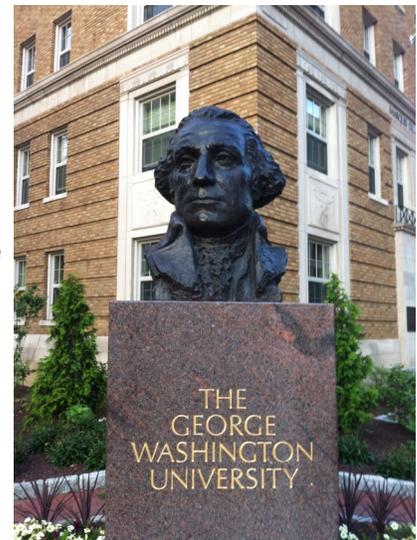


GW GOES VIRTUAL

Amid the continuing Covid-19 pandemic, the George Washington University made the decision over the summer of 2020 to go to completely virtual instruction in the fall semester. Restrictions for the university’s social distancing requirements include limited access to campus, with students and professors alike working from a variety of remote locations. The limited people allowed on campus for special reasons must conform to regular COVID testing and social distancing.

For the Organizational Sciences and Communication department, faculty and students have tackled these circumstances as best they can. Classes in the department are held through mixtures of synchronous and asynchronous online classes through varied online platforms, discussion boards, and readings. While people are unable to access the department classrooms or graduate lab, students maintain close relationships through interactions during class, online Research Discussions, and informal get-togethers following social distancing guidelines. Similarly, online lab meetings, RDS meetings, and department parties allow continued interaction and further learning and research development with faculty, staff, and students. Although we look forward to an eventual return to campus, we continue to do what we do best, albeit remotely.



MOSEL AWARD WINNER

Congratulations to Taniya Harvey, this year’s winner of the James Mosel Award for Research Creativity. Taniya won the award for her second year project entitled, “Why did they stay? The impact of race-based discrimination on work-related outcomes.” Taniya’s work found that although racial discrimination was commonly reported and was associated with withholding effort at work, lower commitment, and higher intent to turnover, people stayed when they felt satisfied with how their organization handled the situation and when they felt supported by supervisors.



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MOSEL SCHOLARSHIP RECIPIENTS

This summer posed numerous challenges for students to secure internships, as many of the usual internship organizations were reducing their own full-time staff as a result of the virus. Thus, the I-O faculty chose to use endowed funds to support the five students below over the summer and keep them engaged in scholarship. We thank all those who have contributed to the Mosel Scholarship, Gowing Fund, or I-O Program Fund which allowed us to provide summer support to these students. As you will read below, they were highly productive!

Chelsea Riccardi — Chelsea spent the summer preparing a dataset based on LinkedIn profile information to be analyzed using survival analysis. The work involved the final extraction of data from the profiles, reviewing errors, missing data and profiles, and aligning the data with screenshots of profiles. She also began her second-year project based on this dataset. In addition, she was involved in coding generations pieces for an updated meta-analysis, primarily looking at journal articles and dissertations from the last 20 years or so.

Jennifer Perez — Jenny worked with **Dr. Yisheng Peng** on the beginning steps of a few research projects. They created and finetuned a Qualtrics survey including various age discrimination scales and measures. She also assisted with a literature review compiling articles on age differences in reactions and experiences to workplace mistreatment. Jenny also had the opportunity to briefly work with one of Dr. Peng's colleagues, Dr. Hanyi Min from the University of Central Florida, on a big-data project using Google Trends data to examine how emotional and behavioral responses differed across the country as lockdowns and work-from-home orders began during the COVID-19 pandemic.

Sarah Salvi — Sarah began writing a book chapter on generational differences and generational identity at work for a SIOP Organizational Frontiers volume entitled “Age and Work: Advances in Theory, Methods, and Practice” along with **Daniel Ravid** and **David Costanza**. Sarah also completed an app that analyzes key points on people’s faces and uses AI to generate quantitative measures of multiple different characteristics including emotional display, beauty scores, and health scores based off of human ratings. Lastly, Sarah continued to work on her second-year project which looks into work-life balance in gig-workers, specifically Uber drivers. This research analyzes how having maximum temporal autonomy and immediate payoff of tasks when they are completed may have negative effects on work-life balance in gig-workers.

