

INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

SPRING 2021 NEWSLETTER

RECENT RECOGNITIONS

Congratulations go to **David Costanza** for receiving the Distinguished Teaching Contributions Award from SIOP. This award is in recognition of SIOP members who demonstrate a sustained record of excellence in teaching, as revealed by excellence in the classroom or via Web-based teaching, student development, and community service via teaching. The annual award is given to an individual who has sustained experience in a position requiring substantial teaching responsibilities and the recipient of the award is given a plaque and a cash prize of \$1,500.

David will accept his award at the 2021 SIOP Annual Conference virtually. On Thursday April 15th at 12:30-1:20PM EST, David will provide a brief overview of his teaching and research interests, focusing on how to make I-O Psychology relevant to students. He will also answer questions from the audience and provide insights on what it takes to excite students about I-O. Hope you can tune in to listen!



CONGRATS AHLEAH!

Ahleah Miles was selected to become a member of the GWU chapter of the Edward Alexander Bouchet Graduate Honor Society. The selection committee chose Ahleah due to her academic achievements and her promise as a scholar and advocate for those who have been traditionally underrepresented in the academy.

Ahleah Miles is a Ph.D. candidate in Industrial-Organizational Psychology. Her research interests include career assessment feedback, high potential leadership, and workplace incivility. Ahleah currently works at the GW Office of Survey Research and Analysis where she plans, administers, and compiles results for surveys of the students, faculty, and staff of GW. Ahleah's goals are to continue conducting research in an academic setting, apply the principles of industrial-organizational psychology to higher education, and continue to advocate for women and minorities in educational and professional settings. She will teach her first class, a section of undergrad IO in the Fall.

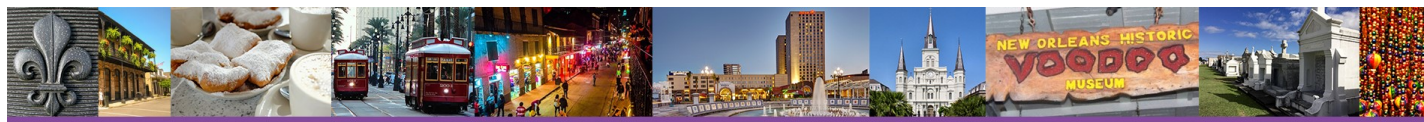
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SIOP 2021 CONFERENCE



The 36th SIOP Annual Conference will be held entirely virtually, offering an expanded schedule of live synchronous sessions, plenaries, workshops, and interactive receptions and breaks, alongside a rich array of asynchronous sessions for convenient on-demand viewing. Presentations by GW faculty and students are listed below.... **Synchronous sessions** are noted below with EST time and date (in conference listing it will be in CST). Look for them, and join in remotely!



Peng, Y., Liu, C., Ma, J., Zhang, W., **Rosenblatt, A.,** & Kasera, A. (2021, April). Psychological health cost of ostracized employees' daily emotional displays. In Liu, C. (Chair). *The political antecedents of workplace ostracism and employees' emotional labor*. Symposium, Friday 4:30-5:50 EST.

Peng, Y., Liu, C., Su, S., & **Rosenblatt, A.** (2021, April). A longitudinal examination of professional isolation during the COVID-19 pandemic. In R. Saef, (Chair) & X. Hu (Co-chair). *The implications of COVID-19 related job demands for occupational health*. Symposium.

Costanza, D.P. (2021, April). IGNITE Session: Hot topics for the future of work: The future (age diverse) workforce. Friday, 12:30-1:20

Harvey, T. J., Offermann, L. R., & Pitcher, B. D. (2021, April). *Balancing work, family, and academics: Graduate students and COVID-19*. Poster.

Ravid, D. M., Tomczak, D. L., White, J. C., & Behrend, T. S (2021, April). An incubator for electronic performance monitoring and work privacy research. Alternative session.

Salvas, A.L., Hill, N.S., **Offermann, L.R.,** & **Romero, M.R.** (2021, April). Virtual communication in science research teams: Strategies for improvement. In L.R. Offermann (co-chair) & N.S. Hill (co-chair). *Enhancing virtual collaboration in multi-disciplinary science research teams*. Alternative session, Thursday 2:30-3:20 EST.

PTCMW CONSULTING CHALLENGE

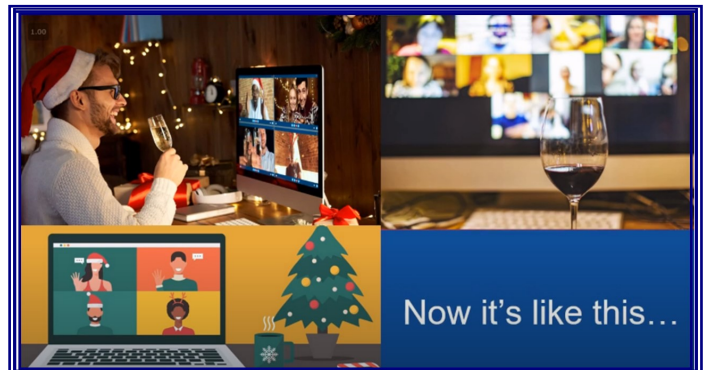
Congrats to those students that participated in the 2020 PTCMW Consulting Challenge. Special congratulations to **Abbey Salvas**, whose team finished 3rd in the contest, as well as **Chelsea Riccardi**, whose team took home first place.

