

# MSU OP Alumni Newsletter

Spring 2026

## Alumni Spotlights

In this issue, we interview Josh Pearman and Nathan Baker, two recent alumni, about their new positions post-graduation. Josh and Nathan share insights about the training that prepared them for their roles and reflect on their time in the program. Read more on pages 10-13.



**PSYCHOLOGY**

## SIOP 2026

We are looking forward to SIOP 2026 and hope to see you in New Orleans! Both students and faculty have numerous presentations, and we are excited to be hosting our annual MSU Alumni Reception. We are also thrilled to announce that Dr. Danielle King was awarded the 2026 Distinguished Early Career Contributions Award. For more details, continue to pages 2-9.

## Faculty Interviews

In faculty interviews, Dr. Kevin Hoff shares details on his work with the Strada Education Foundation, and Dr. Quinetta Roberson provides updates on her new role as Editor-in-Chief for the *Academy of Management Journal*. To learn more, look to pages 15-16.

## Connect with Us!

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

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‘Alumni & Graduate Students of Michigan State Organizational Psychology’



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# SIOP 2026 Alumni Party

We are happy to announce that we have scheduled our SIOP Alumni Reception for the 2026 annual conference in New Orleans, Louisiana!

## Details:

**Date/Time:** Thursday, April 30<sup>th</sup> from 7:00 - 9:00 pm

**Location:** Hilton New Orleans Riverside, Grand Salon B Section 9

**Address:** Two Poydras St, New Orleans, LA 70130

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 reception. We appreciate your support!

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



# SIOP 2026 Presentations

## Panel Discussions

Lambert, D. D. (Co-Chair), Palmer, P. C. (Co-Chair), Hough, L. M., Ruggs, E., Ryan, A. M., Siwik, H., & Tippins, N. T. (2026). Women of I-O from Newbie to OG: Perspectives and Advice from the Field [Panel].

Thursday, April 30<sup>th</sup>, 9:00 AM - 10:20 AM, Room 202

Nye, C. D. (Chair), Burrows, C., Yang, J., & Black, E. (2026). AI in the Workplace: Reflections and Guidance from EEO Experts [Panel].

Friday, May 1<sup>st</sup>, 2026, 9:00 AM - 10:20 AM, Room 217

Ellis, B. D. (Co-Chair), Kell, H. (Co-Chair), McAbee, S. T., Nye, C. D., Ones, D. S., & Putka, D. (2026, April 30 - May 2). Validity at the Crossroads: Navigating AI's Impact on Theory and Practice [Panel].

Saturday, May 2<sup>nd</sup>, 2026, 10:30 AM - 11:20 AM, Room R7

Zhang, D.C. (Co-Chair), Mitchell, K. (Co-Chair), Gonzalez, M. F. (Co-Chair), Pickering, J. R. (Co-Chair), Greco, L. M. (Co-Chair), Bell, S. T. (Discussant), Chang, C. H. D. (Discussant), Reed, A. (Discussant), Calderwood, C. (Discussant), Thayer, A. L. (Discussant), and Shuffler, M. L. (Discussant). (2026). Finding and Securing Grant Funding: A Discussion with the Experts [Panel].

Saturday, May 2<sup>nd</sup>, 2026, 12:30 PM - 1:50 PM, Room B2-1

## Alternative Sessions

Weinberger, C. (2026). Leadership in a new era. [Pre-Conference Community Forum].

Wednesday, April 29<sup>th</sup>, 2026, 1:00 PM - 5:30 PM

Hines, S. (Chair), Allen, D. (Panelist), Ball, K., (Panelist), Carter, N. T., (Panelist), Cullen-Lester (Panelist), Knott, M. (Panelist), & Sheets, T. (Panelist). (2026). Change My Mind: A Dynamic Debate on Dominant Paradigms in I-O Psychology [Alternative Session].

Thursday, April 30<sup>th</sup>, 2026, 10:30 AM - 11:20 AM, Room 229

Courey, K. A., Fezzey, T. N. A., Houston, L., Kim, D., Myeong, H., Roberson, Q. M., Shultz, E. P., Sylvara, A., & Wonders, M. (2026). From Ideas to Impact – Advancing Inclusion and Innovation Through I-O Research Grants [IGNITE!].

