Welcome Our New I/O Faculty Member!

The I/O program of the Department of Organizational Sciences and Communication would like to welcome Dr. Marcus Credé. Dr. Credé is teaching I/O psychology this Fall and Spring semesters as well as planning to teach upcoming specialty courses. Dr. Credé hails from Germany and South Africa, where he completed his B.A. in Business and M.A. in I/O at the University of Cape Town. He earned his doctorate in I/O from the University of Illinois at Urbana-Champaign in 2005. Dr. Credé is one half of a dual-psychologist GW couple: his wife Alison Phillips is currently a faculty member in the Department of Psychology. They have one daughter, Caroline, who is 17 months old.

Dr. Credé’s research is primarily focused on understanding non-intellective influence on and determinants of performance in both work and academic settings, as well as on understanding measurement issues related to research in this area. His research has also focused on the role of personality, job attitudes, perceptions of behavior, and habits in influencing behavior while also considering measurement challenges relevant to this broad research domain, including the influence of the reference group effect, random responding, data source effects, and the use of short measures. A fair amount of his research relies on meta-analytic techniques to summarize and bring clarity to a body of research. Welcome Dr. Credé!

Award Spotlight

Congratulations to Garett Howardson, winner of the 2012 Mosel Award for Research Creativity for his SIOP presentation titled "Training reactions: An affective theory approach for clarification and measurement" (co-authored with Allison Brown and Tara Behrend). Garett's paper expanded the criterion space of affective training reactions and showed that various affective reactions relate differently to learning criteria.

Garett’s paper also won the 2012 International Personnel Assessment Council's James C. Johnson student paper competition. This is marks the fifth time a GW student has won the award since its creation in 1982. Garett presented his winning paper at the IPAC conference in Las Vegas this summer, and our department will receive a grant and plaque.
Welcome to our new 1st year doctoral students, Nikki, Lindsey & Ryan!

Nikki Blacksmith received her Bachelors of Arts in Psychology and English from the University of Iowa and her Masters of Arts in Industrial/Organizational Psychology from the University of North Carolina at Charlotte. Prior to beginning her doctorate, Nikki worked at Gallup, Inc. for 5 years as a consultant and then Lead Researcher for the Employee Selection Practice. Nikki’s research interests are focused on understanding how organizations can select and develop successful employees and leaders. Specifically, she is interested in organizational culture and person-organization fit, measurement, and individual differences such as intelligence, personality, and decision-making. Her research interests also understanding how technology can improve employee selection development of high performing individuals.

In her spare time, Nikki enjoys running and reading fiction novels.

Lindsey Smith earned her BSBA from Elon University, where she discovered that I/O psychology was the perfect combination of her two majors, Business Management and Psychology. While attending Elon, she completed a yearlong internship with the Center for Creative Leadership where she worked primarily with developing, promoting, and evaluating youth leadership programs.

Her primary research interests include leadership and the role of technology in the workplace, specifically how virtual environments influence the leadership process and team dynamics. She is excited to be working with the amazing people at GW and looks forward to continuing her education and research in the field. Lindsey enjoys volunteering at animal shelters, horseback riding, boating, and other outdoor activities.

Ryan Horn joined the program in Fall 2012 after completing his B.A. in Psychology at the University of North Texas. Ryan’s research interests include motivation, stress in the workplace, and acceptance of technology (recently acceptance of robot co-workers). Prior to joining the program, Ryan worked at TXU Energy as a performance management associate.

Ryan is originally from Dallas, Texas, and enjoys staying physically fit and active, and is interested in music, watching sports, and restoring classic cars. Although there are aspects of Texas that Ryan misses, he loves DC so far. He is really enjoying living in a walkable city.
Dr. Offermann’s Research Lab
Dr. Offermann, Kaitlin, and Lindsey (along with GW Business School professors Andy Cohen and Sharon Hill) continue working on their team virtuality research project. This team is interested in the impact of team composition and leadership structures on performance and process measures, and whether the effects are different for teams that choose to collaborate more virtually.

The Women Leaders research team is working on a project in which they plan to recontact a sample of college women student leaders from 1985 and document their progression into adult organizational leadership roles. This team is interested in the organizational and personal factors that assisted or inhibited these women from moving into and maintaining leadership roles. Data collection is scheduled to begin Summer 2013. Dr. Offermann and recent grad Tessa Basford also finished work on their book chapter on inclusive human resource management, where they examined how successful organizations advance inclusion through their culture, structure, and best practices, and how their experiences have changed the role of human resources in their organizations. The chapter will appear in the next SIOP book entitled Diversity in the Workplace: The Practice of Inclusion.

Dr. Costanza’s Research Lab
Dr. Costanza, Jamie, Jessica, Garett, and Nikki have been active over the past year and are working on several projects this semester that cover high potential leaders in the military and generational differences in the workplace. Dr. Costanza and Jessica are developing a conceptual model of high potential military leaders, an area where there is a great lack of prior research. They are working with army databases and are attempting to see how performance and career success relate to other variables of interest.

Dr. Costanza is also continuing to research generational differences in the workplace with Jessica and Nikki. They are working on using new analytical techniques in three separate projects that span theoretical, empirical, and practical approaches to research on generational differences. They intend to use these new methods to debunk many of the common myths associated with generational differences.

Dr. Behrend’s Research Lab
Dr. Behrend’s WAVE Lab focuses on organizational uses of technology. Specifically, the WAVE lab studies the implications of technology on organizational outcomes and workplace outcomes for individuals.

