

MSU OP Alumni Newsletter

Spring 2025

Ilgen-Schmitt Fellowship

The Ilgen-Schmitt Endowed Graduate Fellowship continues to support the next generation of I-O psychology scholars, carrying forward the remarkable legacy of Dr. Neal Schmitt & Dr. Daniel Ilgen. In this issue, we reflect on their impact, share their insights, and highlight how this fellowship is fostering future excellence in I-O psychology. Read more on pages 11-14.



SIOP 2025

SIOP 2025 is just around the corner, and MSU will be making a strong presence! This year's conference in Denver will feature numerous presentations from MSU scholars, exciting award recognitions, and, of course, our annual MSU Alumni Reception. Mark your calendars! Find all the details on our reception, award recipients, and key presentations on pages 2-6.

New Faculty Member

We are excited to introduce Elisabeth Silver, the newest faculty member in the MSU Organizational Psychology program! Elisabeth joins us from Rice University. Learn more about her background, research, and what she's looking forward to at MSU on page 7.

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



SIOP 2025 Alumni Party

We are happy to announce that we have scheduled our SIOP Alumni Reception for the 2025 annual conference in Denver, Colorado!

Details:

Date/Time: Thursday, April 3rd from 7:00 - 9:00 pm

Location: Hyatt Regency Denver, Agate Room

Address: 650 15th Street, Denver, CO 80202

If you'd like to contribute to making this event a success, please consider donating using the QR code or link below. Your contributions will go directly toward funding the SIOP receptions. We appreciate your support!

Donate here: <https://givingto.msu.edu/gift/?sid=19846>



SIOP 2025 Presentations

Panel Discussions

Erickson, J. (Chair), Alanis Barker, J., Lezcano, A., Gomez, L., Lyndgaard, S., **Pyram, R.**, Raghavan, M., & Storey, R. (2025). Mastering I-O Psychology Internships: Insider Strategies for Student Success
Thursday, April 3rd, 2025, 1:00 PM - 1:50 PM, Room 201

Grant, R. (Co-Chair), Garcia, S. C. (Co-Chair), Allen, T. D., Chen, G., Eby, L., **Nye, C. D.** & Shockley, K. M. (2025). Concept to Contribution: Navigating Challenges in Making Theoretical Contributions.

Friday, April 4th, 2025, 10:30 AM - 11:20 AM, Room 505

Pyram, R. H. (Co-Chair), **Pearman, J. J.** (Co-Chair), Ward, K. P., Simmons, P., Barnett, C., Briggs, C. Q., & Eichenauer, C. J. (2025). Transitioning from I-O Internships to I-O Careers: A Multi-Industry Perspective.

Friday, April 4th, 2025, 10:30 AM - 11:20 AM, Room 201

Nguyen, M. N., Cox, C. B. (Chair), Hebl, R. M., Bruyère, M. B., **Silver R. E.**, Willis, C., & Gutierrez, S. (2025). Bridging Theory and Practice: Academics and Practitioners on Promoting Neurodiversity.

Friday, April 4th, 2025, 1:00 PM - 1:50 PM, Room 407

Smith, K. M. (Co-Chair), Syed, J. (Co-Chair), Bernard, L., Checketts, M. B., Giannantonio, C. M., Hurley-Hanson, A. E., Korsak, M., **Silver, E. R.** (2025). Neurodivergent Accommodations: Addressing Stigma, Fear, and Practical Considerations.

Friday, April 4th, 2025, 4:00 PM - 4:50 PM, Room 407

Stevenor, B. A. (Chair), **Carter, N. T.**, Mead, A. D., Zhang, B., & Zickar, M. J. (2025). Built to last: The utility of classic psychometric techniques in the modern era.

Saturday, April 5th, 2025, 10:30 AM - 11:20 AM, Room 407

Moran, L. H. (Co-Chair), **Dang, L.**, (Co-Chair), Houston, S. (Co-Chair), Brummel, B. J., Payne, S. C., Rineer, J. R., and Wiese, C. W. (2024). Emerging technologies in the future of work: Which industries are we neglecting?

Saturday, April 5th, 2025, 3:00 PM - 3:50 PM, Room 207

Alternative Sessions

Miles, A.F., (Co-Chair), Salvas, A.L. (Co-Chair), DuBois, H.T., Jaramillo, K., Nault, E., & **Pyram, R. H.** (2025). Beyond the binary: Gender expansive careers research incubator.

