

## **WE HAVE A NEW FACULTY MEMBER!**

As announced in our last issue, the IO program is excited to introduce our newest I/O faculty member, **Yisheng Peng!** Dr. Peng specializes in the aging workforce, stress, workplace mistreatment and proactive work behavior. Turn to page 7 of this issue for an interview with Dr. Peng.

## **CONGRATULATIONS DR. OFFERMANN!**

In summer 2019, IO Professor **Lynn Offermann**, and **Sharon Hill**, associate professor of management, joined the Clinical and Translational Science Institute at Children's National (CTSI-CN) version 2.0 as co-leads of the Team Science module of the grant. CTSI-CN is a large, multimillion-dollar grant from the National Institutes of Health and is a collaboration between GW and Children's National Hospital. Its goal is to ensure that new clinical science discoveries lead to improved public health, with a particular focus on child-health research. A key strategy in accomplishing this goal is to promote multidisciplinary collaborative research. As part of this grant, Drs. Offermann and Hill will contribute their research expertise in the area of teamwork, global virtual collaborative work and leadership. Assisted by first year IO student **Abbey Salvas**, they will be conducting research and developing tools and interventions to improve the effectiveness of the science teams that participate in CTSI-CN.

Drs. Offermann and Hill will lead the team science activities through the remainder of the two years of the current grant and will participate in the submission for the next grant cycle (v3.0). They plan to broaden the scope of the team science contribution in the next cycle to allow for additional research and graduate student funding.

## **COMPREHENSIVE EXAMS**

Congratulations to **Kira Foley**, **Ahleah Miles**, and **Daniel Ravid** for passing their comprehensive exams last spring! They are now currently working on their dissertations.



### **INSIDE THIS ISSUE:**

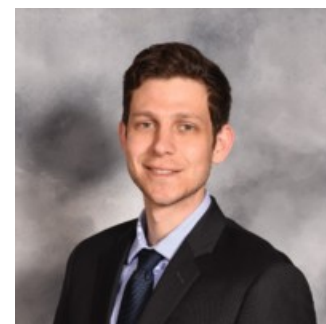
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## MOSEL AWARD

Congratulations to **Lauren Lanzo** and **Daniel Ravid**, this year's winners of the Mosel Award for Research Creativity.



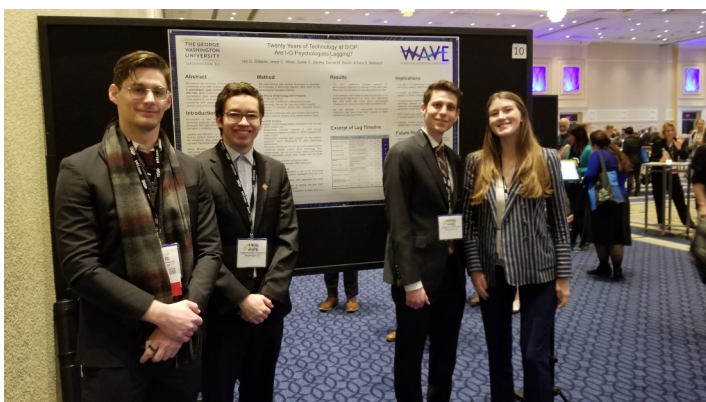
Lauren's dissertation aims at understanding an increasingly popular leadership structure, co-leadership. Through her work with the Army she has developed a theoretical model of what behaviors are involved in effective co-leadership and how their relationship and ability to work together impacts the team they lead. Her research focuses on trainable and actionable co-leadership processes, which can not only benefit the Army through improved training interventions and leader development programs, but can also help inform the broader research on the factors involved in effective and ineffective co-leadership.



Daniel's second year project explored the effects of break time task reminders on psychological detachment and vigilance performance using a latent growth modeling approach. Findings suggested that task reminders during breaks may indeed negatively effect post break vigilance performance as compared to a passive rest break without task reminders, but psychological detachment was not observed as a mediating mechanism for this relationship.



APRIL 4-6 ★ WASHINGTON, DC/NATIONAL HARBOR  
GAYLORD NATIONAL RESORT & CONVENTION CENTER



This year students from the WAVE lab won the **John C. Flanagan Award for Best Student Contribution** at SIOP!

