MSU OP Alumni Newsletter

The Spring 2023 semester has so far been an eventual time for the program, as our faculty and students have been working on preparing for the SIOP Annual conference, in addition to many other projects. Information about SIOP and the SIOP Alumni Party are shown in pages 7-11!

Faculty Spotlights

Faculty Chris Nye, Ann Marie Ryan, and Quinetta Roberson's recent research/projects are highlighted! Please see pages 3-5.

Additionally, Kevin Ford is now Chair of the Department of Psychology!

Program Accomplishments

We have lots of accomplishments to highlight. See page 6 for full details!

Additionally, please see page 12 for an interview with alum Cori Davis!

Connect with Us!

Feel free to reach out to us at: msuorgpsychcolloquia@gmail.com

Join our LinkedIn Group!
'Alumni & Graduate Students of Michigan State Organizational Psychology'

Follow us on Instagram! @MsuOrgPsy

Spartan Strong

As many of you are aware, on Monday, February 13th, our MSU community suffered a devastating event. An active shooter fired shots at Berkey Hall and the MSU Union. Three undergraduate students were killed, five others were critically injured, and we all felt the pain of such a horrendous and senseless act. While none of us in the Organizational Psychology program were on campus at the time, we've all been processing the aftermath. We thank those who've graciously reached out expressing their sympathies and concerns. We're all taking time to heal together.

When classes resumed on Monday, 2/20, the Psychology Department posted numerous handwritten hearts in the hallways showing support. Handwritten signs were also posted along Grand River Ave. and all campus sidewalks.

For official MSU statements, please watch Interim President Woodruff's YouTube video (https://www.youtube.com/watch?v=YvX_n8McmgU) or visit MSU Today (https://msutoday.msu.edu/)

We appreciate the kind messages from all our alumni!

Chris Nye

While on sabbatical, Dr. Christopher Nye is serving as the Class of 1967 Leadership Research Fellow in the Department of Leadership, Ethics, and Law at the U.S. Naval Academy (USNA) in Annapolis, MD. This fellowship is specifically designed to help facilitate research on leader assessment and development at the Academy. As part of the fellowship, Dr. Nye is working closely with USNA faculty and staff on several research projects related to these topics. The USNA is also developing a new technological tool that will help to facilitate leader development at the Academy. This tool is designed to help students at the Academy (called "Midshipmen") to develop the characteristics of successful leaders, as defined by the USNA competency model. In addition, this tool will both collect and aggregate data that can be used in future research. For this project, Dr. Nye is helping to identify and/or develop assessments that will be used to measure the characteristics in the USNA competency model.

Ann Marie Ryan

Voice-activated artificial intelligence (AI) has become prevalent in our daily lives—think Alexa, Siri, voice-to-text, and AI-scoring hiring tools. Its increasing use has left the stuttering community, a community of more than 70 million people worldwide, at a disadvantage. A multidisciplinary team from Michigan State University and Western Michigan University has received a $750,000 grant through the National Science Foundation's Convergence Accelerator program to make voice-activated AI accessible and fair to people who stutter. The team consists of Dr. Nihar Mahapatra, from MSU engineering, Dr. Ann Marie Ryan from MSU psychology, Dr. J. Scott Yaruss, from MSU communicative sciences and disorders, Dr. Hope Gerlach-Houck, from Western Michigan Speech, Language and Hearing Sciences, and Caryn Herring, an MSU doctoral candidate and chairperson of the board of directors of FRIENDS: The National Association of Young People Who Stutter.

The award will allow this multidisciplinary team, including specialists from communicative sciences and disorders, engineering, and psychology, to use cutting-edge advances in AI, as well as a deep understanding of the nature and experience of stuttering, to make a difference in the lives of all people who exhibit disruptions in their speech.

See the full article written by Shelly Dejong here!

https://psychology.msu.edu/news-events/news/hey-siri-its-time-to-understand-stuttering.html

Quinetta Roberson

A common question that credit union leaders often ask is "Which practices are best practices for managing and leveraging diversity, equity, and inclusion (DEI)?" Dr. Quinetta Roberson, the John A. Hannah Distinguished Professor of Management and Psychology at Michigan State University, and McKenzie Preston, a management doctoral candidate from the Wharton School at the University of Pennsylvania, worked together to design a study to explore how DEI practices and policies create value within the credit union system. First, they examined the implementation of individual practices as well as groups of complementary DEI practices. After collecting this data, they analyzed the relationship between DEI practices and credit union performance. Finally, they investigated whether high-performing credit unions were more likely to implement certain DEI practices.

