

# MSU OP Alumni Newsletter

Fall 2023

Fall 2023 marks an exciting time for the program, as we have five new first-year students joining this Fall! Faculty and students have been working on a variety of projects, which are shown through our recent publications. 5th year student Connor Eichenauer was interviewed about his internship at Ford. Former and current faculty members have also received awards and grants recently!

## New Students (p. 2-3)

Laura Bauer, Hee Woong Park, Caton Weinberger, Asher Denny, and Xiaolong Zhang are first-year students who joined the program in Fall 2023.

## New Online Masters program

The program is excited to introduce a new fully online Master of Science program in Work and Organizational Psychology. More details are discussed on p.9

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

5<sup>th</sup> year students Connor Eichenauer and Jo Alanis give dissertation progress updates, discuss their future plans, and reflect on their time at MSU on p. 4.

## 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



# Meet the new students!

We are thrilled to welcome our newest students!

Laura Bauer



**Came into the program in:** *Fall 2023*

**Where you're from:** *Mahopac, New York*

**Research interests:** *Teams and multiteam systems in extreme environments*

**Interesting/random fact about yourself:** *I have a twin sister, but still no telepathy*

**What would your dream job be if you weren't in Organizational Psychology?** *Traveling the world searching for the spooky*

**Other hobbies/interests:** *I can play 3 instruments slightly above mediocrity*

Hee Woong Park



**Came into the program in:** *Fall 2023*

**Where you're from:** *Seoul, Korea (Republic of)*

**Research interests:** *Vocational interests, technology, well-being*

**Interesting/random fact about yourself:** *I have a scar on the back of my head where hair does not grow. I got it when I was 5. I slipped after jumping out from the bathroom*

**What would your dream job be if you weren't in Organizational Psychology?** *Mondays through Thursdays: meat cooking and game-playing Youtuber. Fridays though Sundays: bartender.*

Caton Weinberger



**Came into the program in:** *Fall 2023*

**Where you're from:** *Syracuse, Utah*

**Research interests:** *Teams, social networks, and leadership*

**Interesting/random fact about yourself:** *Most of my research experience before graduate school was in developmental psychology. It was a lot of fun!*

**What would your dream job be if you weren't in Organizational Psychology?** *Stage actor, world explorer, or astronaut. Any of those would work for me!*

**Other hobbies/interests:** *I enjoy sculpting, reading, hiking, and playing guitar*

# Meet the new students!

We are thrilled to welcome our newest students!

Xiaolong Zhang



**Came into the program in:** *Fall 2023*

**Where you're from:** *Shanxi, China*

**Research interests:** *I'm interested in the mental health of employees. Broadly employee recovery, self-initiated instrumentalization, and the mental health of older employees in the future*

**What do you love about Organizational Psychology?** *Human beings can only reach their fullest potential in the form of organizations.*

**In your free time, what do you like to do?** *I like to spend some time cooking, and I like to make some cocktails.*

**Anything else you'd like to mention?** *The world around us is moving so fast that we're forced to keep up with it. I want to help people be more comfortable with the pressure.*

Asher Denny



**Came into the program in:** *Fall 2023*

**Where you're from:** *Columbus, Indiana*

**Research interests:** *Cultural awareness, diversity, discrimination, organizational culture, and selection/ assessment. I want to investigate ways that organizational culture can produce or worsen discrimination and how that can be mitigated*

**Interesting/random fact about yourself:** *I took four years of Spanish and Japanese*

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

*I would enjoy being a teacher or biologist*

**Other hobbies/interests:** *I do jiu-jitsu and kickboxing in my free time*



# 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.



Connor Eichenauer

**Dissertation Topic:** My dissertation examines how hiring managers evaluate selection procedures. Specifically, I introduce a model outlining how multiple dimensions of user reactions toward predictor constructs (e.g., malleability) and predictor methods (e.g., user autonomy) influence user evaluations of the predictive validity and fairness of selection procedures, both of which are proposed to drive users' utilization of these procedures when making candidate judgments. A goal of this research is to identify why users often do not utilize the most valid predictors when making selection decisions, which would facilitate the development of interventions to improve selection decisions in organizational settings.

**Favorite MSU Memory:** Kevin and Ann Marie's Applied Skills class created some memorable moments. I enjoyed the unique collaboration with other students on course projects and meeting program alums who came back to chat with us or participate in client role plays.