Lauren Lanzo was also awarded the **George C. Thornton Graduate Scholarship** this year. This award is given to doctoral students who epitomize the scientist/practitioner model.

Congratulations to our award winners!



## WELCOME NEW STUDENTS



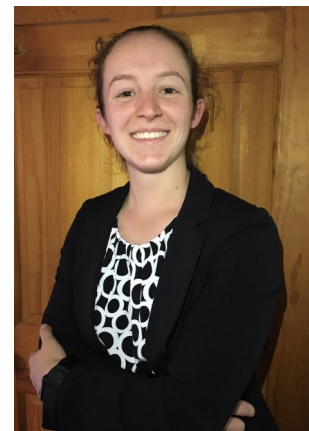
**Jenny Perez** joined the Industrial-Organizational Psychology doctoral program at the George Washington University after graduating from James Madison University in 2019 with a Bachelor of Arts in Psychology and a minor in human resource development. Jenny has had a couple of human resources summer internships, which helped spark her research interests in job satisfaction, employee motivation in the workplace, as well as improving work processes. In her free time, Jenny likes to practice her painting and photography skills.

**Peter Mancarella** joined the Industrial-Organizational Psychology doctoral program at the George Washington University in 2019. He grew up in the suburbs of Rochester, New York, before earning a BA in psychology from SUNY Oswego. Peter's research interests include technology in the workplace, with a specific focus on social media. In his free time, Peter enjoys watching and playing sports, reading non-fiction and traveling.



**Chelsea Riccardi** entered the Industrial-Organizational Psychology program at the George Washington University after receiving her BA in psychology and East Asian studies at Rutgers University. She spent two years teaching English to elementary and junior high school students in Japan where she gained interest on the influences of culture on motivation, leadership and job attitude. In her free time, she enjoys learning new languages and watching dramas from various countries.

**Abbey Salvas** entered the Industrial-Organizational Psychology program at the George Washington University in 2019 after earning her BA in psychology from Stonehill College. Abbey's research interests include leadership and gender. Abbey enjoys reading, fencing and doing yoga in her free time.



## SUMMER UPDATES

**Dave Tomczak** spent his summer continuing work at Aon where he was recently promoted to a full-time role with the Product Solutions team. He works with a global team to design and create content for new assessments, as well as customize and validate existing products for client needs.

**Daniel Ravid** split time working on projects funded by the GW pre-dissertation fellowship and the Columbian College Facilitating Fund. One project is meta-analyzing the EPM literature and the other is exploring the effects of Virtual Reality on individual and group learning.

**Jerod White** began working as a graduate researcher at AGB Search, assisting the organization with a variety of data management and analysis tasks related to their executive search history. Additionally, Jerod continued his consulting work in the area of assessment development.

**Kira Foley** continues her research on ethical leadership in military contexts and intra-individual variability in personality as a research fellow with the U.S. Army Research Institute for Behavioral and Social Sciences. After passing comps over the summer, she has begun work on her dissertation, which focuses on the role of political ideology and ethical leadership in organizational decision-making.

**Lauren Lanzo** recently started a position at Marriott on the Talent Management Analytics and Solutions team and is currently finishing up her dissertation, which examines antecedents and outcomes of co-leader relationship quality in the U.S. Army.

**Grace Arnold** worked at ICF International, Inc. where she worked on developing trainings, facilitating assessment centers, analyzing intervention data and providing theory-backed recommendations for clients.

**Charlotte Wright** spent the summer completing her participation in the BetterUp Pathways to Coaching program. Additionally, she began serving as the Chairman of the Family Council for her family's business.

**Taniya Harvey** interned at Marriott headquarters in their Workforce Engagement and Global Diversity department. She helped create the Teamwork Resource & Inclusion center which focuses on informing associates about Marriott's diversity and inclusion resources.

**Brad Pitcher** interned at Hogan Assessment Systems on their Talent Analytics Team where he performed research for clients to help them integrate Hogan's personality assessments into their selection and leadership development processes. He was also awarded the Mosel Scholarship to continue work on his second-year project and WAVE Lab projects.