Thursday, April 3rd, 2025, 5:00 PM - 5:50 PM, Room 405/406

Finuf, K. D. (Chair), Capman, J., Haig, J., Lipnic, V. A., Locklear, T. S., **Nye, C. D.**, Song, C., & Winterberg, C. SIOP Intelligence on AI: Legal, Practice, Science, and Ethics Updates: State of the AI Union Address + Panel Session Combo

Friday, April 4th, 2025, 2:00 PM - 3:20 PM, Room: 304

SIOP 2025 Presentations

Symposia

Bauer, L., Carter, D.R., Lungeanu, A., Pearman, J.J., Carter, N. T., Pendergraft, J. G., Landon, L.B., Shuffler, M. L., DeChurch, L. A., Contractor, N. A. (2024). Collective Attention in Virtual Teams: Mitigating the Negative Impact of Communication Delays on Team Performance. Paper presentation in Lee, D.A. & Turner, S. R. [Symposium]. Navigating Change: How Dynamic Factors Influence Team Effectiveness Over Time. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Thursday, April 3rd, 2025, 9:00 AM - 10:20 AM, Room 501/502

Baker, N., Scott, W., Nye, C., Chernyskenko, O., Park, H.W. (2025). A Narrower Look: Meta-analytic relationships between personality facets and leader outcome across contexts. Paper presentation in Winterberg, C. A. (Chair), & Hogan, R. (Discussant) [Symposium] Who's in Charge Here? Personality-Based Leadership Emergence and Effectiveness. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Thursday, April 3rd, 2025, 1:00 PM - 1:50 PM, Room 304

Weinberger, C., Bauer, L., & Carter, D. (2025). The role of networks in leadership effectiveness. Paper presentation in Cullen-Lester, K. L. (Co-Chair) & Pryor, G. (Co-Chair). Network Science Insights for Leadership, Teams, and DEI Researchers & Practitioners [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Friday, April 4th, 2025, 8:00 AM - 8:50 AM, Room 705/707

Su, S. (Chair), & Chang, C.-H. (Discussant) (2025). Recent developments in the study of workplace incivility [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Friday, April 4th, 2025, 9:00 AM - 10:20 AM, Room 503/504

Ponce, L. P. (Co-Chair), Mintz, R. M. (Co-Chair), Wittman, S. (Co-Chair), Comer, D., Gottardello, D., Kim, J., Magalona, J., & Quigley, N. (2025). Understanding Neurodiversity at Work: Perceptions, Intersectionality, & Interventions

Saturday, April 5th, 2025, 9:30 AM - 10:20 AM, Room 404/406

SIOP 2025 Presentations

Posters

Alanis, J. M. & Ryan, A. M. (2025). A mixed-method investigation of perceived overqualification in U.S. immigrant workers.

Thursday, April 3rd, 2025, 8:00 AM - 8:50 AM, Room: Mile High. Ballroom

Alanis, J. M. & Pyram, R. H. (2025). Stepping in their shoes: Piloting virtual reality for enhancing diversity training.

Thursday, April 3rd, 2025, 10:30 AM - 11:20 AM, Room: Mile High. Ballroom

Bauer, L., Carter, D.R., Shuffler, M.L., Landon, L.B., Weinberger, C., & Bausman, M. (2024). Leading autonomous component teams in multiteam systems: Insights from NASA.

Thursday, April 3rd, 2025, 2:00 PM - 2:50 PM, Room: Mile High. Ballroom

Boucher, E. R., Pyram, R. H., Denny, A., & Van Fossen, J. A. (2025). Guilt from organizational unethical practices as a stressor.

Thursday, April 3rd, 2025, 5:00 PM - 5:50 PM, Room: Mile High. Ballroom

Eichenauer, C. J., & Ryan, A. M. (2025). The Gargantuan Gap: Understanding Hiring Managers' Use of Selection Procedures.

Friday, April 4th, 2025, 8:00 AM - 8:50 AM, Room: Mile High. Ballroom

Park, H., Hoff, K. A. & Nye, C. D. (2024). How do vocational interests predict income? A multi-sample investigation.

Friday, April 4th, 2025, 4:00 PM - 4:50 PM, Room: Mile High. Ballroom

Zhang, Y., Chu, C., Hoff, K., & Rounds, J. (2025). Stability in Interest Variability from Adolescence to Adulthood: A Meta-analysis

Friday, April 4th, 2025, 4:00 PM - 4:50 PM, Room: Mile High. Ballroom

Denny, A. J. & Nye, C. D. (2025). Changing Employee Work Values: Real or Response Artifact?