Participants were uniquely involved in a virtual version of the annual PTCMW Graduate Student Consulting Challenge. The participants were tasked with a request for proposal from the sponsor, Amazon, and collaborated with fellow I-O graduate students from across the country to craft a written proposal and presentation. The request involved a need for a selection solution for hiring a large number of seasonal warehouse employees in a way that was cost-effective, enjoyable for candidates, and mindful of diversity and inclusion.



2020 HOLIDAY PARTY

Each year, the Organizational Sciences family of faculty, staff, students, and alumni get together at the end of the Fall semester to relax, enjoy, and celebrate the upcoming holidays as a community. Although the once-in-a-century COVID-19 pandemic has caused tremendous disruptions and distress to our professional and personal lives, we have managed to stay sane and adjusted to a "new normal" to the best of our ability. Despite the "quarantine," we have managed to stay connected in unprecedented ways, with the boundaries between our private and public spaces more blurry than ever before. History will remember 2020, and so will we. To celebrate our resilience and adaptability in this extraordinary year, we replaced the traditional end-of-year holiday party with a Virtual Celebration that showcased the numerous ways in which our faculty, staff, students, and alumni continued to have fun, keep healthy, stay engaged, and thrive during these trying times.



UPCOMING RESEARCH DISCUSSION SERIES

Research discussion series are a chance for current students, faculty, and guests to hear from fellow researchers and practitioners about I/O-related research and projects.

Contact yishengpeng@gwu.edu if you'd like to join us remotely and he can send you a link!

Dr. Hanyi (Haylee) Min, January 22

Based on event system theory, Dr. Min presented research investigating the influences of stay-at-home orders and COVID-19 case counts on the trajectories of the public's emotions toward working from home. Using a deep learning technique, the US public's daily emotions associated with working from home were extracted from 1.56 million Tweets. Results indicated that stay-at-home orders were related to both immediate and longitudinal effects on the public's emotion trajectories. Daily new COVID-19 case counts did not significantly change the emotion trajectories. Dr. Min is an assistant professor at the University of Central Florida.

Dr. Shirley Ross, February 26, noon EST (see interview on page 6)

Dr. Ross is a senior behavioral/social scientist with the RAND Corporation, who works primarily with the Department of Defense. She is also an alumnus of the Industrial/Organizational Psychology Ph.D. program at GWU. Her presentation focused on the types of positions she has held throughout her career and the take-aways she has found important for success. She also discussed a large, multi-year national security project she led and how education and experience can help us to prepare for such challenges despite their complexities and strain on our skills and abilities.

Taniya Harvey and Brad Pitcher, March 26, noon EST

Taniya and Brad will be discussing their second-year projects. Taniya's presentation will focus on the racial discrimination that African American workers experience. In particular, her study looked at the reasoning concerning why these workers choose to stay with their organizations and how the discrimination influences their work behavior and attitudes. Taniya presented her work at SIOP 2020.

Brad's presentation will focus on his project entitled, "Development of a Scale to Measure Willingness to Perform Dirty Work," which is set to be presented at the 2021 SIOP Conference with Dr. Tara Behrend as co-author.

Dr. Jeff Proulx, April 30

Meet new OSC faculty member, Dr. Jeff Proulx! He is currently an assistant professor in the Organizational Sciences and Communication department here at GW. He studied at Michigan State University and the University of Illinois at Urbana-Champaign. His areas of expertise include evolutionary theory, computational methods, and organizational communication.

NEW PUBLICATIONS

Arnold, G., & Costanza, D. (2021). Designating high potentials: What we know and what we don't. *Organizational Dynamics*. <https://doi.org/10.1016/j.orgdyn.2021.100826>

Auer, E. M., Behrend, T. S., Collmus, A. B., Landers, R. N., & **Miles, A. F.** (2021). Pay for performance, satisfaction and retention in longitudinal crowdsourced research. *PLOS ONE*, 16(1). doi:10.1371/journal.pone.0245460

*Ma, J., & **Peng, Y.**, Wu, B. (in press). Challenging or hindering? The roles of goal orientation and cognitive appraisal in the stressor-performance relationship. *Journal of Organizational Behavior*.

Minnen, M. E., Mitropoulos, T., **Rosenblatt, A. K.**, & Calderwood, C. (2020). The incessant inbox: Evaluating the relevance of after-hours e-mail characteristics for work-related rumination and well-being. *Stress and Health: Journal of the International Society for the Investigation of Stress*. <https://doi-org.proxygw.wrlc.org/10.1002/smi.2999>

Offermann, L.R., Lanzo* L. A., Foley*, K. O., & Harvey,* T. J. (2020). College women leaders, 1985-2015: Achievement motivation across generations, *Journal of Managerial Psychology*, 36 (1), 89-117.

