**INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY**

**SOUTHWESTERN UNIVERSITY**

**WASHINGTON, DC**

**SPRING 2014 NEWSLETTER**

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**CONGRATULATIONS ON RECENT ACHIEVEMENTS!**

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**DISSERTATION DEFENSES**

Congratulations to **Jessica Badger** for successfully defending her dissertation, *“The Formative Nature of Person-Environment Fit,”* which investigates whether person-environment fit is reflective or formative and how this conceptualization affects the prediction of outcomes. The results of a survey of current employees from a variety of organizations indicate that fit should be treated as a formative construct. These findings suggest that multiple aspects of people and the environment should be considered in order to gain a complete understanding of person-environment fit.

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**SECOND YEAR PROJECTS**

Congratulations to **Kaitlin Thomas** for completing her second year project titled, *“Gender Composition in Work Teams: A Balancing Act.”* This study examined the impact of team gender composition on individual perceptions of inclusion, cohesion, trust, and conflict, and external ratings of team performance. Men and women reported the most positive reactions in gender-balanced teams and the least positive reactions in same-gender-predominant teams. Team performance did not differ by team composition.

Congratulations to **Samuel Kaminsky** for completing his second year project titled, *“Career Choice & Calling: Integrating Calling & Social Cognitive Career Theory.”* This study examined the extent to which a sense of calling affected career choice attitudes. Results suggest that calling provides unique predictive power beyond self-efficacy for career outcome expectations, interests, and goals. His study improves our understanding of career choice attitudes and provides an improved framework for practitioners to draw on when mentoring students or developing career support programs.

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**NEW CAREER OPPORTUNITIES**

**Allison Brown Yost** recently started working at Marriott International Headquarters (Bethesda, MD) in their Talent Management Analytics and Solutions group. She serves as an internal consultant, providing HR analytics, program evaluation, test validation, and other applied research services to HR decision-makers.

**Kaitlin Thomas** was recently offered a fellowship at the Consortium Research Fellows Program! She will be stationed at the Army Research Institute for the Behavioral & Social Sciences worksite in Fort Belvoir, VA. They conduct research aimed at solving Army problems in performance, training, and retention.

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Howardson, G. N. (2014, May). Publically available, archival datasets. In S. L. Fisher & K. A. Orvis (Chairs), *Beyond the subject pool: Creative sampling methods in I-O psychology research.* *Panel discussion to be held at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.*


Karim, M. N. (2014, May). In S. L. Fisher & K. A. Orvis (Chairs), Beyond the subject pool: Creative sampling methods in I-O psychology research. *Panel discussion to be held at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.*


Dr. David Costanza was recently interviewed by The Wall Street Journal and The Washington Post about the psychological and organizational impacts of furloughs on federal workers and agencies. The Post also wrote a follow-up piece about the field of I-O Psychology. In addition, he recently participated in meetings with Congressional staff on Capitol Hill about the furloughs and their effects.


Dr. Tara Behrend’s project, “Opportunity Structures for Preparation and Inspiration (OSPrI),” which aims to understand and model the operations of STEM-focused schools, was recently highlighted in an article on GWU’s Columbian College of Arts & Sciences website.

“Understanding and Cultivating STEM-Focused Education,” *GW Arts & Sciences Magazine*, Dec 1, 2013

A research project that will be presented at SIOP, conducted by Kaitlin R. Thomas, Lynn R. Offermann, and Lindsey N. Smith, was highlighted in recent news articles. Additionally, it was picked up by ABC Affiliates on several radio stations around the country.


“Work Teams Work Better When Balanced with Men and Women,” *KMBZ Kansas City 98.1 FM*, Jan 17, 2014


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**FIRST ANNUAL I–O STUDENT NEW YEAR’S BRUNCH CELEBRATION!**

The doctoral students often become so busy, it’s hard to spend any time outside the lab together. This year, they began a new tradition of holding a student brunch before the spring semester starts to enjoy each other’s company sans journal articles and data analysis (not that they don’t love all their I-O psychology work too)!

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**CONGRATULATIONS TO THE NEWLYWEDS, PADEN AND MEREDITH COATS!**
**RECENT PUBLICATIONS & PRESENTATIONS**


*Bold indicates student or I-O alumni publication or presentation.*
**RESEARCH UPDATES!**

**WAVE LAB**

A lot is going on in the WAVE lab! Both graduate members and undergraduate members are currently collecting data for several student-led projects related to computer-mediated interviews, electronic monitoring, and many other exciting topics investigating the psychological implications of the digitally connected workplace. Members of the WAVE Lab are also working with several industry partners on projects related to e-learning and technology career development/retention. Dr. Tara Behrend, WAVE Lab Director, will be talking about these projects and more in her invited APS talk in May. Be sure to check out the new WAVE lab website: wave-lab.org (pictured on the right)!