**What are You Doing Next?:** As I continue progressing my dissertation work, I plan to be on the applied job market in Spring 2024. I am most interested in roles related to selection and assessments (including diversity and legal issues) and leadership development.



Jo Alanis

**Dissertation Topic:** My dissertation focuses on the overqualification experiences of immigrant workers, one population that is particularly affected by overqualification, and aims to compare such experiences to those of native-born workers. In my dissertation, I build a model of perceived overqualification that tests multiple theoretical mechanisms (e.g., person-job fit) and introduces several factors (i.e., perceived job mobility, occupational downgrading, job gratitude, acculturation) which are proposed to advance our understanding of perceived overqualification and its effects. Through this research, I then aim to identify strategies organizations and individuals can adopt to reduce the negative consequences of overqualification.

**Favorite MSU Memory:** I have several notable memories that come from teaching Ann Marie's "Fairness in the Workplace" class during my 4th year. Overall, it was so exciting and fulfilling to see the undergraduate students learn and engage in important discussions over the course of a semester – they were especially interested and chatty when we were talking about the future of AI and technology in the workplace!

**What are You Doing Next?:** At the moment, I'm eager to continue working on my dissertation, but I will be searching for applied roles (preferably in people or data analytics and/or employee experience) in the coming months.

# MSU + Michigan State Police



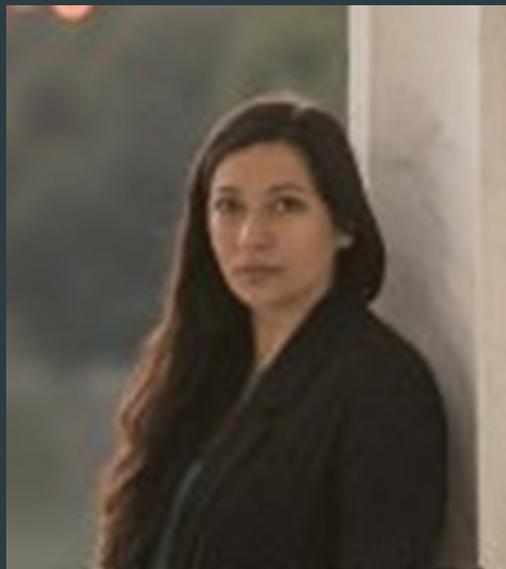
Organizational Psychology graduate students toured the Michigan State Police training headquarters recently.

Their tour was arranged by Dr. Juli Liebler and Stephanie Horton, who have been collaborating with Dr. Ann Marie Ryan and students on studies aimed at improving recruitment and retention strategies to promote diversity in the Michigan State Police academy. Last spring, grad students Joie Magalona and Jordan Holmes visited the MSP headquarters to present their findings from interviews with former cadets.

This tour allowed them to see some of the changes that have already been made to the structure and culture of the academy. It also gave graduate students and professors insight into current projects and provided insights into a high-stress work environment.

# Welcome Dr. Behrend

The Organizational Psychology program wants to send a big “Welcome!” to Dr. Tara Behrend, who just joined MSU’s School of Human Resources and Labor Relations in the John R. Butler II Endowed Professorship this Fall. Her research interests revolve around the future of work, including the influence of new technology and artificial intelligence on workplace practices and the experience of workers. Tara is currently serving as the President of SIOP, has been a program officer for the National Science Foundation, and is a former Fellow of the Stanford University Center for Advanced Study in the Behavioral Sciences. She is in the process of transitioning her lab, the Workplaces and Virtual Environments (WAVE) Lab, so check it out at [wave-lab.org](http://wave-lab.org). We are thrilled to welcome another talented I-O Psychologist to the ranks at MSU, and to see the wonderful things she will do here and the influence she will have on her program, and through collaboration our own program. Welcome, Dr. Behrend!



## Student Internship with Ford Motor Company:

# Connor Eichenauer

Connor Eichenauer is a fifth year PhD student specializing in Organizational Psychology. In 2023, Connor had the opportunity to intern at Ford Motor Company as a People Analytics intern. His primary interests are related to personnel assessment and selection.



### ***Q: What do you like about Organizational Psychology?***

The workplace context interested me because we spend so much of our lives working, and this time can be a source of fulfillment yet also immense frustration. Organizational Psychology allows me to study psychological phenomena in workplace settings while also providing the opportunity to make a difference in practical settings through a career as an applied practitioner.

