Back to top

CSIOP has several great events planned for this year. Join us Friday, Sept. 19th for some friendly HFES competition as we kick off the semester with the annual CSIOP-HFES Flag Football game. Check out the Calendar for more events, and don’t forget to check the CSIOP Facebook page for important event updates throughout the semester. We are always happy to hear from you. If you have any suggestions for speakers or events, or any ideas for improvement, please let me or your officers know.

Looking forward to another great year for CSIOP!
Brooke Allison

From our CSIOP President: Welcome Back!

As another exciting school year begins, CSIOP looks forward to serving you! To our newest members, thank you for joining; we hope you will take advantage of the many opportunities CSIOP has to offer. To our returning members, thank you for your continued support and participation; we are happy to have you back.

It is my pleasure to welcome our 2014-2015 officers:
Alice Brawley – Vice President
Stephen Robertson – Treasurer
Janelle Cheung – Secretary
Hannah Murphy – Media Coordinator
Kristen Jennings – Social Affairs Coordinator
Kandise Goguen – Alumni & Undergraduate Liaison

I would also like to thank our outgoing 2013-2014 officers for their service:
Allison Wallace – President
Lauren Ellis – Vice President
Jessica Stahl – Alumni & Undergraduate Liaison

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Faculty and Student Updates

This issue

Faculty and Student Updates P.2-7
Meet our new I-O Students P.8-9
Internship Reflections P.10
Research Update: Dr. Britt P.11-12
Fall 2014 Social Calendar P.13

PUBLICATIONS


Faculty and Student Updates (cont.)


BOOK


BOOK CHAPTER


INVITED PRESENTATIONS


Britt, T. W. (2014, August). The role of psychologists in creating healthy workplaces. Panelist for an invited session at the annual meeting of the American Psychological Association, August 8th, Washington, DC.


INVITED DISCUSSANT


PRESENTATIONS

Brawley, A. M. & Pury, C. L. S. (2014, April). Who are you vs. how strong the signs are: What predicts how you see situations? Poster presented at the 2nd Annual Graduate Research and Discovery Symposium (GRADS), Clemson, SC.


Rosopa, P. J., Brawley, A. M., Atkinson, T. P., & Robertson, S. A. (2014, July). Can the homoscedasticity assumption be ignored? To assume or not to assume. Poster presented at the 79th International Meeting of the Psychometric Society, Madison, WI.


**THESES/DISSERTATIONS**


**COMPREHENSIVE EXAMS**

Jessica Stahl passed comprehensive exams at the end of the Spring semester.

Theresa Atkinson passed comprehensive exams at the end of the Spring semester.

**APPLIED EXPERIENCE**

Alec Munc is working as a research assistant for MetaBUS, where he assists in...
Faculty and Student Updates (cont.)

the coding of the world’s largest online meta-analysis database.

Allison Wallace is working on the High Inference Coding Team at MetaBUS.

Brooke Allison worked on the Performance Management and Talent Assessment Team at TI-AA-CREF.

Crystal Burnette is working as Program Coordinator for Healthy Campus at Clemson University in the “Aspire for Graduate Students” program.

Hannah Murphy is working in human capital consulting with Federal Management Partners.

Janet Donnelly worked as an Organizational Development Intern at the Center for Learning and Innovation, which is part of the North Shore LIJ Health System.

Jessica Stahl completed an internship for Soft Solutions Inc., where she assisted in developing materials for a person-job fit inventory.

Theresa Atkinson completed an internship for Soft Solutions Inc., where she assisted in developing materials for a person-job fit inventory.

HONORS AND AWARDS

Alice Brawley - Student Travel Award, 79th International Meeting of the Psychometric Society (IMPS). Madison, WI.

Robert Sinclair - Clemson University Graduate Student Excellence in Mentorship Award (August 2014). Clemson, SC.

Robert Sinclair - College of Business and Behavioral Science Distinguished Accomplishment Award. (August 2014). Clemson, SC.

PERSONAL NEWS

Anna McFadden and her husband James Juice welcomed a daughter, Nora Josephine Juice, on August 5th.

Brooke Allison got married at the Biltmore Estate on August 2nd.

Crystal Wiedemann and her husband Josh welcomed a daughter, Brooke, on March 23rd.

