GW IO ALUM WINS SIOP DISTINGUISHED EARLY CAREER AWARD

Jeffrey Cucina graduated with his Ph.D. from GW’s IO Psychology Ph.D. program in 2006. In 2015, Dr. Cucina was recognized by SIOP as winner of the distinguished early career contributions award for practice. Way to go, Jeff!

His SIOP award noted that “in a few short years, Dr. Cucina has impressed colleagues with his ability to discern important applied research issues and to translate them into workable hypotheses, well-planned research designs, and meaningful outcomes. A persistent theme in his research and practice has been concern for the valid measurement of candidate attributes and employee attitudes, which has led to a well-deserved reputation as a skilled developer of assessments. His applied research has substantially contributed to the development and scoring of personality tests and the issue of faking within these measures. He has been instrumental in championing and defending the validity of assessment batteries within federal agencies. Another significant contribution has been directing Customs and Border Protection’s Entry Level Video Based Testing (VBT) program, which is a high fidelity alternative to traditional approaches of measuring interpersonal skills such as structured interviews and situational judgment tests.”

The award notice goes on to note that as a result of his award-winning VBT work he is seen as a leader, particularly among IO psychologists working in the federal government. In addition to his government work, Jeff has taken on the role of SIOP historian, spearheading SIOP’s time capsule project and continuing SIOP’s Living History Series. He has 128 publications, presentations, and technical reports. In his spare time, Jeff enjoys watching movies, trying new restaurants, setting up his new house, watching Formula One, and — best of all, he says — spending time with his wife.

MOSEL AWARD

Congratulations to Kaitlin Thomas who is this year’s Mosel Award for Research Creativity recipient for her dissertation proposal entitled, “Understanding women’s experiences of sexism in the modern workplace.” Her dissertation examines the differential effects of overt and subtle sexism on women’s career and psychological outcomes, proposing that in some cases subtle sexism may have stronger effects than more overt sexism. Kaitlin's work also presents an innovative model that examines whether internal psychological buffers such as resilience and subjective appraisal operate differently for subtle and overt sexism. She has completed data collection, and we look forward to hearing about the results later this year.

Congratulations, Kaitlin!
Lauren Lanzo (left) grew up in Baltimore, Maryland, and earned her B.S. in Psychology in 2012 from the College of Charleston. Following graduation she moved to Greenville, N.C. to get a master’s degree in I/O psychology at East Carolina University in 2015. She has a wide variety of research interests but is mostly interested in women in the workplace, incivility, stress and employee well-being. She has started working with Dr. Lynn Offermann on the women leaders project as well as the diversity and teams project. Lauren loves to paint, play tennis and is currently learning how to sail. She also loves cheering for the Baltimore Orioles and Ravens!

Emily Heller (right) is originally from Mendham, N.J. She attended Bucknell University in Lewisburg, Pennsylvania, and received her B.A. in psychology and political science in 2015. Her research interests include generational differences in the workplace, best practices for managerial transitions and comparing collaborative versus competitive corporate team models. She is starting work with Dr. David Costanza’s research team this fall. In her free time she enjoys baking, running, traveling, and occasionally watching really bad reality television!

David Tomczak (left) grew up in the suburban areas of Detroit, Michigan and graduated from Grand Valley State University in Allendale, Michigan with a Bachelor’s degree in psychology. While attending GVSU, he was initially drawn to the I/O field by theories of leadership and motivation, specifically how management styles may relate to employee engagement and intrinsic motivation. His interests now sprawl amongst several topics including person-environment fit, occupational health psychology, and corporate social responsibility and he has started in Dr. Tara Behrend’s research group. Additionally, Dave is a craft beer connoisseur and home-brewer, as well as a concert junkie. He also enjoys reading and writing poetry and non-fiction whenever he has free time.

GET READY FOR SIOP 2016!!

Registration Opens In Late December 2015
GW IO faculty and students contributed 20 different posters/symposia to this year’s SIOP conference in Philadelphia! It wasn’t all work, though: We had a wonderful social night at Banks & Bourbon with many of our alumni in attendance. Everyone’s tired but optimistic about all the 2016 submissions that went out early in September. We hope to see many of you next year in Anaheim.
RECENT PUBLICATIONS & PRESENTATIONS

*Indicates student author


DISSERTATION DEFENSES & PROPOSALS

Congratulations to Garett Howardson and Jessica (Deares) Jenkins for successfully defending their dissertations.

Dr. Howardson’s work was titled, “Within-learner affective changes and relationships with skill learning.” He examined the role of affective changes in skill learning, and found that reciprocal patterns of change in approach and avoid affect were most conducive to learning.

Dr. Jenkins dissertation was titled, “Antecedents and consequences of rater goals in the performance appraisal process.” Her work examined how target performance and organizational citizenship behaviors impact a rater’s goals in appraisal and found that both of these had a positive impact on the raters aim to motivate the target.

Congratulations to Kaitlin Thomas for successfully defending her dissertation proposal! Kaitlin’s proposal was entitled “Understanding women’s experience of sexism in the modern workplace.” Her work won this year’s Mosel Award as described one page 1.

