



CLIP

The Clemson Industrial-Organizational Psychologist

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Welcome Back from the President

Welcome to another great year at Clemson University! I hope everyone had a fantastic summer break and is off to a productive start for the 2018-2019 year. As always, we are excited to welcome our newest members to CSIOP and very happy to have many members return. CSIOP is looking forward to providing you with a great experience filled with a variety of professional and social opportunities. We sincerely hope you'll take advantage of them and get involved!

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How to keep up with CSIOP!

I would like to take the time to recognize the talented and dedicated group of officers we have for CSIOP, who have already begun putting together some exciting initiatives and events this semester:

Vice President - Chloe Wilson
Secretary - Elyssa Johnson
Treasurer - John Morgan
Media Coordinator - Katie Brown
Alumni & Undergraduate Liaison - Michelle Flynn
Social Affairs Coordinator - Alex Moore

I also want to give a warm thank you to all of our outgoing officers from 2017-2018 for their outstanding work and for making CSIOP a great success last year:

President - Dana Verhoeven
Secretary - Pam Farago
Media Coordinator - Megan Morgan
Social Affairs Coordinator - Tiffany Cooper

Regarding professional development, we are lucky to continue our speaker series with a selection of prominent speakers, including Dr. Johanna Lascano from Infor and Dr. Jay Goodwin and Dr. Greg Ruark of the Army Research Institute for the Behavioral and Social Sciences (ARI). We will also be taking a field trip with HFES to the Centers for Disease Control and Prevention (CDC) in Atlanta this November! Finally, we have introduced a Graduate Teaching Assistant seminar series lead by our own Dr. Cindy Pury which outlines the shift from student to teacher and helps better prepare graduate students for interacting with undergraduate classes.

CSIOP has several great events planned for the fall! This includes some of our yearly favorites like the Alumni tailgate and our Adopt-a-Family service project. Please see the social calendar for more details on all of our planned events for this semester and keep an eye out on the CSIOP Facebook page! We're always happy to hear from you if you have any suggestions for speakers or events you'd like to see or ideas for improving CSIOP. Please feel free to share those with any of your CSIOP officers.

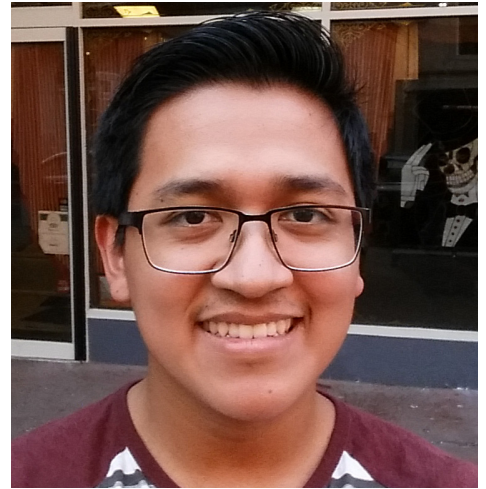
I look forward to another exciting year with all of you!

Natalie Vanelli

MEET THE CUBS

Randle Villanueva

I am starting my first year as an MS student in Clemson's Applied Psychology Program. As a native to Southern California, I attended University of California, Riverside as a transfer student from a local community college and received my Bachelor's in Psychology. During my time at UCR I worked on an independent research project that evaluated the relationship between individuals' religiosity and their satisfaction in romantic relationships. Currently, some of my research interests include studying motivational factors in individuals, means of increasing motivation, and investigating relationships as a source of long-term goal -attainment motivation. In my free time, my hobbies include stereotypically nerdy stuff such as playing video games, drawing, and playing Dungeons & Dragons with my close friends.