Saturday, April 5th, 2025, 10:30 AM - 11:20 AM, Room: Mile High. Ballroom

SIOP Awards

Rachael Pyram



Fifth-year student Rachael Pyram received the 2025 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. Rachael is the third student from our program to receive the Joyce and Thayer Fellowship since 2023, joining alumni Sarena Bhatia and Connor Eichenauer.

Quinetta Roberson



MSU faculty, Dr. Quinetta Roberson received the 2025 Zedeck-Jacobs Opportunity Equity in Organizations Grant by the SIOP Foundation. The Zedeck-Jacobs Opportunity Equity in Organizations Grant supports research that advances the understanding of organizational practices that hinder or facilitate access for all workers to opportunities for employment, advancement, and development; and to fair treatment as organizational citizens.

Danielle King



MSU Alumni Dr. Danielle King received the 2025 William A. Owens Scholarly Achievement Award, a \$3,000 prize awarded by the SIOP Foundation. This award celebrates the author of a publication that has demonstrated high potential to impact the field of I-O psychology. Dr. King has received this distinction for her research on workplace microaggressions toward Black employees, which was published in the Journal of Applied Psychology.

Welcome Elisabeth Silver



We are excited to welcome Elisabeth to Michigan State University's Organizational Psychology program as a new faculty member! Elisabeth is currently a doctoral candidate in I-O psychology at Rice University. Elisabeth's research focuses on workplace diversity and inclusion. She has specific interests in exploring variability in attitudes toward workplace diversity policies and improving the experiences of neurodivergent employees and job applicants. Elisabeth's research has been supported by the National Science Foundation and SIOP, and her work has been featured in diverse outlets, including the *Journal of Applied Psychology*, *Journal of Business and Psychology*, *Management Decision*, and *Journal of Organizational Behavior*. Prior to her PhD, Elisabeth received her undergraduate degree from the University of Michigan and worked as a research analyst at Columbia University Medical Center.

What are you excited to work on at MSU?

I'm very much looking forward to contributing to the Department's tradition of excellence in research on workplace diversity. I'm especially excited to continue my research aimed at understanding why workplace diversity policies are sometimes met with strong resistance, and how the future of work can be made more accessible for people across the neurodiversity spectrum.

What do you enjoy doing in your free time?

I am a very prolific sweater knitter, and I'm looking forward to living somewhere cold enough to wear them! I also enjoy playing video games.

What are you excited about related to the East Lansing area?

As a Michigander, I am thrilled to return to the mitten! I'm looking forward to becoming reacquainted with snow after almost five years in Houston, as well as becoming an MSU football fan.

Postdoctoral Researchers



Layla Dang

Previous institution (s): Purdue University (Ph.D.; M.S.), St. Olaf College (B.A.)

Research interests: education-to-career pipeline, future of work, workforce development, inequality

Overview of your current research: I am broadly studying how to support individuals in navigating work-related changes as they pursue educational experiences and make career-related decisions. A current line of research explores gender differences in the extent to which the skills that students gain in community college align with the skills valued in their chosen occupations, and whether any gender differences in skill-fit vary by features of career fields.

What advice would you give to students considering a postdoc? For me, doing a postdoctoral fellowship has offered a way to develop expertise in a new research area which I had limited exposure to before. As such, I would recommend a postdoctoral fellowship especially for those students who might be interested in gaining expertise in new research areas or methods.

Where do you see your career going after your postdoc? I am interested in pursuing a research-focused career in the education and workforce development space. I am particularly excited about opportunities to conduct research that has tangible impacts on education- and work-related programs and policies.



Lena Roemer

Previous institutions: Humboldt-University Berlin; GESIS – Leibniz Institute for the Social Sciences

Research interests: Vocational interests and personality traits. How they manifest in daily life, predict outcomes, and change over time

Overview of your current research: My research focuses on central individual differences, particularly vocational interests and personality traits. I study how these traits (1) manifest in daily life and workplace settings, (2) how they predict important career and life outcomes, and (3) how they change over time. I am particularly fascinated by the communalities, differences, and interplay between vocational interests and Big Five personality traits.

What advice would you give to students considering a postdoc? I think one of the biggest advantages of a postdoc is the opportunity to focus on research with fewer administrative or teaching responsibilities. So, my advice would perhaps be to seek out a position that genuinely excites you and try to take advantage of this opportunity to further learn, deepen your expertise, and explore new ideas.

Where do you see your career going after your postdoc? If only I knew more precisely! I definitely see myself continuing doing research that excites me.