The WAVE Lab has several ongoing projects that include an investigation on the effects of remotely proctored testing on test performance and applicant reactions, a meta-analysis on computer self-efficacy that examines the implications of different measurement decisions, and a consulting project with the DC Public Charter School Board.

Michael, and Samuel presented their preliminary results on their study of remotely proctored testing at a recent Research Discussion Symposium. The presentation generated much discussion and Michael and Samuel are developing a second study based on the group’s feedback.

Dr. Behrend has also been working on projects related to the intersection between technology, I/O psychology, and global development. She recently gave a talk to the University of Michigan School of Information on this topic. This field may prove to be an exciting new direction of the WAVE Lab.
I/O Brunch

In October, faculty, students, and significant others gathered at Dr. Costanza’s home in Virginia for their annual I/O brunch. Everyone took a break from their research and studies, mingled with new students, faculty, and friends, and celebrated the beginning of the new semester. Students particularly enjoyed the delicious free meal!

Election

Election season is always an exciting time to be a student at GW. Campus has been abuzz with various student organizations, like the GW College Democrats and GW College Republicans, promoting voter registration, making trips to battleground states, holding rallies, and hosting debate-viewing parties. GW students were particularly excited to have their Lisner Auditorium picked to host a comedic debate between Jon Stewart and Bill O’Reilly, in which proceeds went to charitable causes.

Washington Post Hunt

In June, David, Tara, Mike, and Sam joined together to represent the GWU I/O program and compete in the 2012 Washington Post Scavenger Hunt.

The Post Hunt is an afternoon-long series of puzzles created by humorists Dave Barry, Gene Weingarten, and Tom Shroder. This was the I/O program’s second time playing in the Washington Post Scavenger Hunt. They didn’t win, but they had a lot of fun!
The Organizational Sciences Student Association (OSSA) was formed in February 2012 by a group of graduate students who sought to connect students from across the degree programs housed within the Department of Organizational Sciences and Communication. The organization is focused on fostering communication between students, establishing connections with alumni, forming social, academic, and professional networks, and supporting one another throughout their academic careers. Although the organizational was founded by graduate students, it seeks to include students of all academic levels and has leadership opportunities for undergraduate as well as graduate students.

OSSA offers free tutoring to the GWU community, hosts events for students to network with alumni and potential employers, and provides students with opportunities to learn about the field of organizational sciences and communication outside of the classroom through trips, seminars, and talks.

OSSA is currently run by Co Chief Executive Officers Brittany Bowers and Graham Rabinowitsch. To learn more about joining OSSA, you can check out their Facebook page (OSSA Organizational Sciences Student Association) or send an email to GW.OSSA@gmail.com.

THE NORWEGIAN RESEARCH & EDUCATIONAL NETWORK

In October, the Norwegian Research and Educational Network group visited various DC area organizations including the World Bank, George Mason University, and George Washington University to learn about research on the implementation of and challenges related to e-learning. Members included employees from the Norwegian Foreign Service Institute, DNB (Norway’s largest bank), Statoil (Norway’s largest oil company), and several Norwegian universities. Mike Karim presented his work on “A Multidimensional Framework of Learner Control in Online Training” and Kaitlin Thomas spoke about “Choosing Virtuality: Team Virtuality, Shared Leadership, and Team Performance.” Drs. Lynn Offermann and Sharon Hill (from the Business School) also participated in the event.
CONGRATULATIONS RECENT GRADUATES!

The GW Industrial/Organizational Psychology program graduated its largest group of I/O PhDs in a single year in May, 2012. From left to right, we congratulate Dr. Jen Harvel, Dr. Nadeeka Jayatilake, Dr. Raluca Graebner, Dr. Sumona Basu de Graaf, and Dr. Tessa Basford. Drs. Basford, Jayatilake, Basu de Graaf, and Graebner worked with Dr. Offermann; Dr. Harvel worked with Dr. Costanza. In this age of high employment, let’s also note that all are currently gainfully employed as I/O psychologists!! They work at OPM, Booz Allen, Leadership Research Institute, Bloomberg, and McKinsey, respectively.

RECENT FACULTY & STUDENT PUBLICATIONS


Students in our department are working and interning in multiple private and public organizations to gain experience in the field. Here are some of the exciting organizations they have worked with over the past year:

**Army Research Institute**
- Garett Howardson
- Jessica Badger
- Jamie Severt

**Office of Personnel Management**
- Allison Brown

**Fors Marsh Group**
- Michael Karim
- Samuel Kaminsky

In addition to his work at Fors Marsh, Mike is also teaching a section of I/O Psychology at GW this Fall.

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**Weddings!**

Congratulations to newlyweds Allison & Kevin and Jamie & Jen! Best wishes to you all!

Allison and Kevin married June 16, 2012

Jamie and Jen married September 8, 2012
Every donor is important to our program’s mission. To contribute, please contact Javelle by phone:202-994-1878 or email: jbracey@gwu.edu. If you donate via our web site at any time, please make sure you indicate “I/O Psychology PhD program” for your donation.

If your organization would like to become a sponsor, please have them contact David Costanza at dcostanz@gwu.edu.

Hope you enjoyed the newsletter!

Yours Sincerely,
12-13 Newsletter Editors
Samuel Kaminsky
Kaitlin Thomas

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