Thursday, April 30<sup>th</sup>, 2026, 5:00 PM - 5:50 PM, Room 206

Sullivan, T.S., & Hulett, A.L. (Co-Chairs), Carter, N. T., Chamorro-Premuzic, T., Fink, A.A., Howes, S.S., Nesbitt, C.K. (Panelists) (2026). Hot takes, hot wings: A spicy conversation with I-O psychology's thought leaders [Alternative Session].

Saturday, May 2<sup>nd</sup>, 2026, 10:30 AM - 11:20 AM, Room R1

# SIOP 2026 Presentations

## Symposia

**Nye, C. D.** (Chair) (2026). New Advances in Understanding Workplace Interests [Symposium].  
Thursday, April 30th, 2026, 9:00 AM - 10:20 AM, Room 223

**Pearman, J. J., & Nye, C. D.** (2026). Using LLMs to Evaluate the Overlap Between Personality and Vocational Interests. Paper presentation in Nye, C. D. (Chair) (2026). New Advances in Understanding Workplace Interests [Symposium].  
Thursday, April 30th, 2026, 9:00 AM - 10:20 AM, Room 223

**Roemer, L., Schwaba, T., & Nye, C. D.** (2026). Vocational interests during the transition to retirement. Paper presentation in Nye, C. D. (Chair) (2026). New Advances in Understanding Workplace Interests [Symposium].  
Thursday, April 30th, 2026, 9:00 AM - 10:20 AM, Room 223

**Hoff, K. A.** (Chair) (2026). Advancing the Science of Career Fit: Integrating Interests, Traits, and Job Contexts [Symposium].  
Thursday, April 30th, 2026, 2:00 PM - 3:20 PM, Room 223

**Wright, E. G., Hoff, K. A., Reinhart, E., & Behrend, T. S.** (2026). Perceptions of the Societal Impact of Occupations. Paper presentation in Hoff, K. A. (Chair) (2026). Advancing the Science of Career Fit: Integrating Interests, Traits, and Job Contexts [Symposium].  
Thursday, April 30th, 2026, 2:00 PM - 3:20 PM, Room 223

**Roemer, L., & Nye, C. D.** (2026). Perceived Personality-Job Fit Predicts Adaptive Trait Development in Early Career. Paper presentation in Hoff, K. A. (Chair) (2026). Advancing the Science of Career Fit: Integrating Interests, Traits, and Job Contexts [Symposium].  
Thursday, April 30th, 2026, 2:00 PM - 3:20 PM, Room 223

**Silver, E. R., Hebl, M., & Stewart, D.** (2026). Temporal distance from historical inequalities: Implications for majority group members' diversity policy attitudes. Paper presentation in Dhanani, L. Y. (Co-Chair) & Hubbard, A. (Co-Chair) (2026). DEI backfire effects: Cause for concern or much ado about nothing? [Symposium].  
Thursday, April 30th, 2026, 2:00 PM - 3:20 PM, Rooms 203/204

**Weinberger, C.** (2026). Leading through transition: The role of balance and positivity in team adaptation. Paper presentation in Kom, A. J. (Co-Chair) & Fletcher, K. A. (Co-Chair) (2026). The Central Role of Communication in Teams: Performance, Adaptation, and Well-Being [Symposium].  
Friday, May 1st, 2026, 9:00 AM - 10:20 AM, Rooms 218/219

**Dang, L.** (Chair) (2026). Guiding Aligned Career Choices: Assessment, Feedback, and Context [Symposium].  
Friday, May 1st, 2026, 1:00 PM - 1:50 PM, Rooms 223

# SIOP 2026 Presentations

## Symposia (cont'd)

**Jeong, S. (Co-Chair), & Chang, C. H. D. (Discussant) (2026).** Working against the clock: The impact of nonstandard work schedules. [Symposium].

Friday, May 1st, 2026, 1:00 PM - 1:50 PM, Rooms 211/212/213

**Bauer, L., Jeong, S., Pearman, J. J., Nye, C. D., & Roberson, Q. M. (2026).** Challenges of shift work: Insights from the manufacturing sector. Paper presentation in Jeong, S. (Co-Chair), & Chang, C. H. D. (Discussant) (2026). Working against the clock: The impact of nonstandard work schedules. [Symposium].