Paige Watson

I am a new student in Clemson's I/O Psychology PhD program. I graduated from the University of Georgia this past December with a degree in Psychology and a Sociology minor (Go Dawgs!). At UGA, I worked in two I/O research labs that focused on a variety of topics - leadership, Job Characteristics Theory, turnover intentions, employment law, etc. I am looking forward to working with Dr. Bob Sinclair at Clemson to explore topics in Occupational Health Psychology that better match my research interests. Outside of school, I have dedicated much of my time to coaching and playing volleyball. I also enjoy traveling. I have been fortunate enough to have the opportunity to visit many places around the world. Although I have lived in Georgia for my entire life, I am excited to call Clemson my new home...but being a Dawg, I will have to adjust to all of the orange! :)



Riley McCallus

I'm a first year I/O doctoral student here at Clemson, and I'm working in Dr. Marissa Shuffler-Porter's lab. I graduated from Furman University with a bachelor's degree in psychology, and recently graduated from Western Carolina University with a master's degree in general/experimental psychology. I am interested in studying leadership development and organizational interventions that promote effective leadership, especially in health care settings. When I'm not in the office, I enjoy reading, working out, and playing with my dog!



Get to know the newest I/O students!



Phoebe Xoxakos

I am excited to start my I/O graduate journey in Dr. Patrick Rosopa's lab! I moved from the Chicago-land area, where I completed my B.A. in Psychology with a minor in Journalism at Northern Illinois University. I have previously researched abortion attitudes, sexism, disgust, sexual entitlement, and racism. My current research interests are: 1) creating and examining diversity, 2) the effects of oppressive systems such as racism and sexism, and 3) the experiences of women in the workplace. Outside of work I enjoy spending time with friends, family, and our beloved pets, Lulu and Winston. I also enjoy exploring the outdoors, trying new restaurants, the occasional retail therapy, and attempting to improve my golf swing!



Liz Alvarado

I am Liz. I am Peruvian but moved to Dallas in middle school. I went to George Washington University for my undergrad. I have had 3 jobs previous to grad school - working for a financial investment firm, a staffing company and a financial technology company. Aside from Dallas, I've lived in DC, NYC and Portland. I'm interested in leadership and team dynamics in extreme environments.



Jonathan "J. P." Powers

I'm a Captain in the United States Air Force and was selected for a program where I get to earn a master's degree as my next assignment. After earning my degree I will continue my career as an Air Force officer. For the last 4 years I worked as a project manager at a unit that performed the nation's only 24/7/365 nuclear treaty monitoring mission. I graduated in 2014 from Clemson University with a B.S. in Biosystems Engineering. In my free time I like to lift weights and practice my hobby of nature and wildlife photography. If you ever want to look at cool bird photos I'm your guy!

Get to know the newest I/O students!

Jordan Smith

I am is a first-year I/O doctoral student in Marissa Shuffler's lab. I am from Michigan hail from a town called Kalamazoo (there's even a song about it). Prior to arriving at Clemson, I earned a BA in Psychology at Calvin College in Grand Rapids, Michigan and discovered my passion for I/O. My current research interests are leadership, teams, and training and development, particularly in high-risk environments. Outside of school, I enjoy listening to music, going to concerts, exploring the natural beauty of the Southeast region, watching reality television, and petting any dog that I see.



UPCOMING EVENTS

CSIOP EVENTS COMING SOON!

October

12th | 11:30am | Dr. Jay Goodwin - US Army Research Institute | Brackett 419
20th | Time TBD | Homecoming Tailgate with Alumni | Meet in Brackett

November

2nd | Time TBD | People's Choice Event - TBD | Location TBD
16th | Meet at 8am | Tour of the CDC in Atlanta | Meet in Brackett
November 12th through December 6th | Volunteer to get a gift for Adopt-A-Family