Distinguished Alumni Speaker:

Dr. Charlotte Powers

Charlotte Powers is currently the Head of Global Executive Talent Management at GE Aerospace, leading the team responsible for the design and approach to talent and succession planning, talent assessment, performance management, and executive development.



Who did you work with while at MSU, and what were your primary interests?

I was fortunate to get to work with so many wonderful people through both research and applied projects. Kevin Ford was my advisor, and I also worked with Ann Marie, Steve, Daisy, and others.

What is one piece of advice you have for students?

Take advantage of this amazing opportunity to learn a wide array of topics. Over time you'll forget specific articles and author names, but you'll remember the ideas behind the theories - the wider the range of those theories, the better you'll be able to apply them in the workplace.

What was your most important experience for growth and development?

I was super honored to be selected to go on an international assignment when I was working at Johnson & Johnson. For 2 years, I lived/worked in the UK as a HR business partner (HRBP)/talent partner for the Finance function across Europe, the Middle East, and Africa. I had never been an HRBP before, and it meant living an ocean apart from my husband, Josh, so it was a big leap - and the BEST development and experience. (And I sure loved living by a castle!)

How has MSU Prepared You for the Job?

ENDLESS WAYS. I can't imagine where I'd be without the amazing education I had at MSU. Of those "endless ways", though, a few skills that MSU trains you especially beautifully to do, and that make all the difference, are:

- (1) critical thinking - focusing on asking questions, exploring, and resisting assumptions;
- (2) using data to inform decisions, tell stories, and make points;
- (3) building simple frameworks out of complex info - you practice this at MSU every time you write a paper or integrate theories, and it is amazing how much it will benefit you at work - it's a skill many people struggle with.

What advice do you have for recent MSU alumni that you wish you had known earlier in your career?

If you're in applied roles: get involved with I/O networks (beyond just SIOP); having a regular group to go to for benchmarking and hashing out ideas is so useful.

What are some of your best memories at MSU?

This will sound bizarre to anyone who hasn't gone to grad school, but I'd say (1) regularly working at 11:00 pm at coffee shops with friends in the program, and (2) the random theoretical discussions that would pop up in our offices, when we'd gather around a whiteboard, and debate. The camaraderie (and supportive commiseration) was invaluable for generating ideas and powering through milestones.

Student Recreation and Wellness Center Tour



The MSU Organizational Psychology program had the opportunity to tour the construction site of Michigan State University's upcoming Student Recreation and Wellness Center. This \$200 million project, expected to conclude in February 2026, will span 293,000 square feet and include state-of-the-art fitness and recreational spaces, classrooms, and inclusive facilities.

Guided by managers from Granger Construction Company, the visit provided an in-depth look into the operational intricacies of large-scale construction management. During the tour, Granger Construction officials discussed key aspects of site management, including project oversight, scheduling, safety protocols, and labor relations.

Ilgen-Schmitt Fellowship



The Ilgen-Schmitt Endowed Graduate Fellowship stands as a testament to the remarkable contributions of Dr. Neal Schmitt and Dr. Daniel Ilgen to the field of Industrial-Organizational Psychology. As distinguished scholars, mentors, and leaders, their influence has shaped generations of researchers, practitioners, and executives. This fund ensures that their legacy continues by providing critical resources for graduate students in the Industrial-Organizational Psychology program at Michigan State University (MSU).

Dr. Neal Schmitt joined MSU's Department of Psychology in 1974, where he served as department chair from 2000 to 2010 and later as interim dean of the College of Social Science from 2015 to 2016. Over his career, he authored three textbooks, co-edited four books, and published more than 250 peer-reviewed papers and chapters. His research, which has been cited over 5,000 times, focused on personnel selection, hiring practices, and academic admissions—helping organizations and institutions improve their selection processes.

Dr. Daniel Ilgen was recruited to MSU in 1983 and served as the John A. Hannah Distinguished Professor of Psychology and Management for nearly 25 years. His expertise and leadership contributed significantly to the global prominence of both the Organizational Psychology and Management programs at MSU. Dr. Ilgen's interdisciplinary work fostered a collaborative environment between psychology and management, positioning MSU as one of the few universities where these disciplines work closely to train leading scholars.

As we celebrate the impact of the Ilgen-Schmitt Fund, we had the privilege of speaking with Dr. Schmitt, Dr. Ilgen, and two alumni about their careers, contributions, and the lasting impact of this fellowship.