Friday, May 1st, 2026, 1:00 PM - 1:50 PM, Rooms 211/212/213

**Li, H. F., & Kao, K. Y. (2026).** The effects of cognitive and behavioral intervention on sleep in night shift operators. Paper presentation in Jeong, S. (Co-Chair), & Chang, C. H. D. (Discussant) (2026). Working against the clock: The impact of nonstandard work schedules. [Symposium].

Friday, May 1st, 2026, 1:00 PM - 1:50 PM, Rooms 211/212/213

**Jeong, S. (Co-Chair), & Chang, C. H. D. (Co-Chair) (2026).** It takes two: Provider and recipient perspective on workplace helping [Symposium].

Saturday, May 2nd, 2026, 9:30 AM - 10:20 AM, Rooms 220/221/222

**Magalona, J., Blocker, V., & Ryan, A. M. (2026).** Performative vs. genuine helping behaviors: Insights from men's allyship. Paper presentation in Jeong, S. (Co-Chair), & Chang, C. H. D. (Co-Chair) (2026). It takes two: Provider and recipient perspective on workplace helping [Symposium].

Saturday, May 2nd, 2026, 9:30 AM - 10:20 AM, Rooms 220/221/222

**Jeong, S., Keller, A. C., Chang, C. H. D., Chong, S., & Bryant, C. (2026).** When help hurts: How social burden affect provider well-being through basic needs. Paper presentation in Jeong, S. (Co-Chair), & Chang, C. H. D. (Co-Chair) (2026). It takes two: Provider and recipient perspective on workplace helping [Symposium].

Saturday, May 2nd, 2026, 9:30 AM - 10:20 AM, Rooms 220/221/222

**Hoffman, B. J. (Co-Chair) & Silver, E. R. (Co-Chair) (2026).** Talent Acquisition: A Barrier to Employment for Neurodivergent People? [Symposium].

Saturday, May 2nd, 2026, 10:30 AM - 11:20 AM, Rooms 203/204

**Silver, E. R., García-Jasso, T., Hebl, M., Stewart, D. S., & Thomas, H. (2026).** The Effects of Neurodiversity Recruitment Strategies on Neurodivergent Applicant Reactions. Paper presentation in Hoffman, B. J. (Co-Chair) & Silver, E. R. (Co-Chair) (2026). Talent Acquisition: A Barrier to Employment for Neurodivergent People? [Symposium].

Saturday, May 2nd, 2026, 10:30 AM - 11:20 AM, Rooms 203/204

# SIOP 2026 Presentations

## Symposia (cont'd)

Hoffman, B. J., **Silver, E. R.**, Harrison, A., Hogan, O., & Mussleman, S. (2026). The validity-neurodiversity dilemma? An interdisciplinary review. Paper presentation in Hoffman, B. J. (Co-Chair) & Silver, E. R. (Co-Chair) (2026). Talent Acquisition: A Barrier to Employment for Neurodivergent People? [Symposium].

Saturday, May 2nd, 2026, 10:30 AM - 11:20 AM, Rooms 203/204

Rich, T. J. (Co-Chair), **Silver, E. R.** (Co-Chair), & Johnson, L. U. (Discussant). (2026). Attitudes toward diversity, equity, and inclusion across the employment lifecycle [Symposium].

Saturday, May 2nd, 2026, 2:00 PM - 2:50 PM, Rooms 203/204

**Silver, E. R.**, Hebl, M., & Stewart, D. S. (2026). Demographic divides in diversity policy support: effects of temporal distance from historical inequalities. Paper presentation in Rich, T. J. (Co-Chair), Silver, E. R. (Co-Chair), & Johnson, L. U. (Discussant). (2026). Attitudes toward diversity, equity, and inclusion across the employment lifecycle [Symposium].

Saturday, May 2nd, 2026, 2:00 PM - 2:50 PM, Rooms 203/204

Burns, G. N. (Co-Chair), Holthouser, S. A. (Co-Chair), & **Carter, N. T.** (Discussant). (2026). Connecting the dots: Network perspectives on organizational attitudes and behavior [Symposium].

