

MSU OP Alumni Newsletter

Spring 2022



We are excited to be working in the office together again as we begin to emerge from the pandemic. We also recently conducted a deep clean of the offices, which included emptying closets with boxes full of old research materials – some dated as early as 2003!

New and Retiring Faculty

Our program will be welcoming three new faculty in Fall 2022: Dorothy Carter, Nathan Carter, and Kevin Hoff. See pages 2-4 for introductions to our new faculty! In addition, longtime faculty Rick DeShon retired in January (p. 6).

SIOP 2022

We hope to see familiar faces at SIOP in Seattle this April! Check out a list of our student and faculty presentations on pages 8-10 and see page 12 for details about an informal gathering we are planning for our alumni and current students/faculty.

Student Updates

5th year students Caitlin Briggs and Sergio Marquez give dissertation progress updates, discuss their future plans, and reflect on their time at MSU on p. 5. Also, check out p. 7 to learn more about Jenna Van Fossen's international study experience in Münster, Germany!

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



New Faculty Introduction: Dorothy Carter

We are excited to welcome Dorothy Carter to our program as a new Associate Professor of Organizational Psychology! Dorothy received her PhD in I-O psychology from the Georgia Institute of Technology. Dorothy's research includes team and multiteam system effectiveness, leadership, social network analysis, and much more. You can learn more about her LINC lab [here](#). She is the Principal Investigator of grants awarded by NSF, NASA, and the US Army Research Institute. In 2019 she was the inaugural recipient of the "Rising Star" in Leadership Research Award from the Academy of Management's Network of Leadership Scholars. This award honors a junior scholar who is already making a significant contribution to the field of leadership. She has also received several Outstanding Teaching Awards from the University of Georgia, where she has been since 2015.



How would you describe your area of research?

My research is focused on phenomena like leadership, shared cognition, and team composition, that have a key impact on whether people work together effectively as part of a team. I'm interested in a variety of things, but all with the same core question: "We know teams don't always perform up to their potential—why not, and how can we help improve team functioning?"

What in particular are you excited to work on at MSU?

I'm excited to meet all of the people at MSU in person, especially the students and faculty in the psychology department! I have a lot of projects that are ongoing in my lab and they are all moving up MSU. For example, the two graduate students that are moving with me to MSU (Emily Gerkin and Joshua Pearman) and I are working on a multi-institutional project funded by the Army Research Institute (ARI). The goal of the project is to better understand team composition issues in an Army context. However, ARI challenged our team to "move teams research outdoors" – out of the laboratory and into physical space. So, our multi-institutional research team has built a complex task requiring 5-person teams to do things in physical space that parallel the types of activities soldiers might tackle—including building structures, moving objects, identifying enemy threats, assembling themselves into team formations, etc. For this project we have already reserved the basketball courts at MSU and we will be capturing data using audio, video, and Bluetooth sensors as well as more traditional surveys.

What do you enjoy doing in your free time?

Right now, my free time is spent playing with our one-year-old daughter, Sophia! Nathan and I also enjoy traveling and cooking.

Are you excited about related to the East Lansing area?

We are excited to explore; I've never been to East Lansing. It seems like there are a lot of great restaurants and we are excited to take Sophia to the kids' science center.

Kevin Hoff

We are excited to welcome Kevin Hoff to our program as a new Assistant Professor of Organizational Psychology! Kevin received his PhD in I-O psychology from the University of Illinois at Urbana-Champaign, along with a Master's in educational psychology and a Bachelor's in earth systems and environmental science. Kevin's research focuses on individual differences, career development, and the future of work. He has worked with the World Bank and the National Center for O*NET Development to develop and evaluate interest assessments and other career exploration tools. Kevin was also recently awarded the 2021 Bruce and Jane Walsh Grant in Memory of John Holland through the American Psychological Foundation. Kevin is joining us from the University of Houston, where he has been since 2019.



How do you describe your area of research?

I am especially interested in two topics: (a) how career interests and personality traits develop and change across the lifespan, and (b) how the world of work is changing due to technology and automation.

What in particular are you excited to work on at MSU?