### ***Q: You interned with Ford Motor Company, can you tell us about your role as a People Analytics intern?***

Within the larger People Analytics team, I worked with the Employee Listening subgroup, which manages several employee surveys across the employee lifecycle. My primary projects involved analyzing quantitative and qualitative employee sentiment data from hourly employee and salaried employee pulse surveys, including using innovative techniques such as natural language processing and heartbeat analysis. I also led the process of updating the employee exit survey to better capture why employees decide to leave Ford and how to predict turnover before it happens.

### ***Q: What did you like most about your internship?***

I'm someone who likes variety in my work, so I enjoyed the fact that there was significant variety in topics underlying the work I conducted. Employee surveys often ask about topics such as learning and training opportunities, occupational health, diversity and inclusion experiences, perceptions of managers and leadership, and work attitudes such as engagement, commitment, and turnover intentions. Results from data relating to each of these topics led to different types of initiatives and working with different teams and people across the organization to implement.

### ***Q: Was this similar work to what you'd like to do in the future?***

This was a valuable opportunity for me because it allowed me to experience people analytics work for this first time. Previously, I had nearly four years of internship experience with Honeywell's Talent Assessments team working on projects related to employee selection. I really enjoy selection work but hadn't experienced other areas of work in Org Psych such as people analytics; this desire to branch out led me to interning with Ford.

Read the full article written by Shelly DeJong here: <https://psychology.msu.edu/news-events/news/ford-internship.html>

# Voting for Publications Officer of SIOP

Daisy Chang is on the ballot for Publications Officer of SIOP. We all know well Daisy's commitment to fostering closer connections between the scientific and practice communities of I-O psychology and encouraging the spread of I-O knowledge through SIOP's variety of published content. Please consider ranking Daisy as your number one choice when voting!



# Master of Science program in Work and Organizational Psychology

The Organizational Psychology program is pleased to introduce our new Master of Science program in Work and Organizational Psychology. This program is completely online and is designed with adult learners' needs in mind. Courses are short and intensive (five-week long courses) to allow for flexibility. The program also involves hands-on project work to facilitate learning and applications of I-O knowledge to generate real-world solutions.



This effort is led by Kevin Ford, who serves as the program director, and Daisy Chang, who serves as the associate director. We want to express our special thank-you to the alumni who provided valuable feedback to the development of program curriculum through your participation in the focus group with us. We also want to get the word out that we are looking to recruit our first cohort to start soon. If you know someone with a few years of working experience who is looking to further develop their I-O expertise through an advanced degree, please refer them to Kevin ([fordjk@msu.edu](mailto:fordjk@msu.edu)) or Daisy ([cchang@msu.edu](mailto:cchang@msu.edu)) as we develop the program website.

Moreover, if you (or someone you know) may be interested in getting involved with the program through serving as a mentor for the students, offering a guest lecture or hosting a “meet the expert” session, and/or designing and teaching a class, please contact Kevin. We believe our strong alumni network is the biggest asset for this program, and we look forward to involving you in the program!

# Dr. Neal Schmitt and Dr. Kara Schmitt receive 2023 College of Social Science Service Award



Congratulations to Dr. Neal Schmitt, University Distinguished Professor emeritus of Psychology and Management at Michigan State University, and Dr. Kara Schmitt, who served as the Director of Testing for the State for 30 years, for receiving the 2023 College of Social Science Service Award. This award is presented to MSU College of Social Science supporters who have demonstrated service to the college or meritorious public service on a local, state, national, or international level.

"Neal and Kara have both given so much of their time and talents to MSU through their leadership and service to the Department of Psychology and the College for many years as well as their long-time engagement in the MSU community's performing arts, sporting events, and campus life," said Dr. Ann Marie Ryan, psychology professor who worked with Dr. Neal Schmitt for many years. "Their legacy lives on through the Ilgen-Schmitt Endowment Fund which provides resources for graduate students."

Dr. Neal Schmitt was a faculty member in Psychology from 1974 to 2010, where he was department chair from 2000-2010. He also served as interim dean of the College of Social Science from 2015 to 2016. The recipient of numerous professional awards, Dr. Neal Schmitt has authored three textbooks, co-edited four books, and has published approximately 250 peer-reviewed papers and chapters.

Dr. Kara Schmitt and her staff were responsible for the examinations associated with 65 professions licensed by the State. During her tenure, she also served on numerous national psychometric committees, authoring informational materials for these programs, and auditing national examination programs. She has made over 80 presentations at national conferences and is the author of two books dealing with the general area of credentialing.

