

# MSU OP Alumni Newsletter

Fall 2022

Fall 2022 marks an exciting time for the program, as we have three new faculty, two transfer students, and two first-year students joining this Fall! Faculty and students have been working on a variety of projects, such as diversity in recruiting for the Michigan State Police, participating in the Procter & Gamble IO Business Challenge, and leading SIOP's Task Force on AI-based Assessments. Recent alum Jacob Bradburn was also interviewed!

## New Faculty

Dorothy Carter, Nathan Carter, and Kevin Hoff have each received articles welcoming them to the program on the MSU Psychology website. Please see pages 2-4 for a link to the full article as well as a summary.

## New Students (p. 5-6)

Emily Gerkin and Joshua Pearman joined the program in Fall 2022 after transferring from the University of Georgia to continue working with Dr. Dorothy Carter.

Joie Magalona and Jordan Holmes are first-year students who joined the program in Fall 2022.

## 5<sup>th</sup> year Student Updates

5<sup>th</sup> year students Ajay Somaraju, Sarah Kuang, Jenna Van Fossen, and Daniel Griffin give dissertation progress updates, discuss their future plans, and reflect on their time at MSU on p. 7-8.

## Connect with Us!

Feel free to reach out to us at: [msuorgpsychcolloquia@gmail.com](mailto:msuorgpsychcolloquia@gmail.com)

Join our LinkedIn Group!

'Alumni & Graduate Students of Michigan State Organizational Psychology'



Follow us on Instagram! @MsuOrgPsy



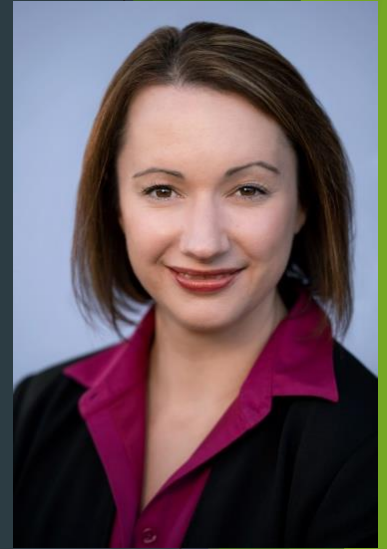
# Dorothy Carter

Teamwork is essential to the future of work according to Dorothy Carter, Ph.D., a newly hired associate professor of organizational psychology at Michigan State University, who was recruited as part of the college-wide Future of Work initiative.

“Whether it is collaborating with other people in virtual environments, interfacing with robots and other forms of artificial intelligence, or rapidly assembling into temporary and dynamic organizations to tackle huge challenges such as a global pandemic or a natural disaster, teaming effectively across space and time is a vital skill for succeeding in the workplaces of today and tomorrow,” said Dr. Carter.

Dr. Carter’s research focuses on leadership, trust, training, and other factors that help teams succeed. Although she does study small teams consisting of a few people, she finds large complex systems composed of multiple groups from diverse backgrounds particularly interesting. The larger the group is, the more likely there are different norms, goals, and priorities across different subgroups. Dr. Carter’s work explores how to overcome those differences so that the entire group collaborates and coordinates effectively.

“We need these multi-team systems to tackle some of the most important problems we’re facing as humans right now, like climate change, vaccine development, military missions, global pandemics, and space exploration,” said Dr. Carter.



Dr. Carter earned her Ph.D. at Georgia Institute of Technology in 2016 where she worked with Dr. Leslie DeChurch, a renowned expert on multiteam system performance. She and her husband Dr. Nathan Carter, who is also a newly hired professor of organizational psychology, along with their 1-year-old daughter Sophia, are happy to call Michigan State their new home.

See the full article, written by Shelly DeJong here!

<https://psychology.msu.edu/news-events/news/new-org-psy-faculty-dorothy-carter.html>

# Kevin Hoff

The Michigan State University psychology department welcomes new faculty member Kevin Hoff, Ph.D. to their organizational psychology program. Dr. Hoff, who earned his doctorate from the University of Illinois, comes most recently from the University of Houston. Dr. Hoff's research specializes in careers, vocational interests, personality, and the future of work.

"The organizational psychology program at MSU has a rich history of doing great research, while also giving back and being a leader in the field," said Dr. Hoff. "I've felt very welcomed already into the program and am excited to be here."

"I like that organizational psychology is very impactful," said Dr. Hoff. "Most people in this field study topics that directly affect people at work. It's much more about how we can help improve people's lives than how to improve a company's bottom-line."



As a professor, Dr. Hoff works directly with young adults who are often trying to find the right career fit. Dr. Hoff strives to share with them what he learns from his research.

"One piece of advice I give is to not be afraid of trying different jobs," said Dr. Hoff. "Typically, the worst outcome is that you learn you don't like something, and in the long run, that's a very important outcome to know."

See the full article, written by Shelly DeJong here!

<https://psychology.msu.edu/news-events/news/new-faculty-kevin-hoff-org-psy.html>

# Nathan Carter

The Michigan State University psychology department welcomes Nathan T. Carter, Ph.D. as a new professor in the organizational psychology program. Dr. Carter hails from the state of Kentucky and has spent the past 10 years of his career working at the University of Georgia. Dr. Carter's research focuses on personality and behavior in the workplace.

"MSU's organizational psychology program has always been an aspirational place for me," said Dr. Carter. "I'm joining people who I've looked up to for a long time." Dr. Carter received his undergraduate and master's degree in psychology from Western Kentucky University. In 2011 he graduated from Bowling Green State University with a Doctor of Philosophy in Industrial and Organizational Psychology.



Dr. Carter's work is heavily influenced by the people and relationships in his real life. A self-proclaimed fan of people, he appreciates the differences in personalities. "I think the things that make us different are exciting and interesting. It makes life worth living," said Dr. Carter. "As an organizational psychologist, I serve a greater goal of making the workplace inviting for as many people as possible."

This year, Dr. Carter will be teaching Statistics, a topic very relevant to his research. He hopes to give the undergraduate students the tools to apply statistics to their own work. Dr. Carter is motivated by the academic environment and looks forward to mentoring students in his program. As an intellectually curious person, he loves the variety that working with students brings.

See the full article, written by Shelly DeJong here!

<https://psychology.msu.edu/news-events/news/dr-nathan-carter-joins-msu-psychology-faculty.html>

# Meet the new students!

We are thrilled to welcome our newest students!

Jordan Holmes



**Came into the program in:** *Fall 2022*

**Where you're from:** *Pittsburgh, PA*

**Research interests:** *Diversity equity and inclusion*

**Interesting/random fact about yourself:** *I am a 2x All-American for women's basketball.*

**If a song played every time you entered a room, what would it be, and why?** *Formation – Beyoncé.*

**What would your dream job be if you weren't in Organizational Psychology?** *FBI Agent*

Joie Magalona



**Came into the program in:** *Fall 2022*

**Where you're from:** *Buena Park, CA*

**Research interests:** *DEI, implicit bias, allyship*

**Interesting/random fact about yourself:** *Since 5th grade, I have donated over 6 ft. of hair in total. .*

**If your name was an action verb, what would it be?** *If my name was an action verb, it would mean to accidentally take a 4-hour nap*

**What would your dream job be if you weren't in Organizational Psychology?** *My dream job would be to own an indie bookstore.*

Emily Gerkin



**Came into the program in:** *Fall 2022 (transfer student)*

**Where you're from:** *Prior Lake, MN*

**Research interests:** *Teams and multiteam systems*

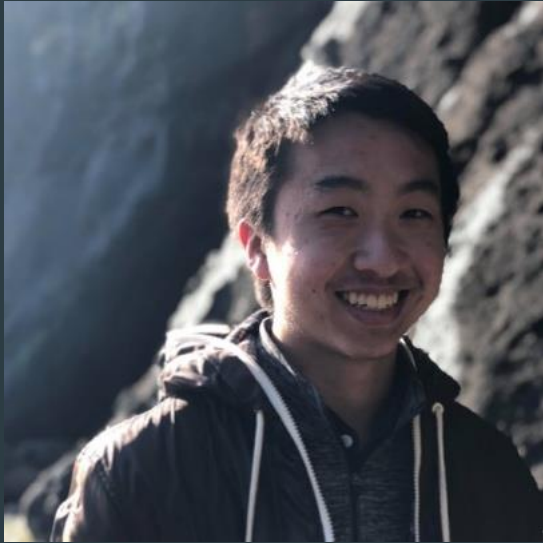
**If you won a million dollars tomorrow, what would you do with it?** *Build a custom A-frame cabin on Lake Superior or in the Rocky Mountains.*

**What has been the most unexpected skill in grad school you've learned?** *I learned how to drive moving trucks to transport supplies for a study*

**What has been your most memorable Michigan moment?** *That is yet to be determined!*



## Joshua Pearman



**Came into the program in:** *Fall 2022 (transfer student)*

**Where you're from:** *Corvallis, Oregon*

**Research interests:** *Team dynamics, interdisciplinarity, expertise, personality, computational modeling.*

**Interesting/random fact about yourself:** *Although I'm originally from Oregon, I lived overseas in Indonesia for 12 years!*

**What did you want to be when you were young?**

*A novelist.*

# Fall 2022 Program Photo



# 5<sup>th</sup> Year Student Spotlight

As they finish their dissertations and wrap up their time here at MSU, let's check in with our fifth-year students.



Ajay Somaraju

**Dissertation Topic:** My dissertation uses computational modeling to determine optimal hiring strategies for organizations. Specifically, I examine preferences for internal and external hiring and investment in talent development (e.g., training) programs to determine hiring strategies that maximize organizational skill composition over time across organizational structures and levels. The goal is to determine the conditions under which organizations should promote employees instead of hiring external talent.

**Favorite MSU Memory:** Sergio and Nate's Halloween parties definitely stand out. I spent nearly 3 hours talking with Mike Morrison about open science. He was wearing a vampire costume with red eye contacts, which somehow made the conversation both surreal and oddly engaging.

**What are You Doing Next?:** I'm currently a Senior Consultant at Allstate as part of the Advanced Analytics team in HR. However, I maintain strong research relationships with academic colleagues and friends that I've made along the way. I am always happy to connect with others in the People Analytics space, whether academic or applied. I can best be reached through LinkedIn

<https://www.linkedin.com/in/ajay-somaraju-061363141/> or email (somaraju@msu.edu).



Sarah Kuang

**Dissertation Topic:** As organizations diversify their workforce to match changing population demographics, I am interested in investigating how organizations may build inclusion into socialization processes to retain and effectively onboard newcomers with minoritized identities. In my dissertation, I aim to identify the organizational socialization tactics that lead to the best inclusion, wellbeing, and retention outcomes. To do so, I center the acculturation experiences of underrepresented newcomers and reframe socialization as a process that considers both newcomers' incoming individual identity and their new identity as they become a part of the organization. I plan on testing this framework and related outcomes using structural equations modeling.

**Favorite MSU Memory:** My favorite memories involve exploring the Lansing-area with fellow graduate students (love apple picking!) and sharing snacks in the office.

**What are You Doing Next?:** I am looking to join other IOs as a practitioner in the applied world! I've had great experiences collaborating and completing internships with companies like Honeywell and Lockheed Martin. Most recently, I completed an internship as a People Analytics intern at Unity. The opportunity to advance diversity and inclusion efforts by leveraging people data was such a great fit, I am looking forward to doing more of the same as I start my professional career. Happy to connect and chat more about similar positions and openings! Email: kuangsar@msu.edu | LinkedIn:

<https://www.linkedin.com/in/sarah-kuang/>



# 5<sup>th</sup> Year Student Spotlight

As they finish their dissertations and wrap up their time here at MSU, let's check in with our fifth-year students.



Jenna Van Fossen

**Dissertation Topic:** My dissertation integrates theory on basic psychological needs (featured in Self-Determination Theory) with theory in the work-family interface. I am conducting an experience sampling study to investigate whether and how having basic psychological needs fulfilled in the work or family domain may contribute to higher performance in the alternate domain, through the “spillover” of enrichment states (featured in Enrichment Theory). I further consider the implications of these enrichment states for the expression of parenting styles at home. Research in family science and developmental psychology have established that parenting styles are key predictors of a wide range of children’s outcomes. However, this stream of research is relatively silent on the key predictors of parenting styles. My dissertation addresses this important research gap by understanding the proximal, contextual features, including work experiences, that contribute to whether more or less effective styles are expressed.

**Favorite MSU Memory:** I don’t think that I could choose a single one! I really loved going to pub trivia with other students, those Halloween parties, and every time Daisy brought baked goods in.

**What are You Doing Next?** I am currently on the academic job market! But outside of the job market I’m always happy to connect on shared research interests or anything else; feel free to reach out through email at [vanfos10@msu.edu](mailto:vanfos10@msu.edu).



Daniel Griffin

**Dissertation Topic:** I am studying the mechanisms driving the emergence of coordination in teams. I integrate information processing mechanisms into a dynamic systems model to study the social dynamics of team coordination processes. My dissertation will qualify in both organizational psychology and computational mathematics science and engineering dissertation and integrates elements of mathematical proof and computational simulation into team theory.

**Favorite MSU Memory:** I love to fall in Michigan, and will miss things like apple picking with the program! A lot of my favorite MSU memories are based in Michigan falls.

**What are You Doing Next?:** I am pursuing an academic job. Specifically, I’m hoping for either a balanced or more research focused position.



# MSU + Michigan State Police

In early October, a class of Organizational Psychology students pitched ideas to the Michigan State Police to better recruit and retain women and ethnic minorities as Michigan State Troopers. Their task was to persuade a panel within five minutes that their idea was the most useful and innovative.

The full article written by Shelly DeJong can be seen here:

<https://psychology.msu.edu/news-events/news/michigan-state-police-more-diverse-workforce.html>



Emily Gerkin, a fourth-year graduate student, took first place. Jo Alanis, a fourth-year graduate student, took second place.

The winning pitch addressed how Michigan State Police can increase recruitment of underrepresented groups by addressing family concerns. Gerkin stated that previous research shows that a fear of negative family reactions contributes to why some women and ethnic minorities do not pursue a career in law enforcement.

“I proposed a Recruit the Family program aimed towards educating families on what a career in law enforcement actually looks like and also educating recruits on how to talk to their families about said careers,” said Gerkin. “I hope the program increases diverse recruitment and generally demystifies careers in law enforcement.”

The panel consisted of recruiter First Lieutenant Dwayne Zook, 2nd in command Lieutenant Colonel Mike Krumm, and Dr. Juli Lieber, Deputy Bureau Director of the Michigan State Police, and former assistant professor of MSU’s School of Criminal Justice

# Procter & Gamble IO Business Challenge

For 18 years, Procter & Gamble (P&G) has invited organizational psychology graduate students to a weeklong challenge to address problems they face as a business. Michigan State University psychology graduate student, Nathan Baker, will be taking part this year.

## The 2022 Procter & Gamble IO Business Challenge • 18<sup>th</sup> Annual



Ashley Aguilar  
Illinois Institute of Technology



Nathan Baker  
Michigan State University



Ana Kriletic  
Auburn University



Ben Evans  
Xavier University



Tyra Vason  
University of Cincinnati



Alex Denison  
Clemson University



Sadie Martin  
Western Michigan University



Cameron Marbach  
University of Texas - Arlington



Saba Tavoozi  
University of Central Florida



Zach Hesson  
Florida Institute of Technology



Starting September 26th, Baker and nine other graduate students will meet at Procter & Gamble's headquarters in Cincinnati, Ohio. They will be given a real business challenge on the first day, and as a team they will investigate the problem, apply their skills and education, and recommend a solution. Potential challenges could address employee selection, employee experience, diversity and inclusion, leadership development, change management, or any other area that Procter & Gamble's organizational psychologists face.

"I'm excited for the chance to work with organizational psychologists at Procter & Gamble and see what it is like working there," said Baker. "On one hand, it is an interesting experience for me as a researcher, but it also gives me a chance to see how I like the internal consultant role because that's a possible career path for me as well."

Baker is interested in areas related to hiring and assessment, workers' well-being and factors that affect their work experiences, and the future of work. In 2022, he was awarded the National Defense Science and Engineering Graduate Fellowship for his proposal on how to study the spread of misinformation in social groups.

"Organizational psychology was a great fit for me because you get to make a difference in people's lives and is grounded in the real world," said Baker. "But you also get this exciting aspect of science where you understand how people work and interact with one another on a fundamental level. I love that both worlds can intersect in org psych."

# SIOP's Task Force on AI-based Assessments

**Dr. Christopher Nye is currently leading SIOP's Task Force on AI-based Assessments. The goal of this task force is to increase awareness of scientific research on the effective use of AI-based assessments and to propose guidelines for their use in organizations.**



The task force drafted the statement that was released by SIOP on the use of AI-based assessments for hiring and is currently working on developing guidelines that are based on the Principles for the Validation and Use of Personnel Selection Procedures but that address the unique challenges inherent in the use, interpretation, and implementation of AI-based assessments.

Recently, Dr. Nye and several members of the task force (including Dr. Ann Marie Ryan) have had two meetings with EEOC Commissioner Keith Sonderling to discuss ways that SIOP and the EEOC can work together to educate the public and promote the effective and lawful use of AI-based assessments for hiring. Dr. Nye was asked to lead this task force because of his expertise on employee selection and assessment and his quantitative expertise in the area of talent analytics.

He also wrote a chapter with Dr. Ryan on fairness and the use of technology in organizations (Ryan & Nye, 2022), is editing a special issue on the use of technology for educational and organizational assessments for the International Journal of Testing (IJT) and has given several presentations on AI-based assessments both at SIOP and to private organizations.



## Interview with an Alum: Jacob Bradburn

Jacob Bradburn earned a PhD in Organizational Psychology in 2020. Shortly before graduating, he began working for Ford Motor Company as a People Scientist. He will soon be transitioning to a new role at Target. Jacob sat down with us recently to talk about his time at MSU, what a People Scientist does, and how his program prepared him to make a difference in the workplace.



### ***Q: What drew you to psychology?***

What drew me to psychology initially was the desire to learn more about what it means to be a person and how we work. When I learned about organizational psychology specifically, I found it really fascinating. We spend 40 plus hours a week at work typically and it has such an impact on our experience. There's a lot that we can learn from psychology and how we can apply it to organizations to make the work experience better. It's a cool way of doing psychology in an applied setting to help improve this big part of people's lives.

### ***Q: Can you tell us about your current job?***

Currently, I'm at Ford Motor Company among the People Analytics Team as a Senior People Scientist. So, I help the organization collect, analyze, interpret, and pull insights from data to better understand our workforce and improve the employee experience.

We do a lot of survey work, interviews, and focus groups to help understand how things are going. We use HR metrics to try and understand our workforce as well as analyzing this data within our systems. We use a variety of different tools and techniques to understand the workforce better and help improve the employee experience. It's cool when you work on a project and see positive changes within the workforce when you measure things. There's been a couple instances where we've worked on a project and saw the needle move, which is really rewarding. Especially since Ford Motor Company is such a large company. By being able to help its employees, we're also able to have a social reach across the company and to the customers as well.

### ***Q: Tell us about your time at MSU.***

I can't say enough great things about my advisor, Dr. Ann Marie Ryan. She really gave me a lot of guidance in terms of developing the skills I needed to succeed. I also learned a lot from the other professors and from the other grad students. It was a really good experience to be in that environment.

My professors did a really great job of not just teaching us the important things we need to know from the research and textbooks, but also taking it one step further and helping us apply it in real world organizations and environments. To learn the theory and how to apply it to the real world was extremely helpful. I walked away with the understanding of why but also with the skillset and experience to apply it.

Read the full article written by Shelly DeJong here: <https://psychology.msu.edu/news-events/news/meet-a-psychology-spartan-jacob-bradburn.html>

# Voting for Research and Science Officer of SIOP

Daisy Chang is on the ballot for Research and Science Officer of SIOP. We all know well Daisy's commitment to fostering rigorous and high integrity research as well as her commitment to the science of I/O psychology. Please consider ranking Daisy as your number one choice when voting!



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# News and Announcements

## Recent publications

- Nathan Carter has a focal article in the SIOP Perspectives journal on neurodiversity. *Neurodiversity in the Workplace: Considering Neuroatypicality as a Form of Diversity*
- Ann Marie & alum Juliya Golubovich had a paper published in IJSA “*Implications of Diversity Cues in Recruitment and Assessment Materials: Performance and Reactions*”
- Quinetta Roberson & William Scott’s paper on “Contributive justice: an invisible barrier to workplace inclusion” was recently published in *Journal of Management*.
- Dorothy Carter, along with current and former PhD students, has papers that were recently accepted at *Journal of Applied Psychology*, *Academy of Management Discoveries*, and *Journal of Oncology Practice*.
- Chris Nye and alum JingJing Ma recently published an article in *Journal of Business and Psychology* on the validity of narrow cognitive abilities

## Other news

- Daniel Griffin received First Place in Cognitive Sciences for presentation at the NDSEG fellowship conference.
- Jo Alanis and Rachael Pyram had a commentary accepted on using VR diversity training to combat racialized police violence.

**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](mailto:msuorgpsychcolloquia@gmail.com)