From our CSIOP President: Welcome Back!

Welcome back to another exciting semester for CSIOP! We hope everyone had a restful break and have enjoyed a great start to the Spring semester!

We’ve got several exciting events coming up this semester, including guest speakers, workshops to boost our statistical analysis skills, and a little friendly competition with HFES in Basketball and Bowling. We hope you take advantage of these great opportunities that your CSIOP officers have planned. We’re especially looking forward to the SIOP reception in Anaheim. Be sure to check out the information on our Clemson reception and when our current students, faculty, and alumni will be presenting at the conference!

We’re looking forward to a great semester, and as always, we welcome your thoughtful feedback on how we can best serve our CSIOP members!

Kristen Jennings
CSIOP President

PUBLICATIONS


Facility and Student Updates (cont.)

An examination of leader
Britt, T.
Brawley, A. M.,
Allison, B.
Verhoeven, D. C.,
Sinclair, R. R.
Pilcher, J. J.
Britt, T. W.
Vezeau, S. L., Powell, R. B., Stern, M. J.,
method variance in psychological research. Paper accepted to be presented at the 62nd Annual meeting of the Society for Southeastern Social Psychologists, Winston-Salem, NC.

BOOK CHAPTERS

Britt, T. W. & Jennings, K. S. (In editing) The Role of Leaders in Addressing Stigma, Barriers to Care, and other Determinants of Mental Health Treatment Seeking in the Workplace. In M. F. Crane (Ed) Workplaces that bounce back: A practical guide for managers seeking to develop employee resilience. UK: Routledge/Psychological Press.

Jennings, K. S. & Britt, T. W. (In editing) Enhancing the resilience of employees through the provision of emotional, informational and instrumental support. In M. F. Crane (Ed) Workplaces that bounce back: A practical guide for managers seeking to develop employee resilience. UK: Routledge/Psychological Press.


PRESENTATIONS


THESES/DISSERTATIONS

Brooke Allison proposed her dissertation, “An examination of leader-member exchange and team effective-
Faculty and Student Updates (cont.)

Theresa Atkinson proposed her dissertation, “Effects of Social Issues on Employment Outcomes for Individuals with Disabilities”.


Tiffany Cooper proposed her thesis, “Methods of Mutual Monitoring for Backup Behaviors and Team Performance”.


Miranda Pelkey defended her thesis, “She’s Not ‘Fit’ for the Business World: An Examination of Age, Sex, and Weight”.

Dana Verhoeven proposed her thesis, “An examination of trust, distrust, and shared leadership in distributed teams”.

COMPREHENSIVE EXAMS

Deanna Burns passed comprehensive exams at the end of the Fall semester.

APPLIED EXPERIENCE

Brooke Allision accepted a part-time position with TIAA-CREF as an Organizational Effectiveness consultant.

Alec Munc accepted a full-time position with Johnson & Johnson.

PERSONAL

Janet Donnelly got married on October 11, 2015 to Asad Rasuli.

NEWS

Meet our new Post-Doc

Meet Gargi Sawhney

Gargi will be joining Clemson from Old Dominion University, Norfolk VA, where she has been pursuing her doctoral studies.

Her research interests fall within the realm of Occupational Safety and Health. She has been involved in research that spans across addressing theoretical and methodological issues in safety research. She is particularly interested in examining the roles of person– and situation–related factors on safety performance and work-family conflict.

She is most excited to be a part of one of the finest Occupational Health Psychology programs in the country and looks forward to expanding her research to investigate stigma related to treatment seeking in military personnel, as well as exploring resiliency across high-risk industries.

She also looks forward to hiking the trails and visiting national parks in and around the Clemson area.

Fun Fact:

Being a nature enthusiast, she went on several safaris while living in Zimbabwe. One of the most exciting moments was during a walking safari, when she came across two lionesses and a lion just meters away!
SIOP Conference in Anaheim

Things To Do

Nearby...

Anaheim garden walk: Shops and restaurants
Distance: ½ mile
Downtown Disney – Shops, restaurants, etc. (No Disney tickets needed)
Distance: Less than 1 mile
Disneyland Theme Park
Distance: Less than 1 mile
Trader Sam’s bar at the Disneyland Hotel
Distance: Less than 1 mile
Anaheim Packing District: Hotspot for restaurants, bars, and live music
Distance: 2.5 miles
Angel Stadium: Where the Anaheim Angels baseball team plays
Distance: 2 miles
To do: Get tickets to watch a baseball game!