Fred Switzer raced in the Eastern States Championships August 29th – 31st at Road Atlanta.

Patrick Rosopa writes: Our oldest daughter (Cecilia) just started college. Because she completed 33 college credits while in high school, she is classified as a sophomore. Sadly, she decided to attend that “other” university located in Columbia that has a chicken as a mascot.


Thomas Britt - Fellow of the American Psychological Association (Division 19).

Meet our new I-O students!

Tiffany Cooper
Currently I am a first year Industrial Organizational Psychology graduate student at Clemson University working with Dr. Fred Switzer. In the past I have had the opportunity to work as a research assistant in the labs of Dr. Kimberly Smith-Jentsch and Dr. Eduardo Salas at the University of Central Florida where I completed my undergraduate degree. From my experience as a research assistant I have been a part of some interesting papers and studies that have helped me develop some of my research interests in the areas of team training, stress in teams, team mental models, cross cultural teams, and distributed teams.

Benjamin Hardy
Benjamin Hardy entered the Industrial and Organizational Psychology Ph.D. program at Clemson University in 2014 and anticipates completion in 2018. He received his Bachelor’s in Psychology at Brigham Young University in 2013. His research interests include courage and authenticity through entrepreneurship. Ben’s personal interests include spirituality and being involved in his faith, spending time with his wife and loved ones, fitness, writing, studying business/ personal development, coaching/mentoring, and eating frozen yogurt.

Megan Morgan
Hi, I'm Megan Morgan. I'm from Charleston, South Carolina, and I earned my Bachelor's from Clemson this past May in Psychology and Sociology. As an undergrad, I was involved in Robin Kowalski's Social Psychology Creative Inquiry team for four semesters, where we researched passion, cyberbullying, and happiness. I'm excited to work with Robin as my advisor, and to help lead the team with her. I'm interested in researching complaining in the workplace and work-life balance, specifically with law enforcement and emergency medical personnel. I am also a graduate assistant for the Calhoun Honors College and National Scholars Program, which has given me a unique experience working with high-achieving undergraduate students.

In my free time, I enjoy watching Clemson football, crafting, spending time with my family, and boating. I love attending conferences, because I get to nerd out and explore a new city with my colleagues. On that note, my favorite psychologist is Albert Bandura, and I know I had a future in Psychology when I did my eighth grade science fair project on the Stroop effect. I'm also really good at trivia, because I know a lot of useless information. I'm a sister of Delta Zeta Sorority and a Bone Marrow donor - two things that I'm passionate about. I'm excited to be here and I'm excited to get to know everyone!

Miranda Pelkey
My name is Miranda Pelkey, and I am an incoming student in I/O working with Dr. Taylor. I did my Bachelor and Master’s at the University of Central Florida. Throughout my previous graduate coursework and research, I gained experience in the development of psychological measures, job analysis, survey design, and the implementation of rating scales in various selection procedures. I also interned at K Parks Consulting, Inc. where I was able to develop employee assessments of Human Resource Management, Employment Laws, and Financial Analysis, as well as edit and improve numerous Resource Guides in the Human Re-
Meet our new I-O students! (cont.)

Miranda’s bio (cont.)
My research interests are diversity, discrimination, occupational stress, selection, and training. The most recent research I was working on observed the effectiveness of diversity training, as well as inclusive behaviors towards discriminated group members in a non-protected class. I also recently did survey work and data analysis for Microsoft on product use and customer attitudes. Outside of research and academia, a major interest of mine is hip-hop dance. I have been a dancer for 7 years and love performing in competitions and creating choreography. I also thoroughly enjoy kayaking and painting.

Nastassia Savage
Hello! My name is Nastassia Savage and I just transferred into Clemson’s I/O Ph.D. program, working with Dr. Marissa Shuffler, from the University of Central Florida’s master’s program. I worked at the Institute for Simulation and Training as a graduate research assistant during my time in the master’s program at UCF under Dr. Eduardo Salas and Dr. Shawn Burke. My research interests include team training, leadership and diversity, and organizational health psychology. As for my interests outside of work and school, I enjoy reading, hiking (although I am new at it), and watching movies with my cat, Yoda. I also enjoy playing video games when I have the time, including Portal, The Elder Scrolls V: Skyrim, and Kingdom Hearts.