The awardees were recognized at the College of Social Science's Alumni Awards Ceremony on September 22, 2023.

Read the full article written by Shelly DeJong here: <https://psychology.msu.edu/news-events/news/service-award-schmitt.html>

## In Remembrance of Dr. Debby Kashy



Many alums may have fond memories of taking their first stats class at MSU (815) with Dr. Debby Kashy. Debby passed away recently (Sept 8) after a battle with cancer. Debby always made time for students and was selfless in her service to the Psychology Department. She collaborated with colleagues across the nation on numerous major research grants resulting in over 160 scientific publications. She co-authored the book “Dyadic Data Analysis” with D. A. Kenny and W.L. Cook. Currently, Drs. Rich Lucas and Bill Chopik are working with Kevin Ford on planning a conference to take place next year in honor of Debby. If you are interested in being involved or supporting her memory and the conference in some way, please reach out to them.

To read an article about Debby’s achievements, see:

<https://psychology.msu.edu/news-events/news/deborah-kashy-lifetime-achievement-award.html>

# Recent Publications

- **Nye, C. D., & Hoff, K. A.** (2023). Getting interested in interests for employee selection: Key concerns and areas for future research. *International Journal of Selection and Assessment*, 1–6.
- **Zheng, A., Hoff, K. A., Hanna, A., Einarsdóttir, S., & Rounds, J., & Briley, D. A.** (2023, in press). Job characteristics and personality change in young adulthood: A 12-year longitudinal study and replication. *Journal of Personality*.
- **Liu, Z., Hoff, K. A., Baranski, E., Snyder, G., Lindner, P., & Spitzmueller, C.**, (2023, in press). Mindfulness and workplace safety: An integrative review. *Journal of Organizational Behavior*.
- **Larson, L. Harris-Watson, A., Carter, D.R., Asencio, R., DeChurch, L.A., Kanfer, R., & Zaccaro, S.J.** (2023). Staying apart to work better together: Team structure in cross-functional teams. *Academy of Management Discoveries*.
- **Gardner, D. M., Ali, A. A., & Ryan, A. M.** (2023). Reparative Impression Management for Ex-Offender Applicants: Understanding Mechanisms, Race/Ethnicity, and Disclosure Timing. *Journal of Business and Psychology*, 38(3), 561-587.
- **Briggs, C. Q., Gardner, D. M., & Ryan, A. M.** (2023). Competence-Questioning Communication and Gender: Exploring Mansplaining, Ignoring, and Interruption Behaviors. *Journal of Business and Psychology*, 1-29.
- **Ryan, A. M., Boyce, A. S., & Boyce, C. E.** (2023). When Worlds Collide. *Talent Assessment: Embracing Innovation and Mitigating Risk in the Digital Age*, 13.
- **Ghumman, S., Ryan, A. M., & Park, J. S.** (2023). Who Helps Who? The Role of Stigma Dimensions in Harassment Intervention. *Journal of Business Ethics*, 1-23.
- **Den Houter, K. M., Chatterjee, D., Ryan, A. M., & Liebler, J.** (2023). Policing is not for me: repelling factors implicated in vocational choice elimination. *Policing and Society*, 33(1), 32-50.
- **Liu, Y., Song, Y., Trainer, H., Carter, D.R., Zhou, L., Wang, Z., & Chiang, J.T.**, (2023). Feeling negative or positive about fresh blood? Understanding veterans' affective reactions toward newcomer entry in teams from an affective events perspective. *Journal of Applied Psychology*, 108(5), 728–749.
- **Carter, D.R., Cullen-Lester, K., Solanelles, P., Jones, J., & Wormington, S.**, (2023). *Uncovering patterns of strategic networks to support organizational agility*. In S. Zaccaro, N. Hiller, & R. Klimoski (Eds.) *Senior leadership teams and the agile organization* (pp. 140-165). Routledge.
- **Pearman, J., Gerkin, E., & Carter, D. R.**, (2023). *What is 'functional' about distributed leadership in teams?* In Schedlitzki, D., Larsson, M., Carroll, B., Bligh, M.C. & Epitropaki, O. (2nd ed.), *The Sage handbook of leadership* (pp. 72-82). SAGE Publications, Ltd. (UK).
- **Van Fossen, J. A., Baker, N. M., Mack, E. A., Chang, C. H., Cotten, S. R., & Catalano, I.** (2023). The Moderating Effect of Scheduling Autonomy on Smartphone Use and Stress Among Older Workers. *Work, Aging and Retirement*.
- **Torosyan K, Wang S, Mack EA, Van Fossen JA, Baker N** (2023) Assessing the impact of technological change on similar occupations: Implications for employment alternatives. *PLoS ONE* 18(9): e0291428.
- **Wang, S., Mack, E. A., Van Fossen, J. A., Medwid, L., Cotten, S. R., Chang, C. H., ... & Baker, N.** (2023). Assessing alternative occupations for truck drivers in an emerging era of autonomous vehicles. *Transportation Research Interdisciplinary Perspectives*, 19, 100793.