Preliminary results did not reveal that individual DEI practices were related to credit union performance, but did show that practice bundles have a performance impact. A practice bundle approach emphasizes the complementary and reinforcing nature of DEI practices and communicates an organization's philosophy or guiding approach to DEI. As a result, the performance effects of individual DEI practices are amplified. Credit unions with DEI strategy, goals, or tracking practice bundles reported higher return on assets and net income than credit unions without these practice bundles in place. This research suggests that when designing systems for managing and leveraging DEI, credit union leaders should consider adopting related practices simultaneously, including adopting strategy, goals, or tracking practice bundles. Dr. Roberson and her team are currently investigating how DEI practices influence the employee experience in greater detail, including identifying how these practices are related to other types of important organizational outcomes.

Program Accomplishments

Connor Eichenauer

Fourth-year student Connor Eichenauer received the 2023 Leslie W. Joyce and Paul W. Thayer Graduate Fellowship in I-O Psychology, a $15,000 fellowship awarded by the SIOP Foundation. The Joyce and Thayer Fellowship is awarded annually to a PhD student with an exceptional record of research and applied experience who is committed to a practitioner career in talent acquisition and/or talent development. Connor is the second student from our program to receive the Joyce and Thayer Fellowship since 2016, joining alumna Sarena Bhatia.

Jo Alanis

Fourth-year student Jo Alanis received the 2023 James L. Outtz Grant for Student Research on Diversity, a $3,000 grant awarded by the SIOP Foundation. The James L. Outtz Grant is awarded annually to a graduate student whose proposed research focuses on extending and broadening the theoretical and empirical knowledge of diversity in the workplace and whose work is also highly translatable to practice.

Chris Nye & Nathan Carter

Professors Chris Nye and Nathan Carter have been elected as SIOP Fellows, one of the highest honors SIOP members can receive. SIOP has recognized their overall contributions to I-O psychology, including researching solutions to workplace problems, advancing the field through practice, and cultivating the next generation of I-O psychologists with their teaching.

Symposia

Carmichael-Tanaka, N. (Co-Chair), Avery, D. R. (Co-Chair), & **Roberson, Q.** (Discussant). (2023). Measurement and Conceptualization of Identity and Diversity in the Workplace. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Thursday, April 20th, 2023, from 8:00 AM – 8:50 AM, Room 209

Gardner, D. M., **Ali, A. A.**, & **Ryan, A. M.** (2023). Criminal Record Disclosure in Hiring: The Role of Applicant Race/Ethnicity

Thursday, April 20th, 2023, from 1:00 PM – 1:50 PM, Room 209

Traylor, A. (Chair), **Gerkin, E.** (Co-Chair), & Warren, C. (Co-Chair). Beyond Gender Composition: Understanding Women's Experiences in Teams [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.; **Pyram., R., Somaraju, A., & Roberson, Q.** (2023). Allyship in Teams.

Friday, April 21st, 2023, from 8:00 AM – 8:50 AM, Room 203

Runnalls, B., Blume, B., Huang, J., Wang, Z., & **Ford, J. K.** (2023). Sink or swim? Antecedents and outcomes of informal field-based learning.

Friday, April 21st, 2023, from 9:00 AM – 10:20 AM, Room 204

Carter, D., Pendergraft, J, Schecter, A., Shuffler, M. DeChurch, L., Contractor, N. et al. (2023). A Countermeasure Toolkit to Support Spaceflight Multiteam System Performance.

Friday, April 21st, 2023, from 1:00 PM – 1:50 PM, Room 304

Hoff, K. A., Heimpel, N., Liu, Z., Chu, C., Oswald, F. Rounds, J. (2023). The Occupational Values Inventory (OVI): Development and Validation [Symposium presentation]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Friday, April 21st, 2023, from 2:00 PM – 3:20 PM, Room 207

Baker, N. B. (Co-Chair) **& Nye C. D.** (Co-Chair) (2023). Advancing Research on Work Values: Measurement, Fit, and Links to Work Behavior [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Friday, April 21st, 2023, from 2:00 PM – 3:20 PM, Room 207

Alanis, J. M. & **Ryan, A. M.** (2023). Intersectionality as a Necessity: Informing Future Research on Immigrant Populations.

Friday, April 21st, 2023, from 4:00 PM-4:50 PM, Room 312

Eichenauer, C. J., Scott, W., Awasty, N., Ryan, A. M., & Alanis, J. M. (2023). Foreign Accent Discrimination Experiences in Hiring.