Saturday, May 2nd, 2026, 3:00 PM - 3:50 PM, Room R5

## Posters

**Zhang, X.**, & **Chang, C. H. D.** (2026). When abuse varies: Abusive supervision variability, attributions, and emotional labor.

Thursday, April 30th, 2026, 1:00 PM - 1:50 PM, Exhibit Hall

**Magalona, J.**, **Bauer, L.**, & **Holmes, J.** (2026). The DEI domino effect: Linking executive mandates to organizational outcomes.

Friday, May 1st, 2026, 8:00 AM - 8:50 AM, Exhibit Hall

**Magalona, J.**, **Ryan, A. M.**, Herring, C., Gerlach-Houck, H., Mahapatra, N., Yaruss, J. S., Arney, M., Bin, J., Mujtaba, D., Mulwa, K., & Johnson, C. (2026). Hiring biases against and accommodations for people with speech differences.

Friday, May 1st, 2026, 9:00 AM - 9:50 AM, Exhibit Hall

**Denny, A.**, **Park, H. W.**, & **Chang, C. H. D.** (2026). Union solidarity: A novel predictor of intention to join unions.

Friday, May 1st, 2026, 1:00 PM - 1:50 PM, Exhibit Hall

**Jeong, W.**, Pearman, J. J., & **Nye, C. D.** (2026). Can AI detect translation bias? Examining embeddings and LLMs.

Saturday, May 2nd, 2026, 9:30 AM - 10:20 AM, Exhibit Hall

# SIOP 2026 Presentations

## Posters (cont'd)

Park, H. W., Hoff, K. A., & Nye, C. D. (2026). How students' attitudes toward AI affect their career development.

Saturday, May 2nd, 2026, 9:30 AM - 10:20 AM, Exhibit Hall

Jeong, S., Baker, N., Van Fossen, J., Schuster, A., Chang, C. H. D., Ford, J. K. (2026). Career transition decisions: Age differences in valuing fit versus prestige.

Saturday, May 2nd, 2026, 3:00 PM - 3:50 PM, Exhibit Hall

## SIOP 2026 Awards



Program alumna Dr. Danielle King was awarded the 2026 Distinguished Early Career Contributions Award - Science. This award recognizes an individual who has made substantial contributions to the science of I/O psychology within 10 years of receiving a terminal graduate degree. Additionally, this award recognizes the quality of Dr. King's research, her impact on the work of students and colleagues, and her stature as a scientist.

# Danielle King

Danielle King earned a PhD in Organizational Psychology in 2018. She is currently an Associate Professor of Psychological Science and Associate Dean of Graduate and Postdoctoral Studies at Rice University.



***Q: What aspects of your work do you think contributed most to this achievement?***

I believe that my work on defining, measuring, and expanding our conceptualization and theories about resilience as well as my work on race and stigma effects in the workplace are what lead to this award. I am honored this work is being valued, especially right now. Ann Marie Ryan taught me so much about rigorous diversity research and Rick DeShon taught me so much about complex motivation theory (which is where I consider resilience to “fit” in IO). Their mentorship during my time at MSU is a major part of why I was able to create my own research lab at Rice University, where I combine the study of these two areas, resilience and stigma, in the workplace.

***Q: Looking back, what is something you wish you had known earlier in your career?***

I wish I had known early-on (and remembered throughout) that the point of graduate school is to learn, not just to perform / accomplish things. Time spent reading, thinking, making connections, and learning from mistakes is not a waste. It is the point. We should resist the urge to skip over the learning part (e.g., reading for classes) to try and get to the performing part (e.g., publishing), but learning is how we become great at performing. I wish I had given myself more space to just learn. I would have been less stressed 😊.

***Q: What skills or experiences from graduate school have been most helpful in your career?***

The experiences I have found most helpful are practicing how to “buckle down” and get things done, learning how to make mistakes and improve from them—lots of journal rejection letters and failing my dissertation proposal the first time gave me chances to hone this skill!—and finding and leaning on my community of support. These skills are critical for me today. Graduate school was challenging, but I am so very grateful for these experiences today.

