

# SPRING 2022 NEWSLETTER

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## INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

DEPARTMENT OF ORGANIZATIONAL SCIENCES & COMMUNICATION



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**THE GEORGE  
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WASHINGTON, DC

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## RECENT ACCOMPLISHMENTS



**Dr. David Costanza** received a 2021 Distinguished Teaching Contributions Award from the Society for Industrial and Organizational Psychology. Dr. Costanza helped develop and create the organizational sciences department at GW, and plays an integral role in our IO program. Teaching courses at both the undergraduate and graduate levels, he won this award for his dedication and success helping students understand content that is both theoretically and practically important in a thorough and supportive way.

Finkelstein, Costanza, and Goodwin (2018) was nominated as one of the twenty most important articles published in our field in the last 5 years among I-O professionals. Additionally, Rudolph et al. (2020) received a 2021 *Journal of Business and Psychology* Editors Commendation for excellence an honor only awards to 13 of upwards of the 1,000 articles submitted within the year.

Finkelstein, L. M., Costanza, D. P., & Goodwin, G. F. (2018). Do your high potentials have potential? The impact of individual differences and designation on leader success. *Personnel Psychology*, 71(1), 3-22.

Rudolph, C. W., Rauvola, R. S., Costanza, D. P., & Zacher, H. (2020). Generations and generational differences: Debunking myths in organizational science and practice. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-020-09715-2>.

On March 29<sup>th</sup>, **Kira Foley** successfully defended her dissertation entitled “Inclusion from Afar: The Impact of Virtual Work on the Effects of Inclusive Leadership.”

Abstract: “Today, organizations operate in a global context where leaders are challenged by increasing demographic diversity in the workforce and more reliance on communication technologies and virtual work arrangements. The purpose of this dissertation is to understand how virtual work environments help or hinder inclusive leaders to promote performance and reduce discrimination. Results from an online questionnaire suggest the ability of inclusive leadership to improve performance is impeded by some but not all aspects of virtual work. For example, inclusive leadership is most effective for improving follower task performance and helping behavior when leaders and followers work from the same location (e.g., in the same office) but is not impacted by the overall extent to which leaders and followers rely on technology to communicate. In addition, both inclusive leadership and workgroup inclusion were unrelated to workgroup discrimination. Taken together, these findings provide novel implications for future research on the role of virtuality in workplace inclusion and the impact of inclusion on discrimination. They also offer insight into the extent to which organizations should consider the impact of virtual work arrangements on diversity, equity, and inclusion strategies.”



**CONGRATULATIONS, DR. KIRA FOLEY!**

## SIOP 2022

The annual Society for Industrial Psychology Conference is set to be held in a hybrid format. Virtual events begin the week of April 19th and even more in-person in Seattle, Washington April 27-30, 2022 at the Washington State Convention Center (soon-to-be renamed the Seattle Convention Center) and Sheraton Grand Seattle. Content will be available held synchronously and asynchronously online.

Many current students and faculty will be presenting and would love your support at any of the following sessions:

Cheng, S. K. (Co-Chair), **Ravid, D. M.** (Co-Chair), Bromley, T., Collier-Spruel, L., Lee, S. A., Wright, K., Young, C. (2022). How do I get an internship? Tips and considerations for I-O graduate students [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Crawford, A. (Co-Chair), Toaddy, S. (Co-Chair), Carr, S., Crensil, J., Hernandez, J., Hohmann, S., **Miles, A.**, Roman, J., Shockley, K., & Tuason, J. (2022). The work we've already done towards a jobless future [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Morales, N. A., Hughes, E. R., **Foley, K. O.**, & Shaughnessy, S. P. (2022). Must be fit to fit in the U.S. Army: Military-specific themes in Soldier-Unit fit. In *Unique approaches to fit: Expanding the nomological network of person-environment fit [Symposium]*. The Society for Industrial and Organizational Psychology 2022 Conference.

**Peng, Y. & Rosenblatt, A. K.** (2022, April). The age-related effect of task interdependence on knowledge sharing through generativity needs satisfaction. *Transferring knowledge in the workplace: Why employees choose to hide knowledge. [Symposium]* The Society for Industrial and Organizational Psychology, Seattle, WA.