Anton Sytine
Hello my name is Anton Sytine I am a first year Ph.D. student in I/O Psychology at Clemson University. I am originally from Plymouth, MN and graduated from Iowa State University with a B.S. in Psychology and a minor in Philosophy. My academic research interests include occupational health psychology, organization stress, work-life balance, leadership, and employee engagement. I am also interested in how individuals manifest internal motivation to overcome challenges. Beyond the academic environment I greatly enjoy outdoor activities, such as boating and shotgun sports, as well as fitness, health, and cooking.

Dana Verhoeven
I am a first-year graduate student in Industrial-Organizational Psychology at Clemson University. I earned my B.S. in Psychology at the University of Central Florida where I worked under the direction of Dr. Eduardo Salas and Dr. Kimberly Smith-Jentsch at North Carolina State University with a B.S. in Psychology and a minor in Philosophy. My academic and research interests include occupational health psychology, organization stress, work-life balance, leadership, and employee engagement. I am also interested in how individuals manifest internal motivation to overcome challenges. Beyond the academic environment I greatly enjoy outdoor activities, such as boating and shotgun sports, as well as fitness, health, and cooking.

Welcome to Clemson!

Internship Reflections

Brooke Allison, TIAA-CREF, Charlotte, NC
Intern, Talent Management
My second internship at TIAA-CREF was challenging and rewarding. I returned to my former intern position on the Talent Assessment and Performance Management team. I assisted with leader succession planning, competency modeling, employee development and career development efforts, and organizational values assessment. I contributed to work analysis efforts by co-chairing focus groups for several departments. I also gained experience with training and development at the Career Development Expo in New York City by holding training sessions for managers and employees on career development best practices. This experience was novel because it was the first time I have been involved in training, and it was also the first time I’ve traveled for work. Overall, it was another great internship.

Janet Donnelly—North Shore Long Island Jewish Health Center, Lake Success, New York
Intern, Organizational Development
Over the summer I was an Organizational Development Intern at the Center for Learning and Innovation, which is part of the North Shore LIJ Health System. My main projects included developing e-Learning modules, re-designing and implementing a new leadership program, and researching best practices for instructional design. Also, I was able to get involved with some of the work conducted at the Patient Safety Institute, which is a simulation lab designed to foster an interactive learning environment for healthcare workers. Overall, this was a great experience and I’m happy that I can remain involved with some of the projects I worked on as a volunteer.

Janelle Cheung – Liberty Mutual Research Institute for Safety, Hopkinton, MA
Research Assistant, Center for Behavioral Sciences (Safety Climate Team)
Liberty Mutual Research Institute for Safety (LMRIS) is a research facility that conducts multi-disciplinary and non-proprietary research in the area of occupational safety and health. The objectives of the Institute are to identify causes of work-related accidents and injuries, design interventions, and ultimately minimize work-related disabilities and reduce occupational injuries. Since early this summer, I started as a research assistant for the Safety Climate Team that is housed within the Center for Behavioral Sciences at LMRIS. I’m working closely with Dr. Emily Huang on applied projects to investigate organizational safety climates in various industries, particularly focused on mobile lone workers. My main responsibilities are to conduct analyses and prepare manuscripts for peer-reviewed journal publications. Working at LMRIS, I learned not only a great deal from the resident researchers but also from interacting with one of the Institute’s visiting scholars, Dr. Dov Zohar (also known as the “grandfather” of safety climate research), on conducting field interviews and manuscript writing. Moreover, I was able to work with Liberty Mutual field consultants who interact regularly with clients (e.g., UPS and IBM) in improving their safety climates. I really enjoy working within the Research Institute team and am very grateful for the opportunity to work with scholars from the occupational health and safety research community.