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## Danielle King

Danielle King earned a PhD in Organizational Psychology in 2018. In 2024, she is currently an Associate Professor and Associate Dean of Graduate and Postdoctoral Studies of the Psychology Science at Rice University.



***Q: Who did you work with while at MSU, and what were your primary interests? Do you still pursue any of those interests today?***

While at MSU I worked with many faculty members. My primary advisor was Dr. Ann Marie Ryan and I also collaborated with Rick DeShon, Daisy Chang, Kevin Ford, Steve Kozlowski, and Chris Nye on various efforts and projects. In addition to our psychology faculty, I also worked with multiple faculty members who were in the MSU business school at that time, including Russ Johnson, Crystal Farh, John Hollenbeck, and Linn Van Dyne. And some of my very best memories from graduate school are collaborating with my fellow classmates from both programs. I still study many, but not all, of the things we focused on in graduate school, and I fully believe that getting to work with people you enjoy spending time with is a major win.

***Q: What is one piece of advice you have for students?***

Giving only one piece of advice is hard, because good advice should be tailored to the person and situation; but if I had to say one thing to students it would be: find what you are most excited, passionate, and curious about and fiercely pursue (whether in research or practice or something else) that. Working on a topic and/or with a population you care deeply about makes even the hardest days more manageable.

***Q: What are some of your best memories at MSU?***

Some of my best memories are grabbing coffee and working late with my cohort-mates in our shared office spaces, heading to Main street and beyond for good food – especially the amazing Indian food in Lansing, going to Dublin (local bar) to hang out with friends, and sitting in brown bag and soaking up the brilliance of my MSU classmates and faculty members.

## Interview with an Alum: Josh Pearman

Josh Pearman earned a PhD in Organizational Psychology in 2025. In 2024, Josh interned at Roblox before joining the company as a People Scientist after graduation.



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

In general, my role as People Scientist involves conducting applied research on AI in the workplace. This includes conducting observational research on how SWEs use AI-assisted coding tools to identify relevant KSAOs, running internal experiments to test the vulnerability of our game-based assessments to AI, and evaluating an internally developed AI tool to gather employee work outputs and assist with writing performance management materials. I would say that a lot of my work is about applying I-O expertise to emerging technologies, and then in turn thinking about how these technologies can impact I-O work of the future.

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

Throughout graduate school, a lot of my research experience has involved thinking about technology and measurement. Early on, I worked on a NASA project studying the impact of communication delay on coordination in multi-team systems (e.g., between Mission Control and the astronauts). I acquired techniques like natural language processing to understand the sentiment of how teams communicated with each other through chatlogs. I also analyzed logs of user behaviors in a virtual environment to develop a measure of what we call collective attention (i.e., the extent to which team members are thinking about the same thing at the same time). That project shaped my interest in studying psychological constructs and processes using unobtrusive and novel technology, which directly impacted my later research and applied career.

### ***Q: What is your fondest memory at MSU?***

Probably the moments of community, ranging from Dr. Chang's famous thanksgiving dinners to building PCs with other graduate students. I transferred to MSU shortly after the pandemic, and after all the social distancing I was very grateful for the many friendships I made while at MSU.

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## Josh Pearman

Josh Pearman earned a PhD in Organizational Psychology in 2025. In 2024, Josh interned at Roblox before joining the company as a People Scientist after graduation.



***Q: How has MSU prepared you for your job?***

I benefited from a lot while at MSU, such as various research opportunities or the Applied Skills practicum taught by Dr. Ford and Dr. Ryan. I would say that the biggest way MSU prepared me is their model of independent research. Although I worked on the same couple grants throughout graduate school, I also had the freedom to collaborate with multiple faculty and other graduate students. For example, one of my projects with Dr. Nye involves identifying clusters of constructs using LLM embeddings. This was my first exposure to researching I-O applications of LLMs, which directly led to my current job. This model also motivated me to independently pursue collaborations with other graduate students, ranging from putting together Future of Work panels with Rachael Pyram to measuring real-time teamwork behaviors in game environments with Daniel Griffin. My day to day work at Roblox still involves being a highly independent researcher, while also collaborating with others to solve complex technical problems. In that sense, my day-to-day work at Roblox looks quite similar to my time at MSU.