**Salvas, A.L., Offermann, L.R., & Romero, M. R.** (2022, April). Experiences of harassment and burnout in LGBTQ physicians [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

**Ravid, D. M., Costanza, D. P., & Romero, M R.** (2022, April). Generations revisited: A meta-analysis and qualitative investigation. Presentation at the Society for Industrial and Organizational Psychology, Seattle, WA.



**HOPE TO SEE YOU THERE!**

## RESEARCH DISCUSSION SERIES



**May 6th 12:00 p.m. (ET) - available virtually**

Please join us on May 6<sup>th</sup> to welcome **Dr. Dorothy R. Carter** Associate Professor in the Industrial-Organizational Psychology program at the University of Georgia. **Contact Dr. Peng ([yishengpeng@gwu.edu](mailto:yishengpeng@gwu.edu)) for Zoom link.**

Her research focuses on leadership and teamwork in organizations. Dr. Carter is the director of the Leadership, Innovation, Networks, and Collaboration (LINC) Laboratory at UGA. The LINC lab seeks to uncover the factors that enable teams and larger collectives to tackle complex challenges in contexts such as the military, medicine, scientific collaboration, and long-duration space exploration.

*Earlier in the semester we had the distinct pleasure of hosting two esteemed I-O researchers.*

**Dr. Bernardo M. Ferdman** presented his work on the systems perspective of the role of leadership in building inclusive organizations.

A scholar and university professor from 1986 to 2017, Dr. Ferdman is now the founder and Principal of Ferdman Consulting. His expertise and interests lie in diversity and inclusion, social identity, organization development, inclusive leadership, cross-cultural management/leadership, and Latinos and Latinas in the workplace.

In his words, “inclusive leadership—a key element in truly bringing inclusion to life—is a core foundation for workplaces that prioritize diversity and equity.” This presentation explored (1) what inclusive leadership is, (2) how it can be sustainable and support DEI across the organization, and (3) how leaders can leverage their roles to bring inclusion to life, modeling and fostering it for others.



**Dr. Mindy Shoss** presented her research on the future of work, specifically on the research question of whether job insecurity makes people work harder?

Dr. Mindy Shoss is an Associate Professor in the Department of Psychology at University of Central Florida, a Fellow of the Society for Industrial-Organizational Psychology, & a Fellow of Global Labor Organization. Her research focuses on the changing nature of work and has significantly expanded our understanding of well-being and work behaviors in the broader context.



The question of how job insecurity impacts work performance has been the source of much debate. This talk presented recent studies aimed at understanding (a) the types of strategies employees might pursue to secure their jobs, (b) the conditions under which individuals are motivated to secure their jobs, and (c) whether these strategies are successful at reducing perceptions of job insecurity. Overall, these studies suggest that job insecurity is associated with greater strategic behaviors when employees are facing proximal threats to their jobs; however, these efforts are rarely in the best interest of organizations.

## NOTABLE ALUMNI NEWS

GW IO PhD Alumna **Marcia J. Avedon** was recently elected a Fellow of SIOP, SIOP's highest membership designation. She is the current executive vice president and chief human resources, marketing and communications officer of Trane Technologies. Prior to her current position, Marcia served as senior vice president of human resources, communications and corporate affairs for Ingersoll Rand. She has also held leadership roles at Merck & Co., Honeywell, Anheuser-Busch Companies and Booz Allen Hamilton. With more than 30 years of experience in various areas including organizational development, corporate social responsibility and talent management, Marcia has led an impressive career and we are proud of this great accomplishment!



## GW LEADERSHIP NEWS



Following the December 2021 retirement of GW President Thomas LeBlanc, GW selected Dr. Mark S. Wrighton as interim president as of January 1, 2022. Dr. Wrighton brings a wealth of experience to the position, as former chancellor of Washington University in St. Louis for 24 years. Dr. Wrighton, a chemist and former recipient of the MacArthur Prize, has indicated a willingness to serve as interim president for up to 18 months as GW searches for a new president. His goal is to put GW on a path of increased influence and contribution as GW enters its third century. Residing at F Street House, you might see Dr. Wrighton walking his dog Spike around campus sometime.