Friday, April 21st, 2023, from 4:00 PM – 4:50 PM, Room 312

Symposia Continued

Kozlowski, S. W. J. (Co-chair), & **Olenick, J.** (Co-chair) (2023). Interpersonal relations in extreme teams: A social network perspective [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Friday, April 21st, 2023, from 5:00 PM – 5:50 PM, Ballroom A

Somaraju, A. V., Braun, M. T., **Griffin, D. J.**, Kuljanin, G., & **Kozlowski, S. W. J.** (2023). A taxonomy of change trajectories to build and test dynamic theory.

Saturday, April 22nd, 2023, from 8:30 AM – 9:50 AM, Room 203

Hunt, A., Yang, L.-Q. & **Baker, N.M.**, (Co-Chairs, October 2022). Perpetrator Perspective of Workplace Mistreatment: Why's and How's. Symposium submitted to the annual conference of Society for Industrial and Organizational Psychology, Boston, MA.

Saturday, April 22nd, 2023, from 8:30 AM – 9:50 AM, Room 309

Facteau, K., Gaddie, C., **Gerkin, E.**, Eby, L. T., & Shockley, K. M. (2023). An in-depth review of the state of formal mentoring in Fortune 100 companies.

Saturday, April 22nd, 2023, from 2:00 PM – 2:50 PM, Room 302

Alternative Session

Thayer, A. L. (Chair), Medrano, E. (Co-Chair), **Gerkin, E**. (Co-Chair), Warren, C. (Co-Chair). (2023). Teams in the Wild: Exploring High-Fidelity Team Paradigms [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Thursday, April 20th, 2023, from 9:00 AM – 10:20 AM, Room 302

Carter, D., Cullen-Lester, K., Jones, J., & Solanelles, P. (2023). A network approach to understanding strategic leadership systems. AND Carter, N. (2023). Psychometric network theory and the psychology of work.

Thursday, April 20th, 2023, from 10:30 AM – 11:20 AM, Ballroom A

Porter, C. M. (Co-chair), Woo, S.E. (Co-chair), Bauer, T. (Panelist), Beier, M. (Panelist), **Chang, C.-H.** (Panelist), Chao, G. T. (Panelist), Cortina, L. (Panelist), Eby, L. T. (Panelist), Erdogan, B. (Panelist), Grandey, A. (Panelist), & Thomas, K. (Panelist). Women Academic Leaders, Networking, and Careers: Storytelling + Roundtable [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Friday, April 21st, 2023, from 10:30 AM – 11:20 AM, Room 210

Poster

Baker, N. M., Chang, C-H. (2023). Social Functions of Emotional Contagion: Social goals moderate the spread of emotions.

Thursday, April 20th, 2023, from 1:00 PM – 1:50 PM, Exhibit Hall - Poster

Eichenauer, C. J., Ryan, A. M., & Magalona, J. (2023). A Test of the Glass Cliff Phenomenon in the Hiring of Minority NFL Head Coaches [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Magalona, J., & Wax, A. (2023, April). Development and Validation of the LGBTQ+ Meta-stereotypes Scale. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Scott, W. C., Ryan, A. M., Wheeler, J., & Severance, L. (2023). How Cues in Diversity Statements are Affected by Diversity Reputation Information [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Friday, April 21st, 2023, from 9:00 AM – 9:50 AM, Exhibit Hall - Poster

Pearman, J., Carter, D.R., Gerkin, E., Miller, J.D. & **Carter, N.T.** (2023) Clarifying the Structure of Openness to Experience [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Friday, April 21st, 2023, from 10:30 AM – 11:20 AM, Exhibit Hall - Poster

Scott, W. C. & **Roberson, Q. M.** (2023). Contributive Justice: A New Perspective and Measure of Organizational Justice [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Saturday, April 22nd, 2023, from 11:30 AM – 12:20 PM, Exhibit Hall – Poster

Ignite

Fedorowicz, N. (Chair), Kazmi, M. A. (Co-Chair), Alanis, J. M. (Panelist), Bueno, A. (Panelist), Colosimo, J. L. (Panelist), Le Sante, D. (Panelist), Maneethai, D. (Panelist), & Silva, K. T. (Panelist). (April, 2023). Strategic Diversity, Equity, Inclusion: IGNITing Solutions to Current Challenges. (Ignite presentation). To be presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Boston, Massachusetts.