***Q: What advice do you have for current students seeking an applied role like yours?***

My two recommendations would be develop the rigorous scientific thinking and substantive I-O expertise, and then experiment with new technologies to figure out how work might change in the future. I anticipate that future I-O work is already shifting to figuring out how to apply our expertise to these new technologies. In LLM enterprise applications, industries are rolling out many new AI-powered tools, but can struggle to identify the problem these tools are solving or how to evaluate their effectiveness. Therefore, skills such as experimental thinking, statistics, qualitative methods, and domain expertise are all likely to become even more critical. Similarly, more familiarity with how these tools work and their surrounding research will be informative. A clear example is the topic of AI evaluation, which often involves benchmarking LLM performance on a domain. This is a topic that would benefit from more I-O expertise, and is needed to measure and improve the usefulness of AI systems.

## Interview with an Alum: Nathan Baker

Nathan Baker earned a PhD in Organizational Psychology in 2025. Upon graduation, Nathan joined the psychology department at Wright State University as an Assistant Professor.



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

I'm a tenure-track Assistant Professor of Psychology at Wright State University in Ohio. We have a combined human factors-industrial organizational psychology PhD, so I work with graduate students and fellow faculty spanning both of those domains. In addition to a heavy research focus, I've begun supervising new PhD students, and finished developing my own course for the next few years.

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

One key experience for me was actually realizing that I did not like the nature of in-house consulting via an internship I did. I was planning on going into applied work despite the people who knew me best telling me I would enjoy the academic role more. I finally realized this after interning and was able to re-prioritize. Beyond this, the experiences I got the most out of were highly involved research projects, like the dissertation and other work (e.g., a meta-analysis) where I had to figure things out on my own and adapt over time. I learned a lot about how to handle challenges and manage projects from these experiences.

### ***Q: How has MSU prepared you for your job?***

I really felt able to hit the ground running. There was no specific part of my role I didn't come out of grad school feeling comfortable approaching. Specifically, I had all the research experience to continue my work, and I had the opportunity to learn some basic mentoring skills from working with more junior graduate students and undergraduates at MSU. In general, as long as you seek out opportunities actively, you also get the teaching experiences you need. In an academic role, adjusting to the administrative side of your job (e.g., faculty meetings, etc.) is a bit of a transition, but as long as you understand people and organizations, you can adjust quite quickly.

Continued on the next page...

## Interview with an Alum (cont'd):

# Nathan Baker

Nathan Baker earned a PhD in Organizational Psychology in 2025. Upon graduation, Nathan joined the psychology department at Wright State University as an Assistant Professor.



### ***Q: What advice do you have for current students seeking an academic role like yours?***

Having been on both the interviewee side, and now the interviewer side, as we've expanded our department, I've come to realize a few things about how the process works. If you want to have the best possible shot on the job market, you need to first look good on paper and then interview well.

Looking good on paper comes down to if you fit with what they are looking and what they infer from your CV. Many departments are looking for something that complements their department in a certain way. For example, maybe they don't have a 'hot' topic like leadership that would appeal to grad student applicants and they need someone to fill that role. Maybe they have a strong quant focus and want someone who can support that. Whatever it is, this influences decisions a lot. You have to try to argue you fit well through statements and how you present your research stream. Additionally, this is one reason to apply to many places if possible, because subjective fit decisions on the part of the hiring committee often leads you to not be selected for an interview.

They are also looking for the most impressive researchers (in the case of R1/R2 universities) that are in their candidate pool. If 3 other people have 1st author pubs in good journals and you don't, they will likely talk to those people first. Sometimes you cannot do a ton about this (I got that kind of pub right after getting the job, not before) but if you still have time, I recommend focusing your efforts to publish 1 or 2 good papers rather than trying to do a lot of different projects in a supporting capacity.