Taniyia Harvey — Taniyia spent her summer working on a research project investigating the work life balance experiences of graduate students, particularly those with children, during the COVID pandemic along with **Dr. Lynn Offermann**. She collected data through Qualtrics, and hopes to submit results for the upcoming SIOP conference. In addition, Taniyia submitted her second year project on the impact of race-based discrimination on organizational outcomes for publication and is looking forward to a positive response!

Daniel Ravid — Dan spent the summer working on a meta-analysis of the generations literature. They empirically synthesized the generations literature to examine whether the academic literature over the past twenty years has suggested that generational differences in work attitudes exist. They qualitatively coded each article to examine, independent of empirical results, how generational research has discussed generational differences. Over the summer, they completed all parts of the empirical analysis and are currently working on the qualitative coding. They plan to have the entire project completed and submitted to a journal in the near future.

WELCOME NEW STUDENTS

Lexi Rosenblatt joined the Industrial Organizational Psychology doctoral program at the George Washington University after graduating from Furman University in 2020 with a BA in Psychology and Chinese Studies. She completed a psychology internship in China in the fall of 2018 which sparked an interest in different workplace cultures and dynamics around the world. Her research interests include diversity, discrimination, teamwork and leadership. Although much of her research throughout her undergraduate career was in cognitive psychology, she has also conducted research in social, cross-cultural and I/O psychology.

She looks forward to becoming more involved in the I/O community and learning about I/O-related topics through her coursework and research in Dr. Peng's lab. Although Lexi is fond of her hometown of Buffalo, NY, she is excited to be in D.C. where major monuments and landmarks are always just steps away and enjoys exploring the city when she can. In her free time, Lexi loves playing board games, traveling and baking.



Maddie Romero joined the Industrial-Organizational Psychology Program in 2020 after earning two Bachelor of Science degrees from Colorado State University: I-O Psychology and Business Administration (Organization & Innovative Management). Her 19-year soccer career, work history, and studies have developed the intent and passion to study leadership and teams. Through this research, she hopes to influence individuals and organizations alike. As a Colorado native, Maddie loves anything outdoors. Outside of studying, she can be found hiking, cycling, and camping if she is not cooking.



While making the 1,500 mile move out to the East Coast, Maddie and her husband took a 2-week road trip visiting family, friends, and beautiful sites along the way. They camped and hiked in Grand Teton National Park absorbing the best the Rocky Mountains have to offer. Quarantine has allowed for quality time with loved ones, adjusting to life in the DC area, and the opportunity to read a good book. This summer, Maddie worked with Dr. Offermann and Dr. Hill on research on the team science in medical research teams, while finishing up other research projects with her work at Colorado State around the topics of health/safety in the workplace and group dynamics.

OTHER SUMMER UPDATES

Dave Tomczak spent his summer continuing to work at Aon. He also was a co-presenter on a symposium presentation at the Microsoft Future of Work conference this year, along with **Daniel Ravid, Ahleah Miles**, Jerod White, and Tara Behrend. He was a co-author on a meta-analysis on electronic performance monitoring (EPM) that **Daniel Ravid** presented virtually this year. He continues to consider options for his dissertation.

Ahleah Miles was a co-presenter on the Future of Work symposium referenced above. Ahleah also continued to work for the GW Office of Survey Research and Analysis throughout the summer. She was tasked with developing, administering, and analyzing results from five surveys of different populations of the GW community regarding GW's COVID-19 response and Fall planning.

Kira Foley continued her work as a research fellow for the US Army Research Institute for Behavioral and Social Sciences. Her research at ARI focused in two topic areas: ethical leadership and personality variability. She continues to work on her dissertation, focusing on the impact of virtual work on the experience of inclusion. She submitted an extended abstract, and is currently working that up to a full dissertation proposal.