December

7th | Time TBD | Annual Holiday Party | Brackett

MORE ON THE CDC TOUR IN ATLANTA

8am | Meet at Brackett to carpool to the CDC

11am | Tour of the CDC

12pm | Lunch

1pm to 2:15pm | Presentations from CDC Employees

3:15pm to 5pm | Explore on your own

FACULTY & STUDENT UPDATES

Publications

- Black, K.J., Britt, T.W., Lane, M., & Adler, A.B. (in press). Newcomer engagement and performance strategies in a high-risk occupational context. *Sport, Exercise, and Performance Psychology*.
- Kelley, A.M., Trayhnam, S., Long, C.P., & Britt, T.W. (in press). Posttraumatic Stress Disorder symptoms and criminal behavior in U.S. Army populations: The mediating role of psychopathy and suicide ideation. *American Journal of Psychology*.
- Sytine, A.I., Britt, T.W., Sawhney, G., Wilson, C., & Pickard, M. (in press). Savoring as a moderator of the daily demands and psychological capital relationship: A daily diary study. *Journal of Positive Psychology*.
- Adrian, A.C., Adler, A.B., Thomas, J. L., & Britt, T.W. (2018). Integrating new soldiers: The role of leaders and unit members. *Military Psychology*. DOI 10.1080/08995605.2018.1425064.
- Britt, T.W., Jennings, K.S., Cheung, J.H., Pury, C.L.S., & Zinzow, H.M. (2018). Unit training to increase support for military personnel with mental health problems. *Work & Stress*. DOI 10.1080/02678373.2018.1445671
- Britt, T.W., McGhee, J.S., & Quattlebaum, M.D. (2018). Common mental disorders among U.S. Army aviation personnel: Prevalence and return to duty. *Journal of Clinical Psychology*. <https://doi.org/10.1002/jclp.22688>.
- Britt, T. W., Wright, K. M., Sipos, M. L., & McGurk, D. (2018). Testing the effects of using a behavioral health provider to deliver a routine post-deployment assessment for soldiers returning from combat. *Psychological Services*, doi:10.1037/ser0000266
- Goodmon, L. B., Brown, K. B., Edwards, L., Hurley, K., Hartzell, K., & Powell, T. (in press). Ready, set, rotate: The relationship between working memory capacity and mental rotation speed. *Journal of Scientific Psychology*.
- Probst, T., Sinclair, R. R., Sears, L. E., Gailey, N., Jennings-Black, K., & Cheung, J. H. (2018). Economic stress and well-being: Does population health context matter? *Journal of Applied Psychology*, 103, 959-979.
- Sawhney, G., Jennings, K.S., Britt, T.W., & Sliter, M.T. (2018). Occupational stress and mental health symptoms: Examining the moderating effect of work recovery strategies in firefighters. *Journal of Occupational Health Psychology*, 43, 443-456.
- Shuffler, M. L., Savage, N., LeNoble, C. A., Verhoeven, D. C., Flynn, M. L., & Farago, P. (2018). Getting Better Faster: Organizational Science at Greenville Health System. Technical Report. *Greenville Health System*.

Sytine, A.I., Britt, T.W., Pury, C.L.S., & Rosopa, P.J. (2018). Savoring as a moderator of the combat exposure-mental health symptoms relationship. *Stress and Health: Journal of the International Society for the Investigation of Stress*, doi:10.1002/smi.2822.

Sytine, A. I., Britt, T. W., Sawhney, G., Wilson, C. A., & Keith, M. (2018). Savoring as a Moderator of the Daily Demands and Psychological Capital Relationship: A Daily Diary Study. *The Journal of Positive Psychology*, 1-8.

Yueng-hsiang, E. H., Sinclair, R. R., Lee, J., McFadden, A., Cheung, J. H., & Murphy, L. A. (2018). Does talking the talk matter? Effects of supervisor safety communication and safety climate on long-haul truckers' safety performance. *Accident Analysis and Prevention*, 117, 357-367.

Presentations

Black, K.J. & Britt, T.W. (2018, April). Stress as a Badge of Honor: Relationships with health and performance. In K.J. Black (Chair), *Good for Work, Bad for Life: Individual Characteristics with Divergent Effects*. Symposium presentation at the 33rd annual Society for Industrial and Organizational Psychology (SIOP) Conference, Chicago, IL.