Thursday, April 20th, 2023, from 1:00 PM – 1:50 PM, Ballroom B

Panel Discussion

Finuf, K. D. (Chair), Capman, J. (Panelist), Klein, A. T. (Panelist), Locklear, T. S. (Panelist), Mansfield, A. (Panelist), Oswald, F. L. (Panelist), **Ryan, A. M.** (Panelist), & Winterberg, C. (Panelist). SIOP Intelligence on AI: Legal, Practice, Science, and Ethics Perspectives: State of the AI Union Address + Panel Session Combo [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Thursday, April 20th, 2023, from 9:00 AM – 10:20 AM, Ballroom C

Rodriguez, W. A. (Co-Chair), Weglarz, E. (Co-chair), Cao, T. (Co-chair), Dinh, J. V. (Co-chair), Bandelli, A. C., **Carter, D.**, Garcia, S., O' Leary, A., Vazquez, M. (2023). Leading Connection at Work: Using Relational Skills to Strengthen Organizations [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Friday, April 21st, 2023, from 5:00 PM – 5:50 PM, Ballroom B

Dunleavy, E., Kantrowitz, t., McPhail., S.M., Oswald, F., **Ryan, A. M**. & Tippins, N. (2023). Interpreting and Applying Professional and Legal Guidelines to AI-Based Assessment (Panel Discussion) Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Saturday, April 22nd, 2023, from 12:30 PM – 1:50 PM, Room 204

Kantrowitz, T., Reynolds, D., **Ryan, A.M.**, Sackett, P., Scott, J., & **Schmitt, N**. (2023). Talent Assessment Review: Embracing Innovation and Mitigating Risk in the Digital Age [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Saturday, April 22nd, 2023, from 2:00 PM – 2:50 PM, Room 202

SIOP 2023 Alumni Party

We are happy to announce that we have scheduled our SIOP Alumni Reception for the 2023 annual conference in Boston!

Details:

Date/Time: Thursday April 20th from 8pm-10pm

Location: Marriott Copley Place, Room Simmons

Address: 110 Huntington Ave, Boston, MA 02116

Ann Marie Ryan will be in contact with alumni with more details.

Current Employer: Genentech, a member of the Roche Group
Job Title: Chief People Officer
Brief description of the work you do: I lead the People & Culture (P&C) function at Genentech, and am the U.S. P&C Catalyst for Roche which involves harmonizing HR practices across our Roche Pharmaceutical and Diagnostic divisions in the U.S.

Who did you work with while at MSU, and what were your primary interests?
Dan Ilgen was my thesis advisor, and Kevin Ford was my dissertation advisor. I was interested in motivation, feedback, teams, organization design and development, change management, and training. I participated in a wide range of applied projects under Kevin Ford.

What is one piece of advice you have for students?
Take time to enjoy your experience at MSU. It's easy to spend most of your time working and studying, but it's important to make time to explore Michigan and all that MSU has to offer. You have your whole life ahead of you to work...and you won't get this time back!

What was your most important experience for growth and development?
I'm introverted, and the class discussions helped me get out of my shell and build confidence to share my perspectives (assuming I did all the reading!). I also did a lot of applied work / consulting projects outside of the university and learned how to communicate with clients, assess their needs, and collaborate in teams to complete deliverables. Finally, I learned how to ask for help to leverage the talents of my fellow grad students – we all helped one another which was critical for our collective success.

What are you currently doing that you think is most exciting or that you'd like to share with other alums?
At Roche/Genentech we are considering new ways of working and how to evolve our culture and people practices to reinforce more agile and flexible ways of operating. We are also considering how best to leverage digitalization and automation (including AI) to best accelerate our research, business, and people experience.

How has MSU Prepared You for the Job?
In addition to technical skills especially interpreting data, I learned how to think critically and consider models and frameworks for connecting the dots. I'm often told that I bring an objective, analytical, systemic, and strategic view to issues – I attribute that to my education at MSU.

What advice do you have for recent MSU alumni that you wish you had known earlier in your career?
Careers are a marathon not a sprint. You first job is highly unlikely to be your last...so just focus on learning, building skills, and delivering value – and the opportunities will come!

What are some of your best memories at MSU?
I greatly enjoyed the camaraderie of our cohort, and the many interesting discussions we had. I can remember the hours that we spent in the computer lab (do they have those anymore – I'm dating myself) working and learning together and laughing!

Cori Davis will be presenting at the Program's *Distinguished Alumni Speaker Series* on March 27th at 3pm.

Tell us what is new with you for our next issue!

One goal of this newsletter is for alumni to share news with each other. Feel free to send us a few sentences on your current projects, life and family updates, and personal or professional accomplishments. Additionally, if you have any feedback or future ideas for the newsletter, let us know!

You can reach us at: msuorgpsychcolloquia@gmail.com

PSYCHOLOGY