Way to go Garett, Jess, and Kaitlin!
**Student Summer Updates**

**Nikki Blacksmith** worked on the ARI grant focused on survival analysis with Dr. Costanza. In addition she worked with Dr. Behrend on a grant from the Columbian College Facilitating Fund.

**Meredith Coats** worked at OPM this summer while continuing on several projects with Dr. Costanza and Dr. Offermann.

**Garett Howardson** worked at the Army Research Institute and completed his dissertation.

**Ryan Horn** worked in the Fors Mars Group.

**Sam Kaminsky** was hired by Jet Blue and is making progress on his dissertation proposal.

**Jamie Severt** worked for the Army Research Institute and is analyzing dissertation data on leader behavior and team processes in high school sports teams.

**Lindsey Smith** worked at the GW Office of Survey Research and Analysis.

**Kaitlin Thomas** continued to work on her dissertation while learning the ropes at her new job. (See next page.)

**Jon Willford** worked at MetaBUS and also on Dr. Behrend’s project with HHS.

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**Dr. Behrend awarded tenure and promotion!**

We were all sure it would happen (except maybe Tara at times), but it’s great when it finally does! Congratulations to **Tara Behrend**, former Assistant Professor of IO Psychology on being promoted to Associate Professor with tenure as of this past June. As one of her recommenders phrased it, “Dr. Behrend is an outstanding researcher, sought after collaborator, and effective mentor. She provides expertise on both theoretical and methodological issues.” Or as another said, “Much of her work is seminal and undoubtedly lays the groundwork for future research that will further guide the practice of I/O psychology.” Recognition well deserved!

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**Grants & Other Recognitions**

**Dr. David Costanza** continues with his grant from ARI which focuses on survival analysis as a technique for improving understanding of leader development and officer and enlisted personnel issues.

**Dr. Lynn Offermann** is in the final year of her grant from the Society for Human Resource Management (SHRM) to study women and leadership careers. She was also recently awarded a CCAS Dean’s Research Chair, freeing her from teaching responsibilities this fall, leading into her Spring 2016 sabbatical.

**Dr. Tara Behrend** was awarded a grant from the U.S. Department of Health and Human Services to work on Federal hiring reform.

**Dr. Tara Behrend** is working hard as APA Program Chair for Division 14 (SIOP) for the 2016 conference in Denver. **Dr. Lynn Offermann** continues in her role on the Executive Committee of the Gender and Diversity in Organizations (GDO) Division of the Academy of Management.
JOBS, JOBS, JOBS

The job market continues to be favorable for GW students and alums, with two recent alums and two students currently working on dissertations accepting full-time jobs in IO psychology.

Garett Howardson defended his dissertation just in time to start his new job as an assistant professor of psychology at Hofstra University in Hempstead, Long Island, N.Y. Welcome to academia, Garett!

Mike Karim has become a teleworker, taking a job as a senior researcher with Fors Marsh Group. He now lives in northern California.

Kaitlin Thomas is still working on her dissertation while starting a new job at Riot Games in California. She is quickly learning about the brave new world of video games and the personnel issues of those who develop and run them.

Sam Kaminsky had been an intern at Jet Blue in N.Y, and has now been promoted into a full time job as an analyst in People Assessment. He, too, continues to work on his dissertation.

FALL ‘WELCOME BACK’ PARTY AT TONIC

All work and no play is a recipe for burnout! To keep our perspective, IO faculty and students held their annual fall get-together at Tonic to get acquainted with the new students and reacquainted with old friends. Stay tuned for information on the annual holiday party — we’re hoping to see a lot of alumni returning to celebrate with us!

This was the first of more regular planned Happy Hours, which will be held after RDS sessions, about once a month. We’re calling them “Super Fridays” - hope you can join us for one or more. See the RDS schedule on the next page for dates.
NEW THIS FALL ... PROSEMINARS

Graduate school takes some getting used to, including learning the ropes and balancing classes and research. To help our new students better acclimate to their new environment, the faculty have developed a new ProSeminar Series of talks to precede RDS sessions for first-year students. Dr. Behrend kicked off the first session with a great discussion on what grad school is all about — getting into the right mindset, expectations about classes and participation, and challenges. Dr. Offermann will guide the group on the next discussion on “Research 101” - how to best work with an advisor, get involved with research and publication, and authorship decisions. Dr. Costanza will pick up in November, talking about the GW community and how to contribute. Future sessions will cover ethics and professional development. We hope to use the ProSem to better smooth the students’ entries into professional life and be able to provide even more support for their development.

DR. MO WANG ADDRESSES STUDENTS AND FACULTY

Dr. Mo Wang, Professor of Management at the University of Florida, Associate Editor of the Journal of Applied Psychology, and current Director of the Science of Organizations program at the National Science Foundation gave an address to students and faculty at part of our RDS series on March 27. He shared the results of a study examining whether new organizational members adopt patterns of work-related risky behaviors from existing members - in this case, heavy drinking in the service of developing client relationships. Dr. Wang also went to lunch with doctoral students, sharing tips on publishing and submitting grants.

RESEARCH DISCUSSION SERIES FALL 2015 SCHEDULE

September 11th—I/O Faculty share their current research projects
October 16th—Dr. Jessica Badger, Army Research Institute
November 13th—Dr. Gonzalo Ferro, Securities & Exchange Commission

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