

MSU OP Alumni Newsletter

Fall 2024

Fall 2024 marks an exciting time for the program, as we have three 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. Our 5th year students, Rachael and Josh were interviewed about their summer internships at Google and Roblox.

New Students

Seoyeong Jeong, WooJin Jeong, and Ethan Wright are first-year students who joined the program in Fall 2024. See p. 2 for their bios.

5th year Student Updates

Dr. Ann Marie Ryan Retiring

After a remarkable career spanning over three decades, Dr. Ann Marie Ryan has announced her retirement. More details are discussed on p.10

5th year students Rachael Pyram, Josh Pearman, Nathan Baker, and William Scott give dissertation progress updates, discuss their future plans, and reflect on their time at MSU on p. 3-4

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



Meet the new students!

We are thrilled to welcome our newest students!

Seoyeong Jeong



Came into the program in: Fall 2024

Where you're from: Gwangyang and Seoul, South Korea

Research interests: Occupational health psychology and well-being

What would your dream job be if you weren't in Organizational Psychology? The owner of an adorable little shop selling cute accessories and all sorts of stationery items!

What's one thing you can't live without? My favorite blanket!

What's a place you've always wanted to visit and why? First, Shenshuping giant panda base in China. Second, Serengeti National Park in Tanzania!

Woojin Jeong



Came into the program in: Fall 2024

Where you're from: Incheon, South Korea

Research interests: Selection, personality, and individual differences

Interesting/random fact about yourself: I'm interested in Japanese culture, and I'm quite fluent in Japanese as well. I hardly need any subtitles when I watch Japanese drama or movies

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

Psychology? Veterinarian or a nurse. I feel fulfilled when I think I'm being useful to others

What's a hobby you picked up recently that you're enjoying? Jogging on the nice trail behind my apartment. My aim is to jog about 4x a week

Ethan Wright



Came into the program in: Fall 2024

Where you're from: Ann Arbor, MI

Research interests: Wellbeing, prosocial impact, and individual differences

What would your dream job be if you weren't in Organizational Psychology? I would love to be a fiction writer!

What's one thing you can't live without? I need a bowl of oatmeal every night before I go to bed

What's a place you've always wanted to visit and why? Backpacking in Porcupine Mountain. I love camping and the outdoors

5th 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.



Rachael Pyram

Dissertation Topic: In the literature, there is a larger focus on how innovative ideas are generated, as opposed to how innovative ideas are implemented into practice. To explore this process of idea generation to idea implementation, my dissertation is looking at how employees evaluate the validity of innovative ideas and how collaboratively job crafting their jobs gives them leeway to implement innovative ideas.

Favorite MSU Memory: I love the annual apple picking at Phillips Orchard that the graduate students organize in the Fall. It's such a quaint Michigan experience! The ritual of hunting down the best apples before hanging out with a hard cider (or 2) and some apple cider donuts was so fun; I looked forward to it every year!

What are You Doing Next?: I am heading to industry! I will be pursuing a People Analytics position, so please don't hesitate to reach out if you know of any roles! My email is pyramrac@msu.edu



Josh Pearman

Dissertation Topic: My dissertation examines how team communication during transition phases informs the development of team mental model accuracy. Specifically, I plan to apply large language models (LLMs) to extract mental model networks representing information from the transition phase team discussions and information from task and role instructions. Therefore, I aim to infer qualities of team mental model accuracy by comparing these mental model networks, specifically focusing on the on/off-task content, completeness of the network, and updating of the mental model to adapt to new tasks.

Favorite MSU Memory: There was one night where you could see the northern lights in Michigan, so a bunch of the grad students went on a midnight trip to chase the aurora. They didn't end up being too visible with the naked eye, but we still got some great photos. Besides that, I would say reception-hopping at SIOP is a close second.

What are You Doing Next?: I plan to look for an industry research role, specifically seeking to apply my skills in networks, individual differences, and AI in People Analytics and Computational Social Science.

5th 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.



Nathan Baker

Dissertation Topic: I am studying how and when help at work can have potential negative consequences for individuals. Help research has long revealed that receiving help can lower self-esteem, damage performance ratings, and lead to perceptions of incompetence. To understand why this happens, I am testing a resource model of help where psychological resources (e.g., feeling of autonomy) can be lost during the help process, leading to negative outcomes.

Favorite MSU Memory: We had some amazing social events, great SIOP trips, and excellent office memories. Beyond those, I think what I'll remember most from MSU were the small personal victories, where I accomplished things that I seriously doubted being able to do.