I'm looking forward to collaborating on projects related to the future of work and applications of technology in personnel selection.

What do you enjoy doing in your free time?

I like hiking, biking, camping, and anything outdoors. I am also a big sports fan (especially Chicago teams).

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

Outdoor activities and Michigan State sports!

New Faculty Introduction: Nathan Carter

We are excited to welcome Nathan Carter to our program as a new Associate Professor of Organizational Psychology! Nathan received his PhD in I-O psychology from Bowling Green State University and is joining us from the University of Georgia, where he has been since 2012. Nathan's research spans individual differences, research methods, and decision-making.



How do you describe your area of research?

Primarily I am interested in how individual differences like personality and attitudes influence behavior, especially with regard to work. To that end I utilize and conduct primary research on psychometric and statistical methods that can add clarity to what is both philosophically and practically a very difficult thing to study. In addition, I am interested in decision-making on both the employer and employee sides of work, and the history of our field. But the bottom line is I just generally like studying how people work, and often use my statistical expertise to allow me to dip my toes into a variety of areas like neuroscience, and psychedelics research.

What excites you about joining our Organizational psychology program?

Definitely the people. I met Ann Marie when I had a poster at the MSU cross-cultural psychology symposium in probably 2008 and I still remember how kind and encouraging she was; that was a big deal for me because in fact the work I was presenting was mostly modeled off (read as followed step by step) some articles she (co)wrote and I really looked up to her (and still do!). It is so exciting to call her and so many other people I've considered giants in the field "colleagues," and having known most for several years I had the security in knowing they are great people, too. Each and every one are names that have always caught my eye in any table of contents.

What do you enjoy doing in your free time?

I love history generally, but for the past few years learning about the historical role of brewing beer in society and actually applying historical brewing techniques. It is fascinating that what had to be an accident (likely leaving grain in the rain; and then someone was willing to drink it!) ended up playing a primary role (perhaps only second to bread) in humans settling down and building civilizations. There is a lot to learn about human organization and work from that history.

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

A lot! We have a one-year-old and there are so many things for her to do to get into science, arts, sports or wherever things take her, and I am excited for her to grow up a Michigander (as are some of my favorite people!). I love college towns and remember East Lansing fondly from my visits while living in Bowling Green, OH.

Is there anything else that you would like to share with alumni?

I am very excited to have the honor of becoming a part of this program. My own career has been helped multiple times by people with close ties to MSU (alumni, faculty, etc), and I hope to be a positive force in its future. I look forward to meeting and getting to know more alumni, hopefully at SIOP 2023!

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.



Caitlin Q. Briggs

Dissertation Topic: Companies have increasingly asked employees to share experiences or “stories” of bias (e.g., in “listening sessions” or discussion groups), but does this translate to better diversity training outcomes? My dissertation explores how storytelling for diversity training may be theoretically effective. I also examine whether varying individuals’ construal level affects outcomes. I plan to test these relationships using SEM.

Favorite MSU Memory: I had so much fun at our student Halloween parties hosted by Sergio and Nate!

What are You Doing Next?: I plan on going into industry, so I’m currently looking for a full-time position as I am in the last stages of my PhD. I am also open to summer internships that feed into full-time employment. I have internal and external consultant experience from past internships at Jackson National Life and the Office of Personnel Management. Feel free to reach out to me at briggs25@msu.edu (LinkedIn: www.linkedin.com/in/caitlinqbriggs) if you have any openings for entry-level IOs!



Sergio M. Marquez

Dissertation Topic: Emotion regulation research within the organizational sciences has tacitly assumed employees are passive agents at work and that emotion regulation only occurs during discrete interpersonal events (e.g., customer interaction, abusive supervision, conflict), neglecting the role of distal strategies like situation selection and modification. My dissertation seeks to address this issue by proposing that job crafting functions as a form of proactive emotion regulation that helps employees regulate their emotions and manage emotional demands, akin to situation selection and modification. I plan to conduct a latent profile analysis using emotion regulation and job crafting behaviors to uncover profiles that organize these behaviors along approach-avoidance and proactive-reactive dimensions. I hope to show these profiles help explain why research can exhibit both positive and negative outcomes for the same strategy and emphasize the importance of considering these behaviors together, and not in a vacuum.