If you want to drive and explore...

Laguna Beach: Public beach access, free trolleys around town, shops and restaurants.
Distance: 30-40 minute drive
Huntington Beach: Public beach access
Distance: 30-40 minute drive
Downtown Los Angeles: Sightseeing, shops, restaurants
Distance: 30-60 minute drive
To do: Visit the Grammy museum, Staples Center, LACMA museum, Walt Disney Concert Hall, and LA Live
Hollywood: Tours, sightseeing, shops, restaurants.
Distance: 45 – 60 minute drive
To do: Go down Hollywood Blvd to see the Walk of Fame, take a horse back riding tour up to the Hollywood sign, take a tour around all of the Hollywood hotspots and celebrity homes
Beverly Hills: Tours, sightseeing, shops, restaurants
50-70 minute drive
To do: Walk down the shops on Rodeo Drive and Melrose Ave, drive past the homes of the rich and famous, enjoy lunch at a chic café
Burbank: Movie studio tours and live tapings at Warner Bros. Studios
50-60 minute drive
To do: Take a back lot tour of sign up online for free tickets to talk show or sitcom in the area
Universal Studios: Theme park
50 – 60 minute drive

SIOP (cont.)

Presentations


Cooper, T., Wilson, S., Shuffler, M. L., Identifying key organizational culture change needs through the lens of leadership development. In C. Lacerenza, (chair), Develop me! Novel Approaches to Enhance Leadership. Symposium to be conducted at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.


ACT also provided the 24 interns a paid day off to volunteer at a local Habitat for Humanity build site. Other disciplines, such as education and psychometrics. Topping off an awesome experience and true to their mission, was done with other I/O psychologists at ACT, I also had the opportunity to work alongside researchers from many other disciplines, such as education and psychometrics.

Alice Brawley, ACT, Inc., Iowa City, IA

Intern, Workforce Research

ACT, Inc., is a nonprofit organization that is strongly driven by its mission to help people achieve education and workplace success. Though ACT is known most widely for its namesake college readiness assessment, ACT has designed a wide array of assessments that provide insights to multiple stakeholders (e.g., students, schools) across the complete Kindergarten through Career (K-Career) continuum. My work at ACT was with ACT’s Workforce Research team, where I analyzed data from over 20,000 job analyses’ worth of ACT WorkKeys® skill requirements. My project identified whether the meaning of each skill importance varied across the different skills and job types. This project was an awesome experience in working with very big, very real data and delivering results relevant to current organizational initiatives. While my core work was done with other I/O psychologists at ACT, I also had the opportunity to work alongside researchers from many other disciplines, such as education and psychometrics. Topping off an awesome experience and true to their mission, ACT also provided the 24 interns a paid day off to volunteer at a local Habitat for Humanity build site.

Theresa Atkinson, ConAgra Foods, Omaha, NE

Intern, Talent Analytics

This past summer, I served as the Talent Analytics Intern at ConAgra Foods in Omaha, NE. ConAgra Foods makes packaged food products under various brand names (e.g., Swiss Miss, Reddi Wip, Healthy Choice, Orville Redenbacher, Chef Boyardee, Hunt’s), and, until recently, also produced many store brand food products. As the Talent Analytics Intern, I was responsible for leading two projects related to retention and employee engagement at ConAgra Foods. Not only were my projects extremely valuable learning experiences, but they also helped to answer questions posed by senior leaders in the company. I was fortunate to be able to work with other I/O psychologists, as the Talent Analytics team is composed of four individuals with advanced degrees in I/O psychology. Overall, I had an absolutely wonderful time during my internship.

Brooke Allison, TIAA-CREF, Charlotte, NC

Intern, Organizational Effectiveness & Development

TIAA-CREF is a Fortune 100 financial services organization known broadly for its retirement products; TIAA-CREF’s mission is to ensure those in higher education and medical industries (i.e., “those who serve others”) can retire comfortably. As an intern on the Organizational Effectiveness & Development team, I supported the company-wide engagement survey effort by providing an analysis of each business area’s results for company executives and helped train employees how to read and interpret data. This may have been my favorite aspect of the internship. In addition, I was tasked with understanding best practices for managing the administrations of several employee surveys throughout the year and collaborated with I/O psychologists from Google, NASA, Federal Management Partners, Walmart, Marriott, and Bank of America in order to pose recommendations for TIAA-CREF. Another project included assisting with the pilot of a new team effectiveness program, in which teams assess, and provide feedback to, their members and leaders in order identify strengths and areas of opportunity. Working with TIAA-CREF has been a wonderful experience, and I am very grateful to be surrounded by professionals with an I/O background when I’m there.