What are You Doing Next?: I am currently on the academic job market!



William Scott

Dissertation Topic: As research continues to focus on improving employee's well-being, one such construct that is gaining scholarly interest is workplace dignity, or dignity at work, which represents an employees' feelings of inherent value and worth, self-esteem, but also that they are respected and valued by others. My dissertation is aimed at examining the potential antecedents of dignity at work, particularly in the area of organizational justice, as well as how employees' identities and experiences with marginalization or economic insecurity influence their access to dignity at work. I am also interested in exploring the relationship between dignity at work and related constructs such as decent work and meaningful work to better integrate the respective literatures and propose avenues for future research.

Favorite MSU Memory: I would say that my favorite MSU memory would probably be our applied skills class where we were able to work with companies like Ford on specific research projects and got a glimpse of what it would be like to be an I-O psychologist in the applied setting!

What are You Doing Next?: As I continue to progress on my dissertation, in 2025 I will also be in the process of applying to both academic (primarily teaching oriented) and non-academic positions, where I would like to be in areas such as people analytics, employee listening and engagement, research/survey associate, Diversity, Equity, and Inclusion (DEI), and change management.

Org Psych Goes Apple Picking



This fall, students from MSU's Organizational Psychology program gathered for the annual apple-picking event at Phillips Apple Orchard. The outing provided a wonderful opportunity for students to connect, relax, and enjoy Michigan's beautiful fall scenery. It was a perfect blend of fun and fellowship, reminding everyone of the importance of taking a break and enjoying the simple pleasures amidst the busy semester.

Student Internship with Roblox: Josh Pearman

Josh Pearman is a fifth year PhD student specializing in Organizational Psychology. In 2024, Josh had the opportunity to intern at Roblox as a People Science intern. His primary interests are related to teams, personality, and technology.



Q: What do you like about Organizational Psychology?

A major aspect of organizational psychology I appreciate is the ability to work on interesting and important problems. For example, I've worked on a NASA-funded grant examining how communication delays can interfere with problem-solving between astronauts and Mission Control. Our research will help augment the ability for this space multiteam system to coordinate, and I believe it will also have implications that can improve how multiteam systems work together in other contexts.

Q: You interned with Roblox, can you tell us about your role as a People Science intern?

I was a People Science Intern at Roblox primarily working on assessment development. My role involved developing a new situational judgment test, which is sort of like a job relevant "What would you do about this problem?" question. Roblox was a great place to intern because I was really interested in how industrial-organizational psychology is applied in a technology company. Interviewing engineers and managers was a great opportunity to learn about the technical work at Roblox and link it to key I-O concepts. I also really enjoyed having the opportunity to explore other projects in People Science over the summer, including conducting interviews for job analyses, experimenting with artificial intelligence applications in I-O, and proposing novel research to better understand how employees work together.

Q: What did you like most about your internship?

I strongly enjoyed the culture of collaboration at Roblox, as I always felt like I had the support and resources to execute my work. People were curious about my project and were eager to provide helpful feedback and would even take meetings with me to share about their work or brainstorm ideas for other projects. Similarly, I felt like the team valued my own perspective, which encouraged me to think of how I could do more to contribute. This culture is what really made the internship a learning experience for me.

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

I really enjoyed my work in this internship, especially since I was able to contribute to a variety of projects in a technology-centered context. In the future, I think it would be really interesting to work on a game-based assessment as that requires a lot of effortful thinking about how a psychological construct translates to behaviors. That intersection between technology and construct-based behaviors is the kind of work that informs my major streams of research.

Read the full article written by Shelly DeJong here: <https://psychology.msu.edu/news-events/news/org-psych-grad-student-interns-with-roblox.html>

Student Internship with Google: Rachael Pyram

Rachael Pyram is a fifth year PhD student specializing in Organizational Psychology. In 2024, Rachael had the opportunity to intern at Google as a People Analytics intern. Her primary interests are related to relational dynamics, specifically from a future of work and DEI perspective.



Q: What do you like about Organizational Psychology?

I like that organizational psychology is an applied science. This allows the research we do to be more impactful, as our field values the reciprocal influence of having both one foot in science and one foot in practice.

Q: You interned with Google, can you tell us about your role as a People Analytics intern?