Hannah Murphy – Federal Management Partners, Alexandria, VA
Intern, Human Capital Management Consulting
Federal Management Partners (FMP) is a strategic consulting firm with expertise in the delivery of human capital & organizational improvement solutions. FMP serves both public and private sector clients and gives their interns and employees the freedom to work with both. During my time with FMP I have partnered with government agencies, including the Department of Veterans Affairs (VA) and the US Agency for International Development (USAID), as well as Aetna, a large health insurance company. Every client has been different, but my largest project has been with VA. I have been supporting VA in the management of a valuable career development tool called “MyCareer@VA”. Through this support I have leveraged career development strategies for current and future VA employees, including training, career mapping, performance management, and coaching. I have even gained experience in web management and HTML—unexpected, but fun! Working with FMP has been a fantastic experience and I’m happy to continue working with them this Fall.
Research Update: Dr. Tom Britt
Understanding and Influencing the Factors that Determine Whether Military Personnel Get Mental Health Treatment

Composed by: Tom Britt

For the past four years our research team has been involved in a series of studies examining what predicts whether military personnel get mental health treatment for problems caused by traumatic events encountered in their work, and designing training to improve the unit climate associated with supporting soldiers with mental health problems. In 2010 we received a 3 year grant from the Department of Defense to address these questions, and we received a supplement in 2013 for an additional year of funding. The investigators on the grant include me, Cindy Pury, Heidi Zinzow, and Mary Anne Raymond (from the Marketing Department). A number of graduate students in our Industrial-Organizational Doctoral program have been funded by the grant, including Kristen Jennings, Anna McFadden, Janelle Cheung, Crystal Burnette, and Skye Gillespie.

In Year 1 of the project two qualitative studies were conducted. The first study involved interviewing 32 soldiers who had sought treatment for a mental health problem while on active duty, addressing the barriers to treatment seeking that existed, and how soldiers overcame those barriers to get treatment. The second qualitative study involved conducting 12 focus groups with soldiers of different rank to address perceptions of mental health treatment and mental health professionals, factors that facilitate versus inhibit treatment seeking, and recommendations they had for increasing the likelihood of needed treatment seeking. The results of these studies were used to develop a comprehensive taxonomy of those factors that inhibit versus facilitate treatment seeking, which led to a 53-item assessment that was administered as part of a longitudinal study conducted in Year 2 of the grant. This study identified specific factors that distinguished Soldiers who seek mental health treatment for a mental health problem from those Soldiers who fail to seek treatment when showing mental health symptoms. We’ve found that the most common barriers to treatment are that Soldiers feel they can handle problems on their own, Soldiers are concerned about how others might treat them or how their career may be impacted, and that they have negative views of mental health treatment (as ineffective, or won’t help their problems).

The results from the two qualitative studies and the longitudinal study have been used to develop trainings for unit members and leaders that we hope will improve the climate associated with Soldiers getting timely mental health treatment. Our specific goals are to better educate Soldiers on the benefits of treatment and how they can encourage one another to get treatment through a positive unit climate. The training has very few PowerPoint slides, and instead is discussion oriented, with videos of Soldiers discussing the benefits of mental health treatment, barriers associated with treatment and how they overcame them, and the importance of fellow unit members and leaders in creating a climate that will encourage versus discourage treatment seeking. We have pilot tested our training on Clemson ROTC personnel who are currently on Active duty, which led to several changes being made to the training.

This Fall, we will be conducting a test of the training we developed among Soldiers from two battalions (N ~ 1,200) of an Infantry Combat Brigade. The training will be conducted at the level of the platoon.
Fall 2014 Social Calendar

**February**
19th: IO vs. HFES Bowling  
Sam’s @ 5-7 pm
26th: CARMA Talk  
Brackett 419 @ 12 pm

**March**
10th: Hockey Game with IO & HFES  
Greenville Swamp Rabbits vs. SC Stingrays  
Greenville Bon Secours Wellness Arena @ 7 pm
11th: First Friday: Gargi Sawhney  
Brackett 419 @ 11:30 am
25th: R Workshop  
Brackett 419 @ 11:30 am
25th: IO vs HFES Basketball Game  
Fike @ 3:30 pm
25th: IO and HFES Happy Hour  
Esso @ 5:30

**April**
1st: First Friday: Steven Rogelberg, UNCC  
Brackett 419 @ 11:30
8th: CARMA talk  
Brackett 419 @ 12 pm
14-16th: Annual SIOP Conference  
Anaheim, California
15th: CSIOP Reception  
TBD
21st: End of the year picnic  
Abernathy Park @ 5 pm

Check out our Facebook page for updates and reminders! www.facebook.com/CSIOP