Welcome Back from the President

Welcome back to another great semester with CSIOP! CSIOP is continuing to grow as we are happy to welcome in several new members this year including first year I/O psychology graduate students, business graduate students, and psychology undergraduate students. We hope that everyone has remained healthy and enjoyed their summer even while social distancing. We look forward to navigating the virtual environment with you all by offering virtual professional and social opportunities this semester to help everyone stay connected and work towards their professional goals!

First, I would like to introduce the new team of CSIOP officers for the 2020-2021 school year. The CSIOP officers have been working hard with passion and dedication to prepare for this semester:

Vice President - Alexxa Bessey
Secretary - Anna Wolf
Treasurer - Baylor Graham
Social Affairs Coordinator - Lauren Kistler
Alumni & Undergraduate Liaison - Chelsea Robbins
Undergraduate Chair - Kaitlyn Rubley
Media Coordinator - Sydney Milian

I would also like to thank all of our outgoing officers from the 2019-2020 school year. Their efforts were essential to get us to where we are now.

President - Chloe Wilson
Vice President - Zachary Klinefelter
Secretary - Riley Pegram
Treasurer - John Morgan
Social Affairs Coordinator - Phoebe Xoxakos
Media Coordinator - Katie D’Souza

CSIOP is excited for this semester’s First Fridays and social events. We kicked off our First Friday schedule with the annual summer internship panel and appreciate the great turnout of both students and faculty members. The panelists provided an overview of their roles as interns this past summer and offered beneficial advice for students planning to apply for internships this year. Our October First Friday (10/02) will be a military research panel consisting of CDR Henry Philips (U.S. Navy), Dr. Kara Orvis (VP of Research and Development Group at Aptima, Inc.), and Dr. Paul Bliese (University of South Carolina, Darla Moore School of Business). The panel will briefly present their research followed by a discussion on conducting military research in applied settings, what a career in applied military research might look like, the breadth of research within the military domain, and how military research fits into I/O psychology more broadly. The last First Friday of the semester (11/06) will be a presentation from Dr. Chris Cunningham (University of Tennessee at Chattanooga). Dr. Cunningham will present on career-development, focusing on the dual identity of scientific-practitioners as well as master-level education and career opportunities. All First Fridays will be hosted virtually this semester.

We also have several fun social events planned for the semester! Check out our social events calendar for more details. As of now, we have scheduled all social events to be virtual; however, there are in-person alternative events for later in the semester if it is deemed safe to hold the in-person options. Unfortunately, we have cancelled the traditional Alumni tailgate for the homecoming game this year to promote the safety of our CSIOP members, faculty, and alumni as well as to comply with local COVID-19 restrictions. We hope to be able to connect with our alumni again next semester at SIOP and at the 2021 homecoming tailgate.

Lastly, the CSIOP mentorship program is starting its second semester! The goal of the mentorship program is to facilitate relationships between graduate students and undergraduate students who are interested in graduate school. We also are expanding the program to include mentor-mentee pairs between new graduate students and experienced graduate students. If interested, register to be a mentor or request a mentor on our website!

Thank you all for your continued support of CSIOP! Please do not hesitate to reach out if you have any feedback for our improvement or event suggestions. We wish you all a great semester!

-Paige Watson
Meet the Cubs

Akasha Nelson
Hi! I’m a first year MS student in the IO program. I graduated from Clemson with a B.A. in Psychology with a minor in Legal Studies. As an undergraduate, I worked under Dr. Marissa Shuffler on NASA Project FUSION, and decided to continue my studies and join her lab as a GRA. I’m excited to spend the next couple of years learning as much as I can and helping with multiple projects. I’m particularly interested in teams and MTS research—figuring out what makes a team successful or unsuccessful is so fascinating to me. I’m originally from Beaufort, SC and I love reading, going on hikes, & musical theatre.

Bella Tran
Hello everyone! My name is Bella Tran, and I am a first-year M.S. student in Applied Psychology program with I-O concentration. I received my B.A. in Psychology and minoring in Management from Clemson University in 2018. My primary research interests are teamwork dynamics, organizational well-being, high-stress work environments, and work-family balance. I especially love traveling and discovering new cultures through people and cuisines with family and friends. But I also enjoy spending my day off on the bed and developing a deep relationship with Netflix. A little fun fact, I am originally from Vietnam; I used to grow up and want to become a pianist.

Carson Matsick
Hi there, my name is Carson Matsick, a first-year I-O PhD student working for Dr. Pury’s lab! I transferred to Clemson for my latter two years of college, earning a BA in Psychology and minor in Philosophy. It’s exciting to continue my education at such a research-intensive university! My research interests focus on employee well-being, such as through serious leisure, work-life balance, and restorative techniques. I like to enjoy life’s little moments with yoga, games, meditation, reading, and spending time with friends.
Get to know the newest I/O students!

**Coleton King**
I am a first year I-O M.S. student working with Dr. Patrick Rosopa. I received my B.S. in Biochemistry and Psychology with a minor in Global Health from the University of Wisconsin – Madison. My undergraduate research was primarily concerned with human pathogenic fungi. After graduating, I worked briefly at the Wisconsin State Laboratory of Hygiene, where I validated a CDC assay for detecting Hepatitis C transmission networks using the genetic sequence of viral RNA extracted from blood serum. The purpose was to identify “super-spreaders” and use targeted clinical intervention to maximize the