To donate to the Ilgen-Schmitt Fellowship, click on the link below:

https://givingto.msu.edu/gift/index.cfm?desig_descrip=Ilgen-Schmitt%20Endowed%20Graduate%20Fellowship&desi_code=ANO4026



Alumni Reflections

“It is hard to think of just one example that best characterizes Dan and his contribution to the I/O program. He was generous with his time and resources and was a constant source of support during my time at MSU. Whether it was through one-on-one mentoring sessions, providing feedback on my research, or offering guidance on career decisions, Dan was always there to help. We have remained in touch over the years, for which I am truly grateful. As I navigated challenges on my career path, I knew Dan would always have a great perspective to offer and that his advice came from a place of absolute care. When I was promoted to full professor several years ago, he was one of the people I was most excited to tell, as the strong foundation and work ethic he instilled in me many years before was instrumental to my success. For this and so many other reasons, I will be forever thankful for Dan's wisdom and his role in my development as a scholar and teacher.”

-Dr. Jacklyn Jensen, 2006

“Neal was my dissertation chair and Dan was my thesis chair. As my academic career has progressed, it has become increasingly clear just how profoundly both Neal and Dan have influenced my scholarly thinking and career success. I would absolutely not be the scholar I am today without their mentorship. Neal's impact on my analytic approach particularly stands out - he taught me to approach problems systematically. From him, I learned to think through associations, carefully consider control variables, and never equate acceptable reliability with a unidimensional factor structure! I often find myself saying something and then thinking, "That is something Neal would say!" It always makes me smile. Dan's influence shines in the importance of theoretical analysis. While I may never reach his level of theoretical prowess, I am a far better theorist than I ever could have been without his mentorship. My success in the trust in automation domain is largely due to his leadership and support on my master's thesis, which launched me into that area. The education I received at MSU was unparalleled, and Neal and Dan were instrumental in that experience. I am deeply grateful for their contributions to the field of I-O Psychology and for their personal guidance.”

-Dr. Stephanie Merritt, 2007

Dr. Dan Ilgen



What have you been working on recently?

Although retired, Dr. Ilgen remains active in his community through volunteer work, including Meals on Wheels and mentoring students in school programs. While no longer conducting research, he continues to attend MSU brown bag talks and stays engaged with the field.

What is your fondest memory from your time at MSU?

Dr. Ilgen takes pride in fostering collaboration between I/O Psychology and Management, ensuring that students from both disciplines worked together. As the Hannah Distinguished Professor, he supported students across departments and built a culture of interdisciplinary teamwork, something he feels has diminished over time. He also fondly recalls MSU's tight-knit faculty-student interactions, which he believes were easier to maintain in East Lansing compared to larger cities.

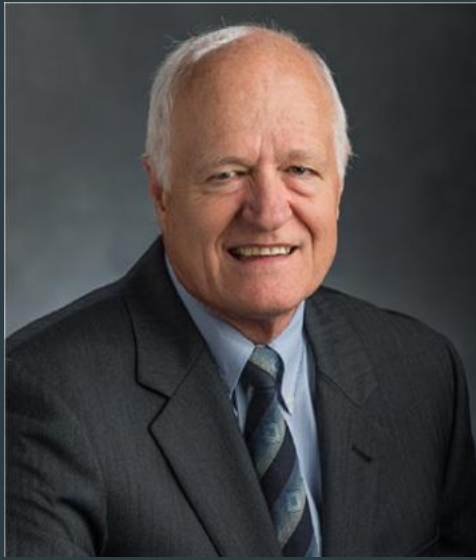
What are you most proud of accomplishing as an I/O psychologist?

For Dr. Ilgen, his greatest accomplishment is the success of his students. Many have gone on to shape the field, and he values the mentorship relationships he built. He also played a key role in pioneering research on teams, leadership, and work motivation, helping to establish MSU as a leader in these areas.

If you had unlimited resources and time, what research question would you most want to explore?

Dr. Ilgen would further explore teams—not just in terms of productivity, but in how they provide structure, motivation, and learning opportunities for individuals. He believes that understanding these dynamics could improve both team effectiveness and personal development.

Dr. Neal Schmitt



What have you been working on recently?

Even in retirement, Dr. Schmitt remains deeply engaged in the field. He is currently revising a handbook originally published in 2012 with Dr. Ann Marie Ryan and preparing for his role as the incoming President of the International Testing Commission, where he will serve from 2026 to 2028. Beyond academia, he stays active in his community, serving on the board of the Mystic Valley Elder Services, leading a hiking group, and enjoying biking, bridge, and reading history and biographies.