Favorite MSU Memory: I’ll miss hosting Halloween parties because we would always demand costumes (at the risk of not being let in)! I’ll also miss the various Michigan related activities, like apple picking and the amazing breweries within Michigan. Mostly, I’ll miss the great company of the faculty and my amazing colleagues at MSU.

What are You Doing Next?: I am currently planning to enter the applied job market. I had the wonderful opportunity to intern at HumRRO some time ago. Their intersection of science and practice were a great fit for me, so my hopes are to pursue a career that similarly embodies this approach. Please reach out to me if you have an entry-level opening you believe is a good fit! My email is marquezs@msu.edu; LinkedIn: <https://www.linkedin.com/in/sergiommarquez/>

Rick DeShon Retires



After 28 years as part of Michigan State's Organizational Psychology Program, Rick DeShon retired this January. Rick came to MSU in 1993 after receiving his PhD from the University of Akron and taught courses on motivation and advanced quantitative methods in the graduate program for many years. As Rick moves on to the next chapter in his life, he noted "I'm leaving as three new exciting, energetic faculty join. The future of the program looks amazing!" Best wishes to Rick in his future endeavors.

International Study



Jenna Van Fossen, a fourth-year student in our program, just started a position as a visiting research assistant at the University of Applied Sciences in Münster, Germany. She is working with Sandy Fisher (a program alum) and Mike Wasserman (a business department alum) at the university. We caught up with her to hear about her trip and work!

How did you get started in this role?

Mike and Sandy were guest speakers in Kevin Ford's class on learning and development that I was taking last year, and they briefly mentioned that they might have an opening for an international student. I was already interested in having an experience working abroad and getting to experience a new setting was even more exciting, given the time. So, I emailed them after the class session and things worked out from there! This is great for me because I was already looking to get some teaching experience.

What are you working on in Münster?

I'll be teaching a course on international human resource management at the university, which is especially exciting because the class is taken by a lot of international students. I also received a small amount of funding through MSU to study relationships between cultural values and change in students' attitudes and outcomes related to virtual learning, and I'll be working on a book chapter on AI and trust with Sandy and Guido Hertel, a professor at another university in Münster. And of course, I'll be busy working on my dissertation proposal!

What have you enjoyed so far about Germany?

Münster is a beautiful city! It's the biking capital of Germany, and there are bikes everywhere. Where the city walls used to be there's now the promenade, a biking and walking path and green space and some sculptures in a ring around the entire city center. Something else really cool is that local farmers have contactless vending machines set up on their properties where people can go and buy fresh dairy products and produce. There's so much more that I could talk about, but for one last thing, I've really been enjoying all of the chocolate bars here!

SIOP 2022 MSU OP Presentations

This year's conference will no doubt showcase a variety of interesting and insightful work, some of which was conducted by MSU's own graduate students and faculty! Keep an eye out for the following presentations at SIOP this April! Current students and faculty names are bolded.

SYMPOSIA

State Vocational Interests, Outcomes, and Predictors of Variation

Jacob C. Bradburn, **Ann Marie Ryan**

Thursday, April 28, 2022, from 1:00 PM to 1:50 PM, Room 608

Social Mechanisms of Leadership Emergence: A Computational Evaluation of Leadership
Network Structures

Daniel Griffin

Friday, April 29, 2022, from 10:30 AM to 11:50 AM, Room 608

Personality and P-E Fit: The Potential Contribution of Machine Learning to Prediction

Jacob C. Bradburn, **Christopher D. Nye**, Dan J. Putka, Anthony S. Boyce, Nicholas R. Martin,
Fabian Elizondo, Richard Justenhoven

Thursday, April 28, 2022, from 12:00 PM to 12:50 PM, Room 608

Clarifying the Utility of Machine Learning

Josh Prasad, **Ajay Somaraju**, **Christopher D. Nye**, T. Sun

Thursday, April 28, 2022, from 12:00 PM to 12:50 PM, Room 608

Examining Moderator Effects on the Relationship between Interests and Satisfaction