I interned at Google this summer! I was within the People Analytics unit and worked on the DEI Analytics team. I primarily worked on assessing the impact of a career development and retention program, which informs whether the program is operating as intended and if the participants are experiencing favorable outcomes. I wanted to intern at Google because they are an organization that has an established dedication to people science. My first exposure to their valuation of organizational psychology research was at the annual Society for Industrial-Organizational Psychology conference, where people analysts at Google consistently partake and contribute to the scientific discourse.

Q: What did you like most about your internship?

I loved the people I worked with—I learned so much from them and in working with them I made the decision to go applied after graduation. I particularly enjoyed collaborating with people outside of organizational psychology. Accessing their perspectives on how to study employees and the workplace has informed the way that I ask questions and my perceptions of the outcomes most valued by practitioners.

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

It is my intention to pursue a people analytics role after graduation, so this internship is directly aligned with the kind of work I would like to do.

Read the full article written by Shelly DeJong here: <https://psychology.msu.edu/news-events/news/org-psych-grad-student-interns-with-google.html>

Interview with an Alum: Connor Eichenauer

Connor Eichenauer earned a PhD in Organizational Psychology in 2024. In 2023, Connor had the opportunity to intern at Ford Motor Company as a People Analytics intern. He is currently working at GE Aerospace as a Talent Assessment Manager.



Q: Can you tell us about your current job?

My current role involves maintaining and building out GE Aerospace's portfolio of executive and professional-level talent assessments. This includes assessments used for selection/promotion decisions and for internal talent identification and development purposes. One thing I really enjoy about my role is the wide variety of project topics and types of work I perform each week in conjunction with my talent management teammates, HR/talent partners, external vendors, etc.

Q: What was the most important experience you had at MSU that was key to your development?

I think it's important to recognize the developmental value of so many experiences at MSU. If I had to select one, the Professional Skills class stands out as a series of semester-long valuable experiences culminating in a white paper and presentation to Ford Motor Company. The opportunities were plentiful to gain valuable applied skills through projects in several different courses at MSU.

Q: What advice do you have for current students?

I think it's massively important to fully take advantage of opportunities available during this short window of time: unique research projects, internships and other applied opportunities (e.g., student consulting challenges), informal brainstorm/debate sessions with colleagues and faculty, guest speaker events, etc. Try everything, determine where to focus most of your time and effort to maximize development and advance career goals, and then engage fully in these opportunities!

Q: What is your fondest memory at MSU?

I'll always fondly remember the seemingly routine interactions with colleagues while working together in the office or local coffee shops. We also had a multiyear run of getting together weekly to watch the Bachelor/Bachelorette/Bachelor in Paradise, which was simultaneously mind-numbing and entertaining.

Master of Science program in Work and Organizational Psychology

THRIVE IN TOMORROW'S WORKPLACE.

MASTER'S DEGREE IN WORK &
ORGANIZATIONAL PSYCHOLOGY



Our Master of Science program in Work and Organizational Psychology is moving forward as we prepare for its launch. 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.

We want to get the word out that we are looking to recruit our first cohort soon. If you know someone with a few years of working experience that is looking to further develop their I-O expertise through an advanced degree, please refer them to Kevin (fordjk@msu.edu) or Daisy (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. Ann Marie Ryan's Retirement



After an extraordinary career spanning decades, Dr. Ann Marie Ryan is retiring from Michigan State University. Since joining MSU in 1996 as a professor, Dr. Ryan has made remarkable contributions as an educator, researcher, and leader in the field of Industrial Organizational Psychology.

Dr. Ryan's impact extends far beyond the classroom, where she taught both undergraduate and graduate courses including Intro to I/O Psychology, Applied Research Methods, and advanced seminars on Organizational Justice and Diversity in Organizations. Her mentorship of students has been unparalleled, earning her accolades such as the MSU Outstanding Faculty Mentor Award (2022). Her commitment to nurturing future scholars and practitioners has left an indelible mark on countless individuals.

A prolific scholar, Dr. Ryan has published over 200 peer-reviewed articles and book chapters. Her pioneering research on fairness in employee selection, diversity in organizations, and applicant perceptions has garnered international recognition. Among her many accolades are the SIOP Distinguished Teaching Contributions Award and the Michael R. Losey Award for Human Resources Research. Her work continues to shape policies and practices that promote equitable and inclusive workplaces.

Dr. Ryan's service to the field has been equally impactful. A past president of SIOP and a Fellow of the American Psychological Association and the Association for Psychological Science, she has influenced the field through her leadership roles and collaborations with organizations such as the National Academy of Sciences and SHRM. Her tenure as editor of *Personnel Psychology* and her work on various national committees and editorial boards reflect her unwavering dedication to advancing the discipline.