In other GW leadership news, Dr. Wrighton named Dr. Christopher Alan Bracey as permanent GW Provost. Dr. Bracey had served as interim provost since June 2021. Dr. Bracey has been on the GW Law faculty since 2008, and is an expert in the field of U.S. race relations, individual and civil rights, and criminal procedure. Dr. Bracey is the administration representative on a new 12-member task force on shared governance.



## ADDITIONAL 2022 PUBLICATIONS AND PRESENTATIONS

**Foley, K. O.**, Hughes, E. R., & Darrow, J. B. (2022). *Ethical leadership in Army companies: Investigating the impact of climate strength*. (ARI Technical Report 1403). Fort Belvoir, VA: U.S. Army Research Institute for Behavioral and Social Sciences. <https://apps.dtic.mil/sti/pdfs/AD1159602.pdf>

**Foley, K. O., Offermann, L. R., Salvas, A.L., & Seo, C.** (2022, August). *The impact of team racial versus personality diversity over time* [Poster]. American Psychological Association Annual Conference, Minneapolis, MN, United States.

Liu, C., **Peng, Y.**, & Rubenstein, K. (in press). Challenge job demands, time-based work-family conflict, and family well-being outcomes: The moderating effect of conscientiousness. *International Journal of Stress Management*.

**Offermann, L. R.** (2021). In memoriam: Edwin P. Hollander (1927-2020). *American Psychologist*, 76 (7), 1202.

**Peng, Y.**, Min, H., **Rosenblatt, A. K.** (In press). Psychometric evaluation of age discrimination measures using classic test and item response theories. *Work, Aging and Retirement*.

**Ravid, D. M.**, White, J. C., **Tomczak, D. L.**, **Miles, A.F.**, & Behrend, T. S. (in press) A meta-analysis of the effects of electronic performance monitoring on work outcomes. *Personnel Psychology*.

**Salvi, S. E., Ravid, D. M., and Costanza D. P.** (2022). Generational differences and generational identity at work. *Age and Work: Advances in Theory, Methods, and Practice* (C. Rudolph & H. Zacher, Eds.). Routledge. ISBN 9780367545536.

White J. C., **Ravid D. M.**, Siderits I. O., & Behrend, T. S. (2022) An urgent call for I-O psychologists to produce timelier technology research (focal article). *Industrial and Organizational Psychology*.

## WELCOME TIFFANY BISBEY!

Starting at the end of August, I/O faculty will welcome our fourth full time faculty member: Tiffany Bisbey. The soon-to-be Dr. Bisbey earned her bachelor's degree with a major in psychology and minor in business administration from the University of Central Florida. She went on to earn her master's degree in Industrial Organizational Psychology from the University of Houston. Currently, Tiffany is completing her PhD in Industrial/Organizational Psychology at Rice University working with Dr. Eduardo Salas.

Tiffany's primary areas of research interests include teamwork and team effectiveness, training and employee development, as well as high-risk work environments. She has worked as a Training and Systems Division intern at the Naval Air Warfare Center's Aircraft Division in Orlando, Florida, and as a research associate at the Department of Human Systems Integration at the Institute for Simulation and Training.

Tiffany is looking forward to having the opportunity to continue pursuing her research interests and working with students and colleagues at GW. She will be teaching the graduate Training and Performance Appraisal class this Fall, along with graduate Personnel Testing and Selection and undergraduate Teams classes in Spring. We will have more on Dr. Bisbey in next Fall's newsletter.



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If you donate via our web site at any time, please make sure you indicate "I-O Psychology Ph.D. program" for your donation.

*If your organization would like to become a sponsor, please contact David Costanza at [dcostanz@gwu.edu](mailto:dcostanz@gwu.edu).*



### 2021-22 Newsletter Editors

Alexa Rosenblatt, Madison Romero

[www.gwu.edu/~orgsci](http://www.gwu.edu/~orgsci)

THE GEORGE WASHINGTON UNIVERSITY  
DEPARTMENT OF ORGANIZATIONAL SCIENCES & COMMUNICATION  
600 21ST STREET  
WASHINGTON DC, 20052

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