Brooke Allison, ACT, Inc., Iowa City, IA

Intern, Workforce Research

ACT, Inc., is a nonprofit organization that is strongly driven by its mission to help people achieve education and workplace success. Though ACT is known most widely for its namesake college readiness assessment, ACT has designed a wide array of assessments that provide insights to multiple stakeholders (e.g., students, schools) across the complete Kindergarten through Career (K-Career) continuum. My work at ACT was with ACT’s Workforce Research team, where I analyzed data from over 20,000 job analyses’ worth of ACT WorkKeys® skill requirements. My project identified whether the meaning of each skill importance varied across the different skills and job types. This project was an awesome experience in working with very big, very real data and delivering results relevant to current organizational initiatives. While my core work was done with other I/O psychologists at ACT, I also had the opportunity to work alongside researchers from many other disciplines, such as education and psychometrics. Topping off an awesome experience and true to their mission, ACT also provided the 24 interns a paid day off to volunteer at a local Habitat for Humanity build site.
Deanna Burns - Pilot Flying J, Knoxville, TN
Intern, Talent Management

My internship with Pilot Flying J was challenging, eye-opening, and rewarding. I was an intern for the Talent Management division of the Human Resource team. PFJ is going through a slight cultural shift to be more focused on their people and customers. Because of this, it was a great time to work on some core HR functions that provided a basis for the shift. During my time there, I worked on competency modeling, job analysis, data-driven results, and succession planning. For the job analysis, I was the lead manager on the project and did everything from coordinating meetings to conducting the job interviews to preparing documents for the senior leadership team. Overall, my internship with PFJ was a great opportunity.

Kandice Goguen, Walt Disney Movie Studios, Burbank, CA
Intern, HRBP

My summer in Los Angeles was exciting, challenging, and extremely fulfilling. The Walt Disney Movie Studios is 1 of 6 segments in the Walt Disney Company, and is comprised of Live Action productions, as well as Disney Animation, Pixar, Marvel, LucasFilm, ABC Television, Disney Theatrical Group, Disney Music Group, Disney Toon Studios, and the El Capitain Theater. As a HRBP, I worked an array of projects and collaborated with business leaders across a multitude of departments. During my time, I assisted with survey design, data collection, and analysis of results. I developed and delivered presentations, paired with Learning and Development and SME’s to develop customized trainings, and assisted with annual talent planning processes. I also worked closely with Senior Leaders in Technology to help design, organize, and justify a major Staffing Strategy. Furthermore, the extras, such as scheduled meetings, speakers, and additional events largely contributed to what was a very insightful and invaluable experience.

Alec Munc, Johnson & Johnson, New Brunswick, NJ
Intern, Organizational Analytics

During the summer (and currently) I intern at Johnson & Johnson on the organizational analytics team. Johnson and Johnson is the largest integrated healthcare company in the world and with its corporate headquarters in New Jersey. During my tenure I have worked on a variety of projects aimed at producing business insights. I am currently the lead on a study looking at the effectiveness of an organizational wellness program. I also provide research insights about I/O topics such as organizational commitment and turnover models for business leaders.

Stephen Robertson, The Johns Hopkins University Applied Physics Laboratory, Laurel, MD
Intern, Organizational Development

This past summer I interned at Johns Hopkins APL which while affiliated with JHU, is an independent laboratory that works on various sponsored programs for the Department of Defense, NASA, and other government/military organizations. I was placed into their HR to work on various projects. I analyzed their employee Work Environment survey, conducted ad- verse impact analyses for leadership hiring, and worked with their employment team to help improve their hiring processes. Additionally, I was tasked with in-forming and teaching their HR department about the practices of I-O psychology with the goal of helping them figure out how to best utilize what I-O psychology has to offer the HR practices of a large organization. Currently, I’m working on developing a personality measure for their application process. This internship allowed me gain hands-on experience, and it was a good experience.

Spring 2016 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: CSIO Reception
Evite coming soon!

21st: End of the year picnic
Abernathy Park @ 5 pm