As far as interviewing, my sense is that a lot more weight than you'd expect goes into the job talk and then simple chats with other faculty. You have to convince them that you'd be a pleasure to work alongside and that you'd help them make their program a success. Your job talk also fuels a lot of their assumptions regarding your teaching ability, as well as skills related to analytics. Getting the right level of detail is crucial - go too in depth and you'll lose some of the audience but keeping it basic will make some assume you don't know the details in the first place.

### ***Q: What is your fondest memory at MSU?***

This might be an odd choice for favorite memory but here goes - my wife and I had our first kid in grad school and I was incredibly worried about the job market, finishing on time, and balancing family obligations. Early on in my last year, I really felt like I'd hit a wall and Daisy helped talk me through it and help me understand how far I'd come through grad school and that I really was ready for my next steps. Sometimes those rough moments in graduate school end up being things you look back on for how meaningful they were and how they helped you evolve.

# Granger Nursing Learning Center Tour



This semester, the MSU Organizational Psychology program continued its tradition of off-site visits for our brownbag series. In February, we had the opportunity to visit Michigan State University's Granger Nursing Learning Center.

Members of the Granger Nursing center provided a tour of their facility, including a preview of their realistic simulation rooms that mimic real-world hospitals and patient rooms. The simulation lab, along with their realistic training mannequins and high-fidelity equipment, ensure that MSU's nursing students have access to high quality training and are equipped to improve health outcomes in their communities.

## Faculty Spotlight: Dr. Quinetta Roberson



**In 2025, Dr. Quinetta Roberson was appointed the Editor-in-Chief of the *Academy of Management Journal*. Below, she provides an account of her experiences thus far.**

As Editor-in-Chief of *Academy of Management Journal*, I often say that it is both an incredible privilege and, at times, a second full-time job. AMJ receives approximately 1,800 manuscripts annually, and I read each submission—along with its cover letter – to either make a desk decision or assign it to one of our Deputy Editors. On average, that means I am processing roughly 8–10 papers a day.

Fortunately, I am supported by an outstanding editorial team of 29 people, including four Deputy Editors, 22 Associate Editors, a Managing Editor, and an Editorial Assistant. While the team handles the majority of manuscripts, I remain closely involved. For example, I handle submissions from members of the editorial team to avoid conflicts of interest, and I occasionally step in when a Deputy Editor has a conflict.

Beyond manuscript processing, I oversee administrative responsibilities. such as selecting tables of contents for each issue and managing the journal budget, coordinate our annual editorial team retreat (in addition to all of the Journal activities at the Academy of Management meeting, such as our editorial review board meeting and publishing in AMJ workshop), and engage in regular strategic conversations with the editors of the other Academy journals. And, of course, there are always unexpected issues that arise and require attention.

A particularly rewarding part of the role involves our outreach efforts. These include AMJ Radio Live podcasts and interviews, where I plan content and help secure guests for our exceptional team of PhD student community, as well as a wide range of paper development workshops. Since our editorial team began in July 2025, we have hosted workshops at the African Academy of Management, Western Academy of Management (Santa Fe), Sapienza University of Rome, and the AOM Community Accelerator Program (in Sarajevo and Kazakhstan), in addition to virtual sessions led by our research methods team.

In terms of what has surprised me most, I would point to both the breadth and diversity of scholars who are interested in publishing in AMJ – across geographies, career stages, disciplines, and professional roles. While such diversity is exciting, it also contributes to the volume of submissions and our relatively high rejection rate (50%), as many authors are still learning what constitutes a strong fit with the journal. Part of this reflects what a colleague at another journal aptly called the “hidden curriculum” of publishing, or the more nuanced, often tacit work involved in preparing a manuscript for submission. This includes determining the appropriate journal, “setting the hook” to clearly convey the novelty and theoretical importance of a research question, and effectively interpreting and responding to reviewer feedback. These are not always formally taught, yet they are critical to successful publishing.

At the same time, I continue to be inspired by the dedication of our reviewer community, including ERB members who have served the journal for decades, and encouraged by the growing synergies and collaborative opportunities across journals. To further advance research capacity within the field, I am especially excited that we will be expanding our reviewer development initiatives, with the goal of making these implicit aspects of the process more visible, accessible, and actionable for scholars around the world. Along these lines, you’ll also see from my FTE that my vision to make the journal more inclusive in terms of the topics and voices that are heard within the journal.