**Sarah Salvi** was awarded the Mosel Scholarship to continue research on her second-year project and work with **David Costanza** on two additional research projects surrounding generations in the workplace.

## FALL BRUNCH



Dr. **Tara Behrend** hosted the fall brunch in her faculty residence apartment in District House. Current students and faculty spent a sunny Sunday eating wonderful food and having great discussion.

**Daniel Ravid** and **Lauren Lanzo** were announced as this year's Mosel Award Winners (see page 2).

## NEW UNIVERSITY SEMINAR ON GENDER ISSUES IN ORGANIZATIONS: GW BRIDGE

IO professor **Lynn Offermann** and **Sharon Hill**, associate professor of management, recently received GW funding for an official University Seminar to foster exchange of perspectives across disciplines and promote cross-disciplinary research. The group is interested in advancing scholarship on gender in organizations, and has named itself GW-BRIDGE, standing for “Building Research Interdisciplinary to Develop Gender Equity.” In addition to regular meetings to share research and generate collaborations, the group will use funds to bring in a nationally known speaker in spring 2020 that will be open to the entire GW community. Stay tuned for your invitation! In addition to Dr. Offermann, the GW-Bridge participants from IO include advanced students **Lauren Lanzo**, **Kira Foley**, **Ahleah Miles** and **Taniyia Harvey**, and first year students **Abbey Salvas**, **Jenny Perez** and **Chelsea Riccardi**.

## RESEARCH DISCUSSION SERIES



Dr. **Allison Yost**, PhD '14, is currently working at BetterUp, which is an online coaching platform startup. On October 11, Dr. Yost discussed research that BetterUp Labs conducted on possible interventions to combat feelings of “unbelonging.” Results on effective interventions provided implications for organizations, leaders and also coaches.

On November 15 Dr. **Reeshad Dalal** from George Mason University will be presenting his research. Dr. Dalal’s research is primarily focused on job performance, decision-making, personality and situations, job attitudes and research methods.

Our own Department Chair Dr. **Meina Liu** will present her research on intercultural negotiation on December 6. If you’re around, do plan to join us!





# TECHNOLOGY, MIND & SOCIETY

This fall, the American Psychological Association hosted its second annual Technology, Mind, and Society conference in Washington, D.C. This conference sought to bring together researchers from a variety of fields to talk about the broad-reaching effects of technological change across disciplines. **Tara Behrend** served as the co-senior program coordinator for the conference. Two WAVE Lab students gave presentations of their current research. See below for abstracts of these talks.

## DAVE TOMCZAK

Electronic performance monitoring (EPM) is a ubiquitous organizational practice often used to increase productivity and discourage negative behaviors in a wide variety of jobs and industries. Drawing from work design theory and psychological contract theory, we propose that expectations of autonomy and beliefs about the employee-organizational relationship explain reactions to EPM. We find that individuals perceive EPM as a violation of the psychological contract, and individuals with greater perceptions of job autonomy are more likely to perceive a violation. Furthermore, individuals who hold negative perceptions of EPM reassert their autonomy by engaging in covert counterproductive work behaviors, such as withholding effort. This effect holds true for jobs both high and low in complexity.

## BRAD PITCHER

The development of immersive technologies such as virtual reality (VR) is leading to new educational opportunities in STEM fields. For example, VR welding simulators can be used to cultivate social learning in welding education by removing safety barriers. We explore the effects of learning VR welding in a social environment on performance in and attitudes toward welding through social learning theory. We found that individuals within the same group converged significantly on two welding performance metrics. Furthermore, scores on these performance metrics for individuals within a group were significantly predicted by the scores of the first welder—indicating the influence of behavioral modeling. Lastly, we found that participants' performance was predictive of their self-efficacy and interest in welding. Theoretical implications are discussed in terms of social cognitive career theory.