What is your fondest memory from your time at MSU?

Dr. Schmitt recalls his time at MSU with fondness, especially his work with graduate students and the camaraderie they shared. He has particularly vivid memories of the Milford House, where several generations of students lived and hosted legendary block parties—an experience he suspects may no longer be part of MSU's culture but remains a cherished piece of history.

What are you most proud of accomplishing as an I/O psychologist?

When asked about his proudest accomplishments, Dr. Schmitt highlights his former students, many of whom have gone on to make significant contributions to I/O psychology. He expressed deep sorrow over the recent passing of Dr. Cheri Ostroff, remembering her as brilliant, hardworking, and full of humor. Each year at SIOP, he looks forward to reconnecting with former students and colleagues, a tradition that underscores his lasting influence.

If you had unlimited resources and time, what research question would you most want to explore?

With unlimited resources, Dr. Schmitt would explore what makes people happy and productive. He was particularly pleased to see his former student, Dr. Ray Noe, now publishing work on fun at work—a topic he finds both important and intriguing.

Recent Publications from MSU

- **Roberson, Q. M.** (2025, Winter). How integrating DEI into strategy lifts performance. *MIT Sloan Management Review*, 66(2), 62-65.
- Baranski, E., Martinez, R. L., Liu, Z., & **Hoff, K.** (2025). Exploring the dynamics of volitional personality change: A psychoeducational intervention study with young adults transitioning to the workforce. *Journal of Research in Personality*, 114, 104549.
- **Dang, L.**, Hou, D. X., **Hoff, K. A.**, & **Behrend, T. S.** (2025). Addressing labor gaps with the science of workplace learning. *Industrial and Organizational Psychology*, 18(1), 119-122.
- Moormann, A., Beniermann, A., **Roemer, L.**, zu Belzen, A. U., & Ziegler, M. (2024). Trajectories of students' momentary interest in evolution during a museum guided tour. *International Journal of Science Education*, 1-21.
- Wang, S., Mack, E. A., Kalani, N., **Chang, C. H.**, & Cotten, S. R. (2025). Workforce development in the trucking industry: A comprehensive analysis of truck driver training entities. *Transport Economics and Management*, 3, 23-34.
- Harris-Watson, A. M., Miller, J. D., & **Carter, N. T.** (2025). Revisiting the Inhibitory Effect of General Mental Ability on Counterproductive Work Behavior: The Case for GMA-Personality Interaction. *Journal of Business and Psychology*, 40(1), 207-236.
- Phillips, N. L., Sharpe, B. M., Hyatt, C. S., Owens, M. M., **Carter, N. T.**, Lynam, D. R., ... & Miller, J. D. (2025). Structural brain correlates of externalizing traits and symptoms in the IMAGEN sample. *Personality Disorders: Theory, Research, and Treatment*, 16(1), 43.
- **Hoff, K. A.**, Granillo-Velasquez, K. E., Hanna, A., Morris, M. L., Oswald, F. L., & Rounds, J. (2025). Interest gaps in the labor market: Comparing people's vocational interests with national job demands. *Journal of Business and Psychology*, 40(1), 57-77.
- 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.
- **Weinberger, C.**, & Carter, D. R. (2024). Social Network Competence for Peace Leadership. *Journal of Leadership Studies*, 18(3), 98-104.
- Chu, C., **Hoff, K. A.**, Liu, Z., Heimpel, N., Greco, A., Oswald, F. L., & Rounds, J. (In press). Interest fit beyond the RIASEC: The Comprehensive Assessment of Basic Interests—ONET (CABIN-NET).* *Journal of Career Assessment*.
- Rose, L., **Carter, N.T.**, Lynam, D.R., Miller, J.D., & Oltmanns, T.F. (In press). Validity, stability, and change in psychopathic traits in older adults: A registered report. *Clinical Psychological Science*.
- Strauss, G.P., Walker, E.F., **Carter, N.T.**, Luther, L., Mittal, V.A. (In press). The Negative Symptom Inventory-Psychosis Risk (NSI-PR): Psychometric validation of the final 11-item version. *Schizophrenia Bulletin*.

News and Announcements

Grants and Awards

Dr. Kevin Hoff has been selected as a Rising Star by the Association for Psychological Science (APS). The APS Rising Star designation is presented to outstanding APS Members in the earliest stages of their research career. This designation recognizes researchers whose innovative work has already advanced the field and signals great potential for their continued contributions.

Spring 2025 Program Photo



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