Christopher D. Nye and Danielle M. Gardner

Thursday, April 28, 2022, from 10:30 AM to 11:50 AM, Room 602-603

A Large-Scale Investigation of Gender, Ethnicity, and Educational Differences in Interest Fit

Alexis Victoria Hanna, Michael L. Morris, Kisha S. Jones, **Kevin Hoff**, **Christopher D. Nye**,
James Rounds

Thursday, April 28, 2022, from 2:30 PM to 3:50 PM, Room 612

Whole-person career assessment: Integrating fit using interests, values, skills, knowledge, and
personality.

Kevin Hoff, Zihan Liu, Chu Chu, James Rounds, Fred Oswald

Friday, April 29, 2022, from 4:00 PM to 4:50 PM, Room 613-614

Interest-Ability Profiles: A Within-Person Approach to Intellectual Investment

William Hyland, **Kevin Hoff**, James Rounds

Thursday, April 28, 2022, from 10:30 AM to 11:50 AM, Room 602-603

SYMPOSIA (cont.)

Interest in context: Using Work Tasks to Measure Vocational Interests

Alexis Hanna, **Kevin Hoff**, James Rounds

Thursday, April 28, 2022, from 1:00 PM to 1:50 PM, Room 608

What do RIASEC Inventories Measure? Investigating Convergence and Content Validity

Chu Chu, **Kevin Hoff**, Wie Ming Jonathan Phan, Mary Russell, James Rounds

Thursday, April 28, 2022, from 1:00 PM to 1:50 PM, Room 608

“Too Strong:” Effects of the Strong Black Woman Stereotype on Supervisor Perceptions of Black Women with Depression.

Arturia Melson-Silimon, Jorge Lumberas, Rose LeFevre-Levy, **Nathan T. Carter**

Friday, April 29, 2022, from 1:00 PM to 1:50 PM, Room 602-603

Intersectional Microaggressions at Work: Scale Development and Construct Validation

Rebecca Harmata, Arturia Melson-Silimon, Jorge Lumberas, **Nathan T. Carter**

Friday, April 29, 2022, from 12:00 PM to 12:50 PM, Room 613-614

Capturing the Dynamic Nature of Code-switching among Black Workers.

Arturia Melson-Silimon, Jorge Lumberas, Melissa Robertson, Aspen Robinson, **Nathan T. Carter**

Friday, April 29, 2022, from 12:00 PM to 12:50 PM, Room 613-614

A Person-Centered Exploration of the HEXACO Personality Measure and Work-Related Outcomes

Rebecca Harmata, Jeffrey Conte, **Nathan T. Carter**

Friday, April 29, 2022, from 2:30 PM to 3:50 PM, Room 618-619

Revealing the ‘Real’ Strategic Leadership Network to Senior Leaders: Benefits and Challenges

Kristin Cullen-Lester, **Dorothy R. Carter**, Pol Solanelles, Justin Jones, Stephanie Wormington

Thursday, April 28, 2022, from 12:00 PM to 12:50 PM, Zoom

Alternative Session

Examining Factors that Influence How Engaging in Diversity Work is Valued

Lauren A. Collier-Spruel, **Ann Marie Ryan**

Thursday, April 28, 2022, 8:00 AM, Ballroom 6A

POSTERS

(all poster presentations take place in Exhibit Hall 4B)

Leadership and Gender: What Happens if We Actually Measure Behavior Incongruence?