Britt, T.W., Jennings, K., Cheung, J., Pury, C.L.S., & Zinzow, H.M. (2018, August). *Unit training to increase support for soldiers seeking and remaining in mental health treatment*. Symposium presentation at the annual Military Health System Research Symposium, Orlando, FL.

Britt, T.W., Kelley, A., Lawson, B., & Hayes, A. (2018, August). *Development and preliminary evaluation of a dynamic marksmanship battery for use with Soldiers following head injury: Sensitivity to vestibular disturbance relevant to return-to-duty*. Symposium presentation at the annual Military Health System Research Symposium, Orlando, FL.

Britt, T.W., McGhee, J.S., & Quattlebaum, M. (2018, May). *Army aviation prevalence and return to duty experience with common mental health disorders*. In *Aircrew Mental Health*, presented at the annual meeting of Aerospace Medicine and Human Performance, Dallas, TX.

Cox, H., & Kowalski, R. M. (2018). *Exploring perceptions of aggressive interpersonal behaviors: Hazing, bullying, and initiation rituals*. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Atlanta, GA.

Crawford, K., Foster, M., Hughes, A., Nash, S., Franchi, M., Bednar, H., Kowalski, R. M., Geary, E., Brady, A., Luber, C., Taylor, K., Doghman, M., Garrett, B., & Pitts, B. (2018). *Sorry, I'm not sorry: Apologies in interpersonal interactions*. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Atlanta, GA.



Current CSIOP members, Chloe and Elyssa, along with former CSIOP member Kristen, at the 2018 annual SIOP conference in Chicago, IL.

- Flynn, M. L., LeNoble, C. A., Savage, N., Shuffler, M. L., Wilson, S., & Tappert, T. N. (2018). *Mind(ful of) Your Emotions: Examining the Impact of Leader Self-Regulatory Skills on Burnout and Unit Well-Being Through Emotion Contagion*. Presentation at the 13th annual conference for the Interdisciplinary Network for Group Research, Bethesda, MD.
- Flynn, M., Verhoeven, D. C., Burnett, E., & Shuffler, M. L. (2018). *Identifying Core Competencies in Multiteam Systems*. Presented at the 13th annual conference for the Interdisciplinary Network for Group Research, Bethesda, MD.
- Giumetti, G., Allison, B. B., & Kowalski, R. M. (2018). *Cyber-incivility predicts incremental variance in turnover intentions, burnout, and commitment above face-to-face incivility: A two-wave panel study*. Paper presented at the meeting of the International Congress on Applied Psychology, Montreal, Canada.
- Hernandez, C., Burke, C. S., Shuffler, M. L., Savage, N., Verhoeven, D. C., Flynn, M. L., Kramer, W. S., & Wiese, C. (2018). *Lessons Learned: A Dive into Shared Leadership*. Presentation at the 13th annual conference for the Interdisciplinary Network for Group Research, Bethesda, MD.
- Kowalski, R. M., & Piepert, A. (2018). *Public- and self-stigma attached to physical versus psychological disabilities*. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Atlanta, GA.
- Peters, C., Carmona, B., Mcelhenny, E., Savage, N., & Shuffler, M. L. (2018). *Is Teamwork a Bulwark Against Burnout? A Study of First Year Medical Residents*. Poster presented at the annual Focus on Creative Inquiry Poster Forum, Clemson, SC.
- Roberts, A. S., Pilcher, J. J., & Rosopa, P. J. (2018, April). *The influence of body temperature and mental state on cognitive performance under sleep deprivation*. Poster presentation at the Southeastern Human Factors Applied Research Conference, Clemson, SC.
- Roberts, A. S., Pilcher, J. J., & Rosopa, P. J. (2018, April). *Feelings in rhythm: The influence of circadian rhythm on the relation between mental state and cognitive performance under sleep deprivation*. Poster presentation at Clemson University 2018 Graduate Research and Discovery Symposium (GRADS), Clemson, SC.
- Rosopa, P., Fynes, J., & Brown, K. (2018, April). *A novel similarity to expert scoring method for situational judgment tests*. Poster session presented at the 33rd Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.