While she may be stepping away from her formal role, Dr. Ryan's legacy of excellence, mentorship, and innovation will undoubtedly continue to inspire future generations. Please join us in honoring Dr. Ann Marie Ryan and wishing her all the best in this exciting new chapter of her life.

Recent Publications

- Van Fossen, J. A., Watson, G. P., Schuster, A. M., **Baker, N. M., Chang, C. H.,** & Cotten, S. R. (2024). Striving for the self: A self-regulation model of positive identity maintenance in platform-based gig drivers. *Journal of Organizational Behavior*.
- Xu, H., Xie, B., & **Chang, C. H.** (2024). Empowering the care of older adults through the use of technology. *Work, Aging and Retirement*, 10(1), 1-5.
- Somaraju, A. V., Griffin, D. J., Olenick, J., **Chang, C. H. D.,** & Kozlowski, S. W. (2024). A dynamic systems theory of intrateam conflict contagion. *Journal of Applied Psychology*.
- Wang, S., Agrawal, S., Mack, E. A., Kalani, N., Cotten, S. R., **Chang, C. H.,** & Savolainen, P. T. (2024). Downscaling occupational employment data from the state to the Census tract level. *Applied Geography*, 170, 103349.
- Harms, P. D., & **Chang, C. H.** (Eds.). (2024). *Stress and Well-Being in Teams*. Emerald Publishing Limited
- Olenick, J., Eggler, K. D., Bowker, J., Kozlowski, S. W., **Chang, C. H.**, Somaraju, A. V., & Griffin, D. J. (2024). A qualitative investigation of teamwork in extreme environments. *Group & Organization Management*, 10596011241285662.
- **Bauer, L., Weinberger, C.,** Carter, D. R., & Landon, L. B. (2024). Managing Spaceflight Team Stress: Considerations for Multiteam System Research. In *Stress and Well-Being in Teams* (pp. 171-186). Emerald Publishing Limited.
- **Roberson, Q., Gerkin, E.,** & Hill, A. (2024). Diversity in Top Management Teams and Upper Echelons of Firms. *Current Opinion in Psychology*, 101901.
- **Roberson, Q., & Scott, W.** (2024). Contributive justice: An invisible barrier to workplace inclusion. *Journal of Management*, 50(3), 877-897.
- Limeri, L. B., **Carter, N. T.**, Hess, R. A., Tuma, T. T., Koscik, I., Morrison, A. J., ... & Dolan, E. L. (2024). Development of the Mentoring in Undergraduate Research Survey. *CBE—Life Sciences Education*, 23(2), ar26.
- Rose, L., Listyg, B., Owens, M. M., Hyatt, C. S., **Carter, N. T.**, Carter, D. R., ... & Miller, J. D. (2024). Testing whether the relations between sex and psychopathology are accounted for by structural morphometry in ABCD. *Journal of Psychopathology and Clinical Science*.
- Van Til, K., Miller, J. D., **Carter, N. T.**, & Lynam, D. R. (2024). Exploring the structure of fearlessness using self-report measures. *Journal of Personality*, 92(2), 548-564.
- Harris-Watson, A. M., Miller, J. D., & **Carter, N. T.** (2024). Revisiting the Inhibitory Effect of General Mental Ability on Counterproductive Work Behavior: The Case for GMA-Personality Interaction. *Journal of Business and Psychology*, 1-30.
- Runnalls, B., Blume, B. D., Huang, J., Wang, Z., & **Ford, J. K.** (2024). Sink or Swim? Empowering Trainees for Informal Learning to Improve Transfer and Distal Outcomes. In *Academy of Management Proceedings* (Vol. 2024, No. 1, p. 14436). Valhalla, NY 10595: Academy of Management.
- Blume, B. D., **Ford, J. K.**, & Huang, J. L. (2024). Transfer of informal learning: The role of manager support in linking learning to performance. *Business Horizons*, 67(2), 125-136.

Recent Publications cont.