Connor Eichenauer, Ann Marie Ryan

Saturday, April 30, 2022 from 9:30 AM to 10:20 AM

Foreign Accent Bias in Hiring Evaluations

Connor Eichenauer, William Scott, Ann Marie Ryan, Nikhil Awasty

Saturday, April 30, 2022 from 9:30 AM to 10:20 AM

The Case for Organizational Ethicality: Implications for Employee Behaviors

Rachael Pyram, Jenna Van Fossen, Ajay Somaraju

Thursday, April 28, 2022 from 9:00 AM to 9:50 AM

Discrimination in the Hiring of Immigrants: A Complex Interaction

Jo M. Alanis, Ann Marie Ryan

Saturday, April 30, 2022 from 9:30 AM to 10:20 AM

Explaining the Gender Pay Gap through Vocational Interest Fit

Jo M. Alanis, Danielle M. Gardner, Christopher D. Nye

Saturday, April 30, 2022 from 9:30 AM to 10:20 AM

Both Sides of the Ageism Spectrum Affect Perceived Voice and Competence

Caitlin Q. Briggs, Jo M. Alanis, Ann Marie Ryan, and Xiaoqin Yan

Saturday, April 30, 2022 @ 9:30 AM to 10:20 AM

Health and work goal compatibility for platform-based gig workers during COVID-19

Sergio M. Marquez, Jo M. Alanis, & Jenna Van Fossen

Friday, April 29, 2022, from 8:00 AM to 8:50 AM

Comparing boundary management congruence in heterosexual and LGB employees

Danielle M. Gardner, Ann Marie Ryan

Friday, April 29, 2022, from 12:00 PM to 12:50 PM

How to Best Measure Interest Fit? A Large Study Comparing Fit Methods and Moderators

Kenneth Eduardo Granillo-Velasquez, Hannah Nelson, **Kevin Hoff**, Michael Morris, Fred

Oswald, Alexis Hanna

Friday, April 29, 2022, from 1:00 PM to 1:50 PM

POSTERS (cont.)

(all poster presentations take place in Exhibit Hall 4B)

The Occupational Skills Knowledge Inventory: Measure Development Study

Kalifa Thomas, Zihan Liu, **Kevin Hoff**, Chu Chu, Fred Oswald

Friday, April 29, 2022, from 1:00 PM to 1:50 PM

Personality and Boundary Management Preferences

Rose LeFevre-Levy, **Nathan T. Carter**

Saturday, April 30, 2022, from 8:30 AM to 9:20 AM

NASA critical incidents reveal the nature of spaceflight multiteam system adaptation

Jacob Pendergraft, **Dorothy R. Carter**, Marissa Shuffler, **Joshua Pearman**

Friday, April 29, 2022, from 2:30 PM to 3:20 PM

Project RED: Learning to lead multiteam systems

Emily Gerkin, **Dorothy R. Carter**, Leslie DeChurch, **Joshua Pearman**

Friday, April 29, 2022, from 2:30 PM to 3:20 PM

Video presentation of anti-racism grant work (Virtual)

Performative Gesture or Genuinely Supportive: The Impact of Workplace Responses to the Racial Injustice Movement on Employees.

Lauren A. Collier-Spruel, **Ann Marie Ryan**

Ignite Session

New Innovations and Advancements in Personality Assessment

Kevin Hoff and 17 additional panelists

Friday, April 29, 2022, from 9:00 AM to 9:50 AM, Ballroom 6C

Panel Discussion

Is it Imposter Syndrome? Navigating Grad Student Mental Health and Neurodivergence

Nathan T. Carter and 7 additional panelists

Thursday, April 28, 2022, from 2:30 PM to 3:50 PM, Zoom

News and Announcements

Recent publications

- Chris Nye had a paper on vocational interests accepted at *Annual Review of Organizational Psychology and Organizational Behavior*.
- Kevin Ford and Jenna Van Fossen had a paper accepted at *Human Dimensions of Wildlife* on transformational change.
- Kevin Ford had a paper accepted at *Human Resource Development Quarterly* on transfer of hybrid training.

Other news

- Rachael Pyram was featured on the MSU Women and Minorities in the Physical Sciences “Journeys of Scientists” podcast.

SIOP 2022 Informal Reunion

On Thursday, April 28, we will be hosting an informal gathering for alumni of our program from 5:00 to 7:00 PM local time at The Nest Rooftop Bar in downtown Seattle (located on top of the Thompson Seattle hotel at 110 Stewart St., a 10-minute walk from the SIOP convention center). We hope to see you there! RSVPs are appreciated (but not necessary) to ryan@msu.edu.

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. So give us the scoop! 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