## Project Spotlight: Strada Education Foundation



Dr. Kevin Hoff is currently working on a grant with the Strada Education Foundation with projects related to *Career Guidance*, *Technology*, and *the Future of Work*. This grant funds our postdoctoral fellow, Dr. Layla Dang, and in collaboration with Dr. Tara Behrend, this research team has several ongoing research projects that examine how new technologies (e.g., Virtual Reality and AI) can improve career guidance and training tools. Keep reading for an interview with Kevin about project updates!

**Q: What is the current stage of the project?**

We are in the year 2 of the two-year grant.

**Q: What excites you most about the project?**

In one of our main projects, we created a website that provides personalized career guidance to people using a whole-person fit assessment approach (based on Liu, Hoff et al., 2025; *Journal of Applied Psychology*). Our assessments are unique in that we incorporate 6 major domains when estimating fit with careers, including vocational interests, personality traits, work values, skills, knowledge, and life goals/circumstances. Importantly, our web platform will be free and publicly accessible, so anyone can use it. Our research will also examine career-related outcomes of using the website, especially among community college students who more often lack access to personalized career fit assessments.

**Q: What drew you to this project?**

I have worked on a few projects with O\*NET, including some validation work on the O\*NET Interest Profiler. Although the Interest Profiler is a useful starting place for millions of people each year, it is limited in that it only focuses on vocational interest fit. In reality, there are many different ways in which you can show good or bad fit with a job—and interests are just one of them. So, I wanted to create a more integrative set of fit assessments that connect to a broader array of O\*NET variables than just 6 RIASEC interests.

**Q: Any additional information you would like to share?**

We are just about ready to share the link to our career guidance website, and perhaps when this newsletter comes out, it will be ready to test out (so feel free to contact me if interested).

# Recent Publications

- Quigley, N., Meloche, A., & **Roberson, Q.** (In press) Neurodiverse work teams: Linking individual variation to team-level processes and effectiveness. *Organizational Psychology Review*.
- K. Y., Pan, L., Hsieh, H.-H., & **Li, H.-F.** (in press). Control Yourself! Linking Impulse-Control Demands to Production Deviance: The Role of Burnout and Health-Specific Leadership. *European Management Journal*.
- Baker, N., **Scott, W., Nye, C. D.**, Chernsyshenko, O.S., **Park, H. W.**, & Omari, C. (In press). When, who, and for what: A meta-analysis of personality and leadership relationships. *Journal of Applied Psychology*.
- Carter, D., Lungeanu, A., Pearman, J., **Carter, N. T., Bauer, L.**, Pendergraft, J., Landon, L., Shuffler, M., DeChurch, L., & Contractor, N. (2026). Collective attention in virtual teams: A pathway for mitigating communication delays. *Personnel Psychology*, 0, 1-31.
- Schimmelpfennig, R., Elbæk, C., Mitkidis, P., Singh, A., & **Roberson, Q. M.** (2025). The ‘WEIRDEST’ organizations in the world? Assessing the lack of sample diversity in organizational research. *Journal of Management*, 51(6), 2460-2487.
- Lacerenza, C. N., Marlow, S. L., **Weinberger, C.**, & Carter, D. R. (2025). Missing Team Dynamics? An Integrative Review of Research on Team Development Over Time. *Journal of Management*, 01492063251395670.
- Lawrence-Thomas, N., King, E., Dawson, J., **Silver, E. R.**, Hebl, M., Argueta-Rivera, J., Myeong, H., & Stewart, D. (2025). Economic trajectories of women: The relationship between abortion and women’s salary growth. *Journal of Applied Psychology*, (Advance online publication).
- **Nye, C. D.**, & Wee, S. (2025). Do general mental ability and narrow abilities predict counterproductive work behavior? In R. Dalal, S. Lim, J. Jensen, *Handbook of Counterproductive Work Behavior* (pp. 298-316).

# Alumni Photo



Alumni Mike Morrison, JingJing Ma, and Sarena Bhatia in Hong Kong.

**Show 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 picture that illustrates your current projects, gatherings with other MSU alumni, or personal and 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)