t had a chance to see the latest research up close and personal in recent years... it will be good to get there and see some of the latest developments in our field.” Indeed, I-O Aggies are always keen to learn—and, of course, showcase our own research. Matt is looking forward to presenting his poster titled, *“Cross-Cultural Test of the Validity of Personality Facets Using a Bifactor Model.”* Here’s to a new and successful year!

Aggie Award Spotlight (continued)

Claire also shared her thoughts on what made her poster presentations stand out from her competitors: design and interpretation. Claire designed her poster in a simple, yet informative way. The text—background, purpose, method, results—is succinct and precise; data are presented in a large, color-coded plot and easy-to-read table. Claire also interpreted her null results in an interesting and informative way, suggesting that common distracted driving interventions are ineffective and new methods must be developed. For future presenters, Claire recommends knowing your research and being prepared for critical feedback. Presenters should know the ins-and-outs of their project, and not simply what little can fit onto a poster. Presenters should also identify weaknesses in their own projects (e.g., operationalizations of variables) and be prepared to back up their decisions with evidence. Overall, Claire urges presenters to express excitement about their research. Judges will react favorably and the presenter will have a more enjoyable experience. Most importantly, completing a research project requires much time and resources—some contentment is justified.

Claire wishes to thank her advisor Dr. Stephanie Payne and the Payne Lab's research assistants for their work on this project.

December 2020 and May 2021 Graduates

Kelly Dray, M.S., Ph.D.

Industrial and Organizational Psychology

Dissertation: *A Target-Centered Approach to Confronting Workplace Sexism*

Jennifer McDonald, M.S., Ph.D.

Industrial and Organizational Psychology

Dissertation: *Representing Climate Structurally Using Mental Models: A Study of U.S. Traffic Safety Climate*

Felix George, Jr., M.S.

Industrial and Organizational Psychology

Thesis: *Fake It to Make It: A Further Examination of the Susceptibility of Construct-Laden Situational Judgement Tests to Socially Desirable Responding*



Congratulations!



Kelly Dray, M.S., Ph.D.



Jennifer McDonald, M.S., Ph.D.



Felix George, Jr., M.S.

Aggie Achievements!

(Selected internships, placements, publications, and awards from 2021)

Internships and Placements:

Kelly Dray had an internship with ICF as a Management Analyst.

Stephanie Brown had an internship with ICF as an Industrial-Organizational Psychology Intern.

Zach Traylor is at the Army Research Institute's Selection and Assignment Research Unit (SARU) as a doctoral research fellow via the Consortium Research Fellows Program.

Publications:

Ahmad, A. S., King, E. B., Lindsey, A. P., **Sabat, I. E.**, Phetmisy, C., & Anderson, A. J. (in press). Interpersonal outcomes of religious identity management at work. *Journal of Management Studies* (Special issue: Diversity Perspective on Management). <https://doi.org/10.1111/joms.12758>

Ayoub, M., **Zhang, B.**, Gölner, R., Atherton, O., Trautwein, U., & Roberts, B.W. (2021). Longitudinal associations between parenting and child personality. *Collabra: Psychology*. Advanced online publication. <https://doi.org/10.1525/collabra.29766>

Brown, S. E. V., & January, S. C. (2021). We build then we break: The impact of military sexual trauma on organizational commitment in the United States military. In Svyantek, D. J. (Ed.), *Organizations Behaving Badly: Destructive Behavior and Corrective Responses* (pp. 31-57). Information Age Publishing.

Cho, I., Berry, C. M., **Payne, S. C.**, & Lee, P. (conditional acceptance). Too good to be true? Are supervisor-perspective ratings a valid substitute for actual supervisor ratings? *Journal of Applied Psychology*.

George, F., Jr. (2021). Ethical person-environment fit: A conceptual framework and review of the literature. *Human Resource Management Review*. <https://doi.org/10.1016/j.hrmr.2021.100840>

Li, M., Sun, T., & **Zhang, B.** (2021). autoFC: An R package for automatic item pairing in forced-choice test construction. *Applied Psychological Measurement*. Advanced online publication. <https://doi.org/10.31234/osf.io/cnw52>

Liu, S.-N. C., Brown, S. E. V., Mendoza, A., & Bergman, M. E. (2021). Applying best practices from industrial-organizational psychology to undergraduate research experiences. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. <http://doi.org/10.1017/iop.2020.87>

Luo, J., **Zhang, B.**, Estabrook, R., Schalet, B.D., Graham, E.K., Driver, C.C., Turiano, N.A., Spirio III, A., & Mroczek, D.K. (in press). Personality and health: Disentangling their between-person and within-person relationship in three longitudinal studies. *Journal of Personality and Social Psychology*.