## GW CHOOSES NEW PROVOST

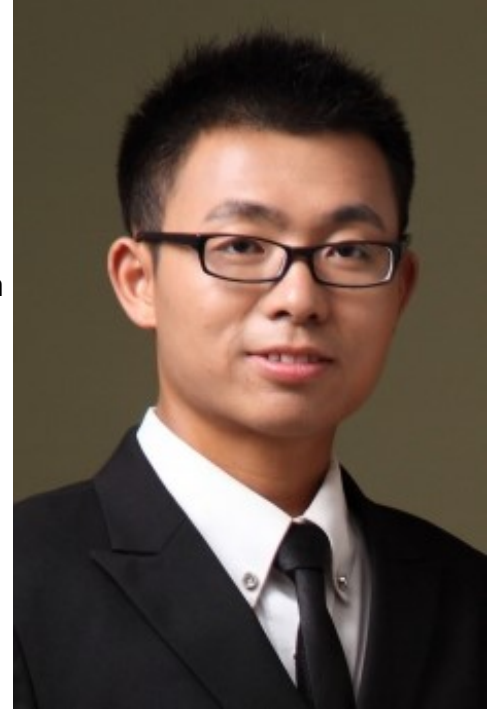
GW concluded its search for a new provost with the selection of Dr. **M. Brian Blake**, current provost at Drexel University in Philadelphia, Penn. He received his PhD in information and software engineering, and has held academic positions at Georgetown, Notre Dame and the University of Miami prior to Drexel. He is the author or co-author of over 200 journal articles, books, or chapters, and has received research funding from NIH, NSF, IBM and Mitre.

Dr. Blake will begin his new position at GW in early November.

## AN INTERVIEW WITH ASSISTANT PROFESSOR YISHENG PENG

### **Tell us a little about your personal and educational background.**

In my undergraduate school (Beijing Forestry University), I “randomly” entered the field of psychology without any prior knowledge about it (maybe some stereotypes such as mind-reading) but it turned out to be an area that I really like and can do well. Driven by naive questions (how we age and how it impacts the individual and the society?), I decided to study lifespan development (and emotion regulation) during my master education at Capital Normal University. However, after realizing my new interest in the applied implications of my research (and also noticing that I couldn’t even find a program or PhD advisor that could match with my research interests), I finally came to Bowling Green State University where I was able to explore my research interests and get training in both IO psychology and lifespan developmental psychology.



### **What are you most excited about in joining the IO program at GW?**

A flourishing program with amazing colleagues and students! The IO program has attracted great people who are bright, driven and fun to be around. All the colleagues and students (as well as alumni) are doing great jobs in their research and practices. It’s great to join this steadily growing program.

### **What are you most excited about in moving to D.C.?**

Possibilities! There are so many possibilities in terms of research-related resources, networking, social events, living, leisure, etc. One little example is that my two-year old daughter can easily visit museums and so many parks.

### **What are your primary areas of interest in the field of IO psychology?**

My primary areas of interest are within organizational psychology and occupational health psychology. Due to my training in both IO psychology and lifespan developmental psychology, I have two lines of research. One of them focuses on the impacts of social work environment (e.g., interpersonal mistreatment, emotion regulation, stressors, etc.) on employees’ well-being and work-related behaviors. Another line of research focuses on aging and older worker issues, such as emotional aging, eldercare, bridge employment, etc.

### **Are there any current projects are you working on?**

I am currently working on research projects that examine links between age and work outcomes (e.g., workplace deviance, proactive work behaviors). I am interested in studying underlying mechanisms from the social and emotional aging perspectives. These studies also aim to find out ways (e.g., job design, organizationally provided resources) that can promote thriving of employees from various age groups. Another project that I am starting is about proactive work behaviors, with a particularly focus on its potential side effects as well as how we can minimize the side effects of proactivity on employees.

**“I’m excited to be part of the GW IO program, and I’m excited to work with students and possibly alumni on lots of exciting new research!”**

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Questions? Email: [jbracey@gwu.edu](mailto:jbracey@gwu.edu)

If your organization would like to become a sponsor, please contact Tara Behrend at [behrend@gwu.edu](mailto:behrend@gwu.edu)

We are considering going paperless for the newsletter next year. Please fill out a brief survey about whether you prefer us to be paper-less or continue mailing out the newsletter at:

<https://goo.gl/forms/xZn5cK5vyQoAaq0d2>



## 2018-2019 Newsletter Editors

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