Peng, Y., Xu, X., *Ma, J., & Zhang, W. (2020). It matters! Emotion regulation strategy use moderates the relationship between abusive supervision and supervisor-directed deviance. *Occupational Health Science*, 4, 471–491.

Peng, Y., & Salter, N. (2021). Workplace ostracism among gender, age, and LGBTQ minorities, and people with disabilities. In C. Liu & J. Ma (Eds.), *Workplace ostracism: Its nature, antecedents, and consequences* (pp.233-268). Cham, Switzerland: Palgrave Macmillan.

Ravid, D. M., White, J. C., & Behrend, T.S. (in press). Implications of COVID-19 for privacy at work. *Industrial and Organizational Psychology: Perspectives on Science and Practice (IOP)*.

RECENT RECOGNITIONS

Herman Aguinis, PhD, Professor of Management and Professor of Industrial and Organizational Psychology (by courtesy) at The George Washington University has been honored with the Distinguished Scientific Contributions Award from the Society for Industrial and Organizational Psychology (SIOP). The annual award is given in recognition of a lifetime of outstanding contributions to the science of industrial and organizational psychology.



Dr. Aguinis's work has created new research agendas, shaped existing ones, and changed the conversation in many I-O Psychology domains. Examples include corporate social responsibility, star performers and the distribution of performance, test bias and fairness, interaction effects, performance management and appraisal, selection and placement, training and development, and several methodological issues including meta-analysis, multilevel research, ethics in research, bridging micro and macro domains, outliers, control variables, and research transparency and trustworthiness. A common denominator of his entire scholarship production is that his "life agenda is to have an impact on the academic community, but also on society at large."

ALUMNI INTERVIEW: DR. SHIRLEY ROSS

CCAS MPhil 1988, Ph.D. 1990

What does your current role at the RAND corporation entail?

I am a Principle Investigator and Senior Scientist. RAND has an Air Force FFRDC (a federally-funded research and development corporation), as well as FFRDCs for the Army and OSD, and I have worked primarily, although not exclusively, with the Air Force FFRDC. The FFRDC entity is an important distinction, in that we do not compete for our R&D work. The Air Force has a certain amount of money set aside each year for its important R&D efforts, and the priorities change from year to year, and we work those priorities. As a PI, I choose and assemble my team, taking into account the various skills sets (academic discipline; statisticians or modelers; those with specific content knowledge (manpower, survey research, selection, etc.); and then build out a mix of senior researcher talent and junior talent. It is a responsibility of the PIs to develop junior talent, of course. One of the approaches I believe in is taking my junior folks along when we brief or confer with the General Officers at the Pentagon, and I encourage learning as much as possible about the Air Force, OSD, or whomever the client is. Writing skills are extremely important at RAND; all our work goes through internal peer review, as well as external peer review for the final, publishable reports, and as a PI, I am responsible for the quality of both the research and the reports.



What parts of the GWU I/O program best prepared you for the job?

All of it! Research design is critical, as are selection methodologies, survey research methodologies, organization development methodologies, and the firm emphasis on statistics. I have used every single bit of knowledge I acquired in my degree program. As someone who was focused on practitioner work, I firmly believe the emphasis on going out into the workforce, such as at ARI, early on, is a good thing - I believe it sharpens the student's understanding of what he or she is learning, and why the academic content is important.

What guidance do you have for current students, especially those interested in pursuing an applied career?

Take those internships. Take a variety of courses. Build as broad of a base as you can of skills and methodologies - it is too early to specialize, and you don't know what you don't know until you are further along in your career. There is so much versatility in the I/O degree, so you don't know where you will end up, or what may interest you in 10 or 12 years from now. So prepare yourself to be able to go in multiple directions!

GW's BICENTENNIAL



The George Washington University's bicentennial is an incredible, historic milestone. February 9, 2021 is officially the 200th anniversary of when the United States Congress established our university's charter in 1821. Our bicentennial also kicks off an eight-month long celebration for those all around the world who love GW. While we may not all be together in person, we are a strong community—perhaps never more so than during these challenging times.

Together, we will recognize GW's generations of progress and how GW leaders helped create a top comprehensive, global research university in the heart of our nation's capital, reflecting on "Only at GW" experiences and sharing the many stories of those who got us here—and the many more of you who are building our future together.

Happy Bicentennial, GW. Here's to many centuries more. Raise High!

GW's bicentennial celebration has also been celebrated and recognized by several political leaders, including former president James Carter and current president Joseph R. Biden. Washington D.C. Mayor Muriel Bowser has also proclaimed February 9th as "George Washington University Day" in the district.

#GW200

Show your bicentennial spirit and share your memories and accomplishments on social media. To take part in our bicentennial events and to share your favorite GW memory, please visit bicentennial.gwu.edu. Use the hashtag #GW200 to link your posts with this global celebration.

Every donor is important to our program's mission!

To make a gift to the I/O Psychology Program, you can do so by clicking [here](#). You can also make your gifts over the phone by calling the GW Division of Development and Alumni Relations at 1-844-574-4483. Please be sure to designate your gift to the "I-O Psychology PhD program".

Questions? Email: jbracey@gwu.edu



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