Luo, J., **Zhang, B.**, & Roberts, B.W. (2021). Sensitization or inoculation: Investigating the effects of early adversity on personality traits and stress experiences in adulthood. *PLoS ONE*, 16(4): e0248822. <https://doi.org/10.1371/journal.pone.0248822>

Miner, K. N., Smittick, A. L., & Dray, K. K. (in press). We see it differently: Differential perceptions of workplace diversity climates for women in STEM. *Journal of Women and Minorities in Science and Engineering*. <https://doi.org/10.1615/JWomenMinorScienEng.2021030910>

Payne, S. C., Thompson, R. J., & Greer, T. W. (2021). A call for I-O psychologists to contribute to business continuity planning and assessment. *Industrial-Organizational Psychology: Perspectives on Science and Practice*. <https://doi.org/10.1017/iop.2021.49>

Sabat, I. E., Botsford, W., Jones, K. P., & Walker, S. (in press). Across the pregnancy lifespan: Examining workplace outcomes of concealing across stages of pregnancy. *Gender in Management*. <https://doi.org/10.1108/GM-09-2020-0290>

Sabat, I. E., Goldberg, C., King, E. B., Dawson, J., & Zhang, L. (2020). Pygmalion in the pipeline. How managers' perceptions influence racial differences in turnover. *Human Resource Management*. <https://doi.org/10.1002/hrm.22044>

Sullivan, E., Goidel, K., **Brown, S. E. V.**, Kellstedt, P. M., Horney, J. A. (2021). Do hazard mitigation plans represent the resilience priorities of residents in vulnerable Texas coastal counties? *Natural Hazards*. <https://doi.org/10.1007/s11069-021-04545-8>

Sun, T., **Zhang, B.**, Cao, M., & Drasgow, F. (2021). Faking detection improved: Adopting a Likert item response process tree model. *Organizational Research Methods*. Advanced online publication. <https://doi.org/10.1177/10944281211002904>

Thompson, R. J., Payne, S. C., Alexander, A. L., Gaskins, V. A., & **Henning, J. B.** (2021). A taxonomy of employee motives for telework. *Occupational Health Science*. <https://doi.org/10.1007/s41542-021-00094-5>

Traylor, Z., Hagen, E., Williams, A. S., & Arthur, W., Jr. (2021). The testing environment as an explanation for unproctored internet testing device-type effects. *International Journal of Selection and Assessment*, 29, 65-80. <https://doi.org/10.1111/ijjsa.12315>

Tu, N., **Zhang, B.**, Angrave, L.C., Sun, T. (in press). bmggum: An R package for Bayesian estimation of Multidimensional Generalized Graded Unfolding Model with covariates. *Applied Psychological Measurement*. Advanced online publication. <https://doi.org/10.1177/01466216211040488>

Walsh, B. M., Kabat-Farr, D., Matthews, R. A., & **Schulte, B. D.** (2021). Willingness to recommend: Does workplace incivility actually play a role? *Journal of Business and Psychology*, 36(5), 841-856. <https://doi.org/10.1007/s10869-020-09710-7>

Zhang, B., Li, Y., Li, J., Luo, J., Ye, Y., Yin, L., Chen, Z., Soto, C.J., & John, O.P. (2021). The Big Five Inventory-2 in China: A comprehensive psychometric evaluation in four diverse samples. *Assessment*. Advanced online publication. <https://doi.org/10.1177/10731911211008245>

Zhang, B., Luo, J., Sun, T., Cao, M., & Drasgow, F. (2021). Small but nontrivial: A comparison of six strategies to handle cross-loadings in bifactor predictive models. *Multivariate Behavior Research*. Advanced online publication. <https://doi.org/10.1080/00273171.2021.1957664>

Zhu, Z., Tomassetti, A. J., Dalal, R. S., Schrader, S., Loo, K., **Sabat, I. E.**, Alaybek, B., Zhou, Y., & Jones, C. (2021). A test-retest reliability generalization meta-analysis of judgments via the policy-capturing technique. *Organizational Research Methods*. <https://doi.org/10.1177/10944281211011529>

Presentations:

Bowman, C. E., Tetzlaff, S., & **Payne, S. C.** (2021). *Heightening awareness about our inability to multitask*. Poster presented at TAMU Student Research Week, College Station, TX. (virtual conference).

Daniel, S., Breslin, R., Clare, R., Klahr, A., McKeaver, B., & **Brown, S. E. V.** (2021, October). *Correlates of racial/ethnic harassment and discrimination in the military*. In R. Breslin (Chair), Racial issues affecting the force. Symposium presented at the International Biennial Conference of the Inter-University Seminar on Armed Forces and Society, Reston, VA.

Schulte, B. D., & **Edoga, E. I.** (2021, May). *Person-organization fit and work engagement: The role of authenticity at work and subgroup differences*. Poster presented virtually at the 33rd Association for Psychological Science Annual Convention.