- Alt, N. P., Wax, A., Brush, O. T., & **Magalona, J.** (2024). Asian American Women's Workplace Experiences: A Review and Application of Gendered Race Theory and the Intersectional Prototypicality Model. *American Behavioral Scientist*, 00027642241231313.
- Gardner, D. M., & **Ryan, A. M.** (2024). Does Identity Distancing Beget Work-Life Boundary Segmentation? An Examination of Lesbian, gay & Bisexual Employees. *Occupational Health Science*, 1-22.
- **Holmes, J., & Ryan, A. M.** (2024). When your reputation precedes you: strategic recruitment for enhancing diversity. *Policing: An International Journal*, 47(5), 770-785.
- **Roberson, Q., Hoff, K., Pyram, R., & Holmes, J.** (2024). Diversity in the career lifecycle: A review and research agenda. *Journal of Vocational Behavior*, 103998.
- Tapia, A. L., Wallace, M. L., Hasler, B. P., **Holmes, J.**, & Pedersen, S. L. (2024). Effect of daily discrimination on naturalistic sleep health features in young adults. *Health Psychology*.
- Zheng, A., **Hoff, K. A.**, Hanna, A., Einarsdóttir, S., Rounds, J., & Briley, D. A. (2024). Job characteristics and personality change in young adulthood: A 12-year longitudinal study and replication. *Journal of Personality*, 92(1), 298-315.
- Sutu, A., **Hoff, K. A.**, Chu, C., Einarsdóttir, S., Rounds, J., & Damian, R. I. (2024). Life goal development, educational attainment, and occupational outcomes: A 12-year, multisample longitudinal study. *Journal of Personality and Social Psychology*.
- Hanna, A., **Nye, C. D.**, Samo, A., Chu, C., **Hoff, K. A.**, Rounds, J., & Oswald, F. L. (2024). Interests of the future: An integrative review and research agenda for an automated world of work. *Journal of Vocational Behavior*, 104012.
- Liu, Z., **Hoff, K. A.**, Chu, C., Oswald, F. L., & Rounds, J. (2024). Toward whole-person fit assessment: Integrating interests, values, skills, knowledge, and personality using the Occupational Information Network (O* NET). *Journal of Applied Psychology*.
- Granillo-Velasquez, K. E., **Hoff, K. A.**, Hanna, A., Oswald, F. L., & Morris, M. L. Comparing methods of measuring interest fit: A large prediction study with career choice satisfaction. *International Journal of Selection and Assessment*.
- Hanna, A., Morris, M. L., **Hoff, K. A.**, **Nye, C. D.**, Jones, K. S., & Rounds, J. (2025). Can everyone get interesting jobs? Estimating interest fit across gender, ethnicity, and education. *Applied Psychology*, 74(1), e12567.
- Iliescu, D., Greiff, S., Ziegler, M., **Nye, C.**, Geisinger, K., Sellbom, M., ... & Saklofske, D. (2024). Proliferation of measures contributes to advancing psychological science. *Communications Psychology*, 2(1), 19.
- Arnetz, J. E., **Baker, N.**, Arble, E., & Arnetz, B. B. (2024). Workplace violence, work-related exhaustion, and workplace cognitive failure among nurses: A cross-sectional study. *Journal of Advanced Nursing*.

Recent Publications cont.

- Blocker, V. E., Hollenbeck, J. R., & **Roberson, Q. M.** (2024). Exploring Intersectional Influences on Leadership: The Role of Gender and Race. In *Academy of Management Proceedings* (Vol. 2024, No. 1, p. 17224). Valhalla, NY 10595: Academy of Management.
- **Roberson, Q.**, Avery, D. R., & Leigh, A. (2024). Lights, camera, action: moving beyond performative diversity management to drive change. *Academy of Management Perspectives*, 38(2), 197-213.
- **Roberson, Q.**, Avery, D. R., & Leigh, A. (2024). How woke was the symposium on woke organizations? An insider perspective. *Academy of Management Perspectives*, 38(2), 260-266.
- **Roberson, Q. M.** (In press). How integrating DEI into firm strategy drives performance. *MIT Sloan Management Review*.
- Schimmelpfennig, R., Mitkidis, P., Elback, C. T., & **Roberson, Q. M.** (In press). The 'weirdest' organizations in the world? Assessing the lack of sample diversity in organizational research. *Journal of Management*.



News and Announcements

- Quinetta Roberson was appointed to the MSU Provost Search Committee
See the full committee here:
<https://president.msu.edu/leadership/leadership-searches/provost-search/search-committee>
- Congratulations to Dr. Connor Eichenauer on defending his dissertation – he is now working as a Talent Assessment Manager at GE Aerospace
- Congratulations to Dr. Jo Alanis on defending her dissertation – she will be starting a post-doctoral fellowship at MC Anderson Cancer Center



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