**DR. COSTANZA’S LAB**

Dr. David Costanza’s research team is focusing on three streams of research: leadership, organizational culture, and generations. Through his work at ARI, Dr. Costanza and colleagues are developing a model of high potential leadership. Empirical studies testing aspects of the model will soon be underway! The generational meta-analysis completed last year has received positive reviews and a number of citations already. The team will soon submit another piece on generations for publication and is also wrapping up a very interesting, but complex project on adaptive organizational cultures. Several other projects are on the horizon, as the team will soon be working with the FAA on generational and career research and has written a grant to the Army to research survival analysis. Fingers crossed!

**Dr. Tara Behrend and Nikki Blacksmith** are working on a project with Dr. Reeshad Dalal and his doctoral student, Mengmeng Zhu from GMU, along with Dr. Theodore Hayes, GWU adjunct faculty. A team of 10 IRB-approved undergraduates are helping put materials together (pictured above) and proctoring data collecting sessions. The team will begin collecting data from over 400 student organizations at GWU. Thanks to our RAs: Tyler Bond, Collette Byers, Samantha Dubrow, Victoria Harding, Sonja Manning, Nicholas Mervosh, Lily Philben, Jessica Toth, Alexandra Wakim, and Maya Warburg for all your hard work this past year!

**DR. OFFERMANN’S LAB**

Dr. Lynn Offermann’s research team is busy collecting data as part of her grant from the Society for Human Resource Management. The grant focuses on the career paths of high potential women college student leaders from 1985, and almost 100 of them have already responded to the survey—a response rate of about 50%! Preliminary analyses are showing that achievement styles reported in 1985 are predictive of both career satisfaction and occupational success (including salary) 28 years later! The team is now collecting data from a control sample of GWU alumni from that same time period and in-depth interviews will begin over the summer.

In addition to working on women and leadership, team members have been working with colleagues in GWU’s School of Business on projects dealing with team virtuality. Studying project teams who can choose how to communicate, the research team is examining choices of face-to-face vs. virtual communication and the implications of those choices for project success.
Dr. Tara Behrend traveled to Cape Town, South Africa where she met with University of Cape Town faculty to discuss the Global Organisation for Humanitarian Work Psychology (GOHWP). Dr. Behrend is an Executive Board member for this organization (details can be found here: gohwp.org/). Additionally, Dr. Behrend is looking for students to join and write columns for the GOHWP newsletter and blog. Interested students can contact her at behrend@gwu.edu.

While in Cape Town, Dr. Behrend also gave a plenary talk at the International Conference on Information and Communication Technologies and Development (ICTD) concerning the ways that I-O can assist in technology and international development efforts. For example, I-O can help in delivering feedback and support to rural community health workers or by assisting in the design of e-employment systems. As a continuation of these efforts, Dr. Behrend will also be speaking about these potential areas of collaboration at an invited session at APS and while chairing an invited panel at APA in August.

Psi Chi Prize

The 2013 winner of the national Psi Chi Prize for Undergraduate Research in Psychology was awarded to GWU senior undergraduate Ignez Renault. Her project, entitled “Workplace Discrimination: We’ve Come A Long Way…Or Have We?” was funded by GWU’s Luther Rice Award under the mentorship of Dr. Offermann. Congratulations, Ignez!

Donor Recognition

The Industrial-Organizational Psychology Program would like to gratefully acknowledge the following generous donors who made a gift to the program from January 1, 2013 – December 31, 2013.

Coca-Cola Foundation, Inc. (Justin De Graaf)*
Raymond Francis Colangelo, MPHIL ’83, Ph.D. ’90
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Lynn R. Offermann**

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Brian Marc Stern, MPHIL ’85, Ph.D. ’87
Susan Pearlman Stern, JD ’83

*Friend
** Faculty/Staff
Although it seems like the students spend 24/7 studying in the lab, they never stop having fun and always make sure the lab is appropriately festive whether it’s Halloween, Christmas, Valentine’s Day, or St. Patrick’s Day!

**PRACTICING WHAT I–O’S PREACH: MAINTAINING A PRODUCTIVE & FUN CULTURE!**

**PRESIDENT EMERITUS TRACHTENBERG SPEAKS TO OSSA!**

The Organizational Sciences Student Association (OSSA) planned an exceptional evening with Stephen Joel Trachtenberg, President Emeritus, University Professor of Public Service, and co-author of *Presidencies Derailed: Why University Leaders Fail and How to Prevent It*. He also shared some personal stories about traveling to Cuba and meeting Ava Gardner!

**RESEARCH DISCUSSION SERIES SPRING 2014 SCHEDULE**

Feb 28: **Kaitlin Thomas** will present on “Gender composition in work teams: A balancing act”

Mar 21: **Michael Karim** will present on “Electronic monitoring and self-regulation: Effects of monitoring purpose on goal choice, feedback perceptions, and learning”

Apr 11: **Garett Howardson** will conduct a workshop, “How R you doing that? A hands-on introduction to R”

May 2: **Dr. Emily Guder** from Federal Management Partners will talk about her work with government agencies
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If your organization would like to become a sponsor, please contact David Costanza at dcostanz@gwu.edu.

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