Charlotte Rossetter spent the summer working on an article directed at practitioners that explores new insights and guidance from the family-owned business literature related to developing and leveraging an adaptive culture, and positions this as a relevant and important need amid the many environmental disruptions organizations are currently facing.

Grace Arnold recently started a position at ICF International, Inc. as a Workforce Consultant in their People Performance and Learning Solutions department. She helps public- and private-sector clients with human capital challenges, including developing trainings, projecting future workforce needs, and administering promotional assessments. She is also beginning her dissertation about high potential employees.

Abbey Salvas worked as a Graduate Research Associate in Diversity Policy and Programs at the Association of American Medical Colleges (AAMC). She assisted on the early stages of a research study considering the entrance and progression of under-represented minority women in academic medicine. She is hoping to be able to use data from AAMC for her second year project. She also continued to work with **Lynn Offermann, Sharon Hill, and Madison Romero** on the CTSA grant investigating team science teams.

2020 PRESENTATIONS & PUBLICATIONS

Costanza, D. P. (2020, August). *Presidential session on changing workplace demographics*. Invited virtual presentation at the meeting of the American Psychological Association, Washington, DC.

Harvey, T.J., Offermann, L.R., & Salvas, A.L. (2020, August). *In their own words: African American's experience of workplace discrimination*. Poster presented virtually at the annual American Psychological Association convention.

Offermann, L. R., Lanzo, L., & Foley, K. O. (2020, in press). Women leaders, 1985-2015: Achievement motivations across generations. *Journal of Managerial Psychology*, in press.

Ravid, D. M., White, J.C., **Tomczak, D. L., Miles, A. F.,** & Behrend, T. S. (2020, August). *A meta-analysis of the effects of digital surveillance of workers: A psychology focused approach*. Paper presented at the Microsoft New Future of Work Symposium.

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>.

Rudolph, C. W., Rauvola, R. S., **Costanza, D. P.,** & Zacher, H. (2020). Answers to 10 questions about generations and generational differences in the workplace, *Public Policy & Aging Report*, praa010. <https://doi.org/10.1093/ppar/praa010>

Salvas, A.L., Hill, N.S., & **Offermann, L.R.** (2020, July). *Staying connected: Strategies to improve virtual communication in science research teams*. Paper presented virtually at 2020 Science of Team Science Conference.

Peng, Y., & Min, H. (2020). Older employees' postretirement work planning: An application of the theory of planned behavior. *Career Development International*. Online first publication.

Peng, Y., Xu, X., Matthews, R. A., & Ma, J. (2020). One size fits all? Contextualizing family-supportive supervision to help employees with eldercare responsibilities. *Journal of Occupational Health Psychology*.

Xu, X., Zhao, P., **Peng, Y.,** & Matthews, R. (2020). A. Justice, support, commitment, and time are intertwined: A social exchange perspective. *Journal of Vocational Behavior*.

FALL 2020 PICNIC



Current students **Kira, Dave, Abbey, Maddie, Lexi, Ahleah,** and **Jenny** gathered on the National Mall on a beautiful day in September for some socially distant fun! Everyone brought their own blankets and snacks for a COVID-safe picnic.

UPCOMING RESEARCH DISCUSSION SERIES

This semester's Research Discussion Series will look a little different than what previous years have been. Due to COVID safety guidelines and restrictions on gathering in large groups, RDS this semester will be hosted virtually! The meeting links will be sent out shortly before each event. See below for the Fall 2020 lineup of speakers, all presenting from 12-1 pm. Please join us virtually at

<https://gwu-edu.zoom.us/j/93869365393?pwd=KzUyQWhvdUV2OUNTWWdYa0NidzE0UT09> for any of these events, or contact Dr. Peng at yishengpeng@gwu.edu for more information.