Current CSIOP members, Elyssa, Alex, and Tiffany, made sure to take time to see the sights in Chicago at this year's annual SIOF conference.

- Rothermel, L., Verhoeven, D., Savage, N., LeNoble, C., & Shuffler, M. (2018). *Help Me Help You: Leadership Emotion Awareness & Management Training as Lever for Facilitating Unit Effectiveness in Healthcare Organizations*. Poster presented at the 64th Annual Meeting of the Southeastern Psychological Association, Charleston, SC.
- Savage, N. (2018). *"You Are Not Alone": Exploring the Effects of Group Dynamics on Burnout in Healthcare*. Panel presented to the 13th annual conference for the Interdisciplinary Network for Group Research, Bethesda, MD.
- Savage, N. & Shuffler, M. L. (2018). *An IGNITEd Research Incubator: How can I/O help "cure" healthcare provider burnout?* Alternate session presented to the 33rd Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Savage, N., Shuffler, M. L., Klinefelter, Z., Britt, T., Sinclair, R. R., Pfennig, C., & Pirralo, R. (2018). *Rotating In, Burning Out: The Impact of Resident Rotations on Burnout*. Submitted to the American College of Emergency Physicians Annual Conference, San Diego, CA.
- Savage, N. & Brawley A. M. (2018). *The Rise of the Gig Economy and the Death of the Team?* Poster presented to the 13th annual conference for the Interdisciplinary Network for Group Research, Bethesda, MD.
- Savage, N., Klinefelter, Z., Shuffler, M. L., Pfennig, C., & Pirralo, R. (2018). *Caring for Caregivers: Identifying Personality Risk Factors in Burnout Development*. Poster presented at the GHS Research Showcase, Greenville, SC.
- Shuffler, M., Verhoeven, D., & Jiménez-Rodríguez, M. (2018). *Ouch, That Trust Fall Hurts! Translating the Science of Team Affect into Evidence-based Team & Multiteam System Development Interventions*. Presented at the 13th annual conference for the Interdisciplinary Network for Group Research, Bethesda, MD.
- Shuffler, M. L., Verhoeven, D. C., Savage, N., Flynn, M., Kramer, W. S., & Burke, C. S. (2018). *Social skills in spaceflight: The role of social intelligence in enhancing teamwork quality and team effectiveness*. Poster presented at NASA's Human Research Program Investigator's Workshop, Galveston, Texas.
- Verhoeven, D. C., Kramer, W. S., Shuffler, M. L., & Savage, N. (2018). *Multiteam Systems in Long Duration Exploration Missions: A Qualitative Analysis of Key Characteristics and Challenges*. Symposium presented to the 13th annual conference for the Interdisciplinary Network for Group Research, Bethesda, MD.
- Verhoeven, D. C., Shuffler, M. L., Keebler, J., & Allen, R. (2017). Not another game of operation: Considerations for multiteam systems the operating room. In J. Nahrgang & M. Luciano (Chairs), *From Military to Medicine: Qualitative Explorations of Multiteam System Dynamics*. Presented at the 13th annual conference for the Interdisciplinary Network for Group Research, Bethesda, MD.
- Wilson, C., & Britt, T.W. (2018, April). A dark side of calling: Workaholism, work–family conflict, and mental health symptoms. In K.J. Black (Chair), *Good for Work, Bad for Life: Individual Characteristics with Divergent Effects*. Symposium presentation at the 33rd annual Society for Industrial and Organizational Psychology (SIOP) Conference, Chicago, IL.