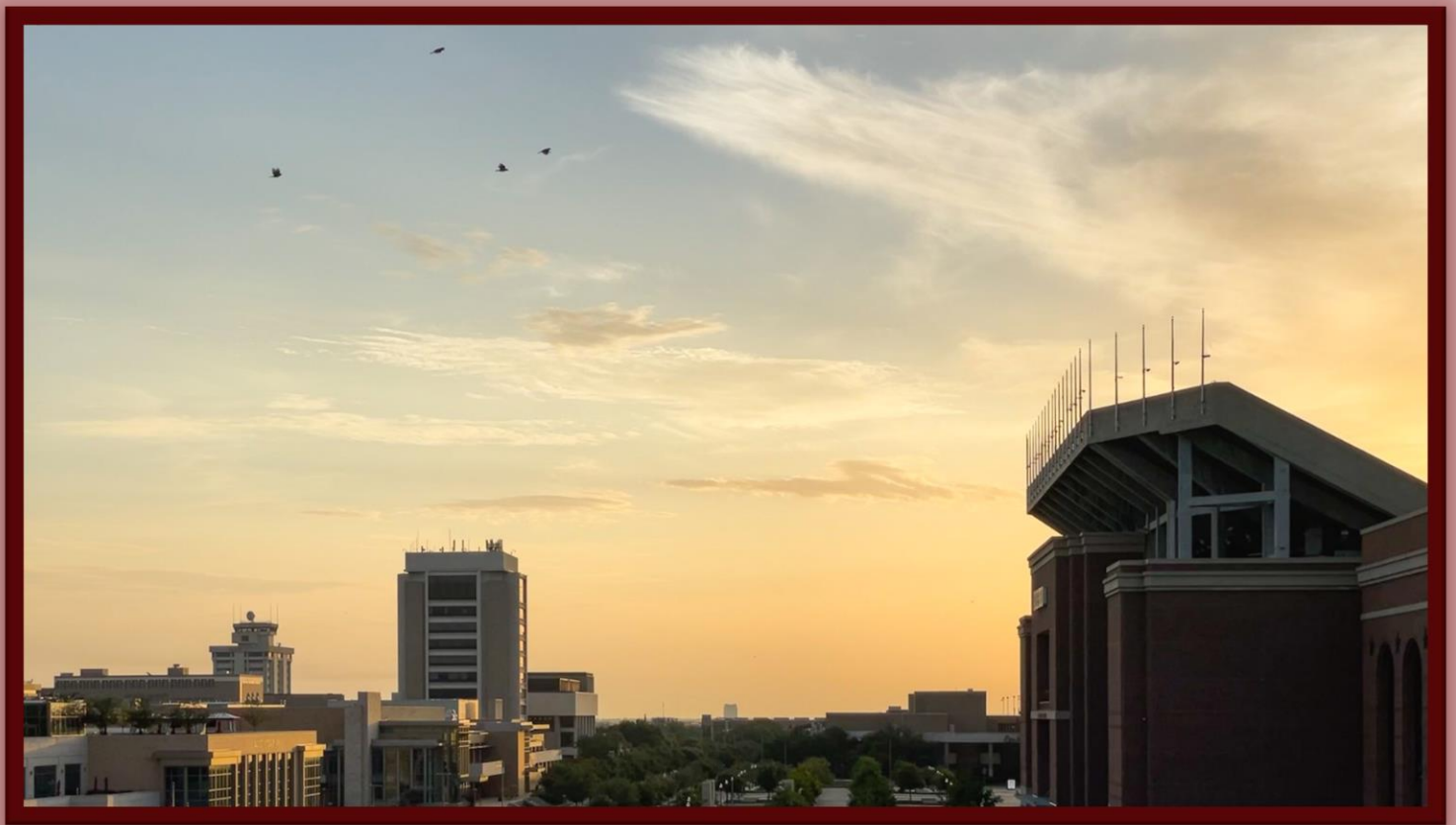
Awards:

Claire Bowman-Callaway: 1st Place in Best Presentation at Texas A&M University Student Research Week

Claire Bowman-Callaway: 3rd Place in Best Poster at the Texas A&M University Department of Psychological and Brain Sciences: 2nd Year (Ph.D.) Poster Session

Felix George: 2022 Irwin L. Goldstein SIOP Dissertation Scholarship

Stephanie Brown: Emerald Literati Awards 2021 - Highly Commended Paper (Ostracizing Targets of Workplace Sexual Harassment Before and After the #MeToo Movement, in the journal Equality, Diversity and Inclusion)



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

Contact The I-O Aggie Editors:

Primary Editor: Benjamin D. Schulte
bschu5@tamu.edu

Co-Editor: Emma Edoga
emedoga@tamu.edu



TEXAS A&M
UNIVERSITY®