October 2nd, 2020:

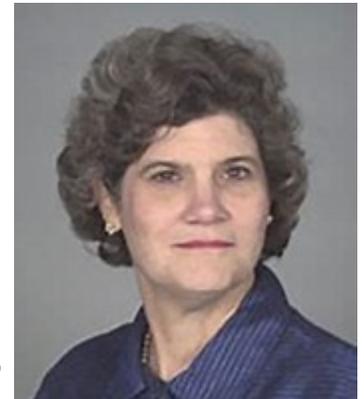
Grace Arnold and **Charlotte Rossetter** will present their second year research projects. **Grace's** work examined whether communicating high potential status influences self-efficacy and motivation towards a task. **Charlotte's** work examined how job qualifications and nepotism impacted hiring decisions in the context of selection for family-owned businesses.

October 30th, 2020:

Michael Koplovsky, visiting faculty at George Washington University and a Foreign Service Officer/ Diplomat at the U.S. Department of State. Michael will speak on his career in international affairs and multi-cultural team leadership.

November 20th, 2020:

Nancy Tippins, Principal at The Nancy T. Tippins Group consulting firm, will speak on her career as an internal and external consultant, as well as her research on tests and assessments. Dr. Tippins was President of SIOP In 2000-2001, and is internationally known for her work on establishing testing standards, having served on committees to revise the Principles for Validation and Use of Personnel Selection Standards, and the Standards For Educational and Psychological Tests (2014). She is a well known author,



To OUR ALUMNI:

In this odd time, some of you may have lost jobs or income as a result of this pandemic while others of you who are able to work remotely may actually be saving money on commuting, eating out, clothing, and social events. If you fall in the latter camp and would like to support current students, all donations would be gratefully accepted. Due to financial losses, GW has cut travel funding for faculty and students. Faculty will be OK, but we would love to shore up the student travel support that GW cannot give this year. If you are so inclined and able, go to clicking [here](#) and please **specify that funds should go to the IO Psychology Program Fund**. You can also make your gifts over the phone by calling the GW Division of Development and Alumni Relations at 1-800-789-2611. As always, your support is most appreciated!

Questions? Email: jbracey@gwu.edu

PROGRAM DIRECTOR'S CORNER

As I step back into the role of IO Program Director once again this coming year, it is to face new challenges and opportunities for our program and university. For a program known for its collegial and supportive atmosphere, our challenge is to find new ways to connect students with faculty and with each other, as neither faculty nor students are permitted access to on-campus facilities, including our offices and labs. I am not a fan of the term “social distancing” as it implies that face to face interaction is the only way to be social, but we do need to practice physical distancing while keeping connected to the program and to each other. Thus, our traditional Fall brunch will go virtual, as we did last Spring. RDS will continue with interesting virtual speakers, both internal and external, coordinated by 3rd year students (see previous page for speakers and dates). Research labs continue virtually, and as you can see from other information in this issue, they have been very busy. We're already planning a festive online holiday party. Students missing the lab contact are determining what level of potential distanced and masked small group interactions might be possible outdoors. Life goes on.

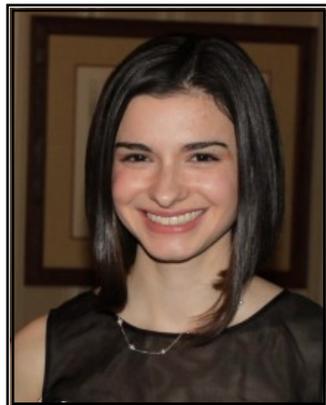
We preach organizational adaptability and this time gives us the opportunity to model it ourselves. Although we are all looking forward to the time when we can meet in person again, we have the unique opportunity to study the many ways the pandemic is going to change organizations as we knew them before the virus hit. I am confident that we will continue to do what we do best, and we will continue to support each other and thrive!



Lynn Offermann

COMPREHENSIVE EXAMS

Congratulations to **Grace Arnold** (left) and **Charlotte Rossetter** (right) for passing their comprehensive exams last spring! They are now currently working on their dissertations. To date, Grace's work has focused on leadership, particularly examining individuals deemed “High potential;” (Hi-Pos). Charlotte's focus has been on family-owned businesses.



2020-2021 Newsletter Editors

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