Grants

Patrick Rosopa | Co-Principal Investigator. National Science Foundation EAGER Program. EAGER: Multiscale methods for generating infrastructure networks. \$200,000. (2017-2019. Status: Awarded; Award #: 1745300) PI: Ilya Safro

Marissa Shuffler | NSF CAREER grant on teamwork profiles and team interventions, approximately \$466,000 over 5 years for research and education initiatives around teamwork. (<http://newsstand.clemson.edu/mediarelations/psychology-researcher-to-use-grant-to-improve-teamwork-across-disciplines/>)

Marissa Shuffler | Institutional Principal Investigator. NASA grant on multiteam systems for almost \$1 million (3 year effort) starting in October (led by Dr. Dorothy Carter at UGA, "Project FUSION: Facilitating Unified Systems of Interdependent Organizational Networks," <http://spaceref.com/news/viewpr.html?pid=50949>)

Invited Addresses

Britt, T.W. (2018, April). Staying strong by seeking help: Barriers and facilitators to military mental health treatment seeking. Webinar provided to the Military Families Learning Network, <https://learn.extension.org/events/3344>.

Honors and Awards

Nastassia Savage received the SIOP Student Travel Award (April 2018) and the Clemson Human Factors Institute Travel Award (April 2018 and July 2018).

Dr. Patrick Rosopa was invited to serve on the Editorial Board of Organizational Research Methods and invited to serve as Associate Editor in Methodology for the Journal of Managerial Psychology. Dr. Rosopa also received the Excellence in Reviewing Award (August 2018) from Human Resource Management Review.

Dr. Robin Kowalski received the University Research, Scholarship, and Artistic Achievement Award, 2018 and the Award for Excellence in Interdisciplinary Collaboration, 2018.

Proposals and Defenses

Michelle Flynn successfully proposed her Masters Thesis in August 2018, "Development and validation of a situational judgement test of critical social thinking in the workplace"

Elyssa Johnson successfully proposed her Masters Thesis in October 2018, "Do differences matter: Economic stress and individual differences."

Joe Ligato successfully proposed his Masters Thesis in April 2018, "The importance of contextualized, facet-level personality measures."

Proposals and Defenses, continued

John Morgan successfully proposed his Masters Thesis in September 2018, "Job insecurity across borders: An examination of job insecurity, perceived organizational support, and turnover intentions in the United States and China."

Natalie Vanelli successfully proposed her Masters Thesis in May 2018, "The relative value of pathways towards a life well-lived."

Crystal Wiedemann successfully proposed her dissertation in May 2018, "Purpose-driven: Employee engagement from a human flourishing perspective."

Chloe Wilson successfully defended her Masters Thesis in April 2018, "Living to work: The effects of occupational calling on mental health at work."



RECENT PHD GRADUATES



Billy Kramer, Ph.D.

Dissertation: *Traversing the Digital Frontier: Culture's Impact on Faultline Emergence in Virtual Teams*

Advisor: Marissa Shuffler, Ph.D.



Pam Farago, Ph.D.

Dissertation: *Caring for Caregivers: Mentoring and its Effects on Affective and Behavioral Outcomes*

Advisor: Marissa Shuffler, Ph.D.

Jamie Fynes, Ph.D.

Dissertation: *Now That I'm Gone, Let Me Tell You How I Feel: Former Employees' Perceptions of Employer Image and Organizational Attraction*

Advisor: Patrick Rosopa, Ph.D.



PERSONAL NEWS

Congratulations to *Jeremy Lopez* on his marriage this summer!

Congrats to *Dr. Kaileigh Byrne* on her engagement!

Congrats to *J. P. Powers* on his promotion to the rank of Captain in August!

SUMMER INTERNSHIPS

Katie Brown | **Amgen, Inc.**

Emily Burnette | **Publix Supermarkets**

Tiffany Cooper | **Walt Disney Studios**

Zach Klinefelter | **Amgen, Inc.**

Chloe Wilson | **Tractor Supply Co.**



Current CSIOP members, Tiffany, Alex, Natalie, and Elyssa, taking a break from the 2018 annual SIOF conference in Chicago, IL. Who says you can't have fun at conferences, too?

Keep up with CSIOP!

www.facebook.com/groups/CSIOPevents/

www.blogs.clemson.edu/csiop/

Donate on Venmo!

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