# Recent Publications cont.

- LeFevre-Levy, R., Harmata, R., Melson-Silimon, A., Hullett, A., & **Carter, N.T.** (2023). Neurodiversity in the workplace: Considering neuroatypicality as a form of diversity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16, 1-19.
- Limeri, L., **Carter, N.T.**, Choe, J., Harper, H.G., Martin, H.R., Benton, A., & Dolan, E.L. (2023). Undergraduate lay theories of abilities: Mindset, universality, and brilliance beliefs uniquely predict undergraduate education outcomes. *International Journal of STEM Education*, 7, 1-19.
- Van Til, K., Miller, J. D., **Carter, N. T.**, & Lynam, D. R. (2023). Exploring the structure of fearlessness using self-report measures. *Journal of Personality*.
- Strauss, G.P., Walker, E.F., Pelletier-Baldelli, A., **Carter, N.T.**, Ellman, L.M., Schiffman, J., Luther, L., James, S.H., Berglund, A.M., Gupta, T., Ristanovic, I., & Mittal, V.A. (2023). Development and validation of the negative symptom inventory-psychosis risk (NSI-PR). *Schizophrenia Bulletin*.
- Sharpe, B.M., Sleep, C., **Carter, N.T.**, Lynam, D.R., & Miller, J.D. (2023). Is personality pathology egosyntonic? Self- and meta-perception of maladaptive personality traits. *Journal of Personality Disorders*.
- Cullen-Lester, K., Maupin, C.K., Floyd, T., Mahdon, M., Gerbasi, A., & **Carter, D.R.** (2023). Crossing the bridge from network training to development: A guide to take trainees from classroom insights to effective networks. *Organizational Dynamics*, 52(1), 100937.
- Wolf, A., Hedrick, K.N., Begerowski, S., Switzer, F.S., Wiper, D.W., **Carter, D.R.**, & Shuffler, M. (2023). Making every meeting count: A qualitative investigation of multiteam meeting events and their role in supporting coordinated cancer care delivery. *Journal of Oncology Practice*, 19(1), e53-e66.
- Maupin, C.K., MacLaren, N., Goodwin, G.F., & **Carter, D.R.** (2023) *Distributed Spatial Cognition: Improving Wayfinding through Spatial Transactive Memory Systems*. In K.M. Curtin & D.R. Montello (Ed.s) *Collective spatial cognition: Innovative research about spatial thinking by human groups* (pp. 164-188). Routledge.



# News and Announcements

## Grants and Awards

- Kevin Hoff, as a co-PI received a \$375,000 grant that will be funded by the Icelandic Research Fund to support continued data collection for a 15-year longitudinal study.
- Dorothy Carter received the “Early Career Award in Groups and Teams Research” presented by the Interdisciplinary Network for Groups Research (INGRoup). This award is presented annually to an “early career individual whose work to date has made distinguished contributions and demonstrated a clear commitment to advancing the interdisciplinary science of team or small group behavior, dynamics, and outcomes.”
- Ann Marie Ryan is part of a team of researchers from NYU, NJIT and Rice that were recently awarded an NSF grant “Trapeze: Responsible AI-assisted Talent Acquisition for HR Specialists” that focuses on understanding automated decision systems (ADS) used by HR Specialists in talent acquisition, providing software to support transparent automation in talent acquisition, and providing educational materials and interventions to help HR Specialists become better informed about AI and accountability in ADS-assisted decisions. Alums working with ADS systems, especially those in the retail and technology sectors, are encouraged to reach out to Ann Marie ryanan@msu.edu to find out more about how you might benefit from engagement in this project.
- Nathan Baker published his undergraduate thesis: Using Language Science to Promote Interest in Science in a Science Museum, *Visitor Studies*, DOI: 10.1080/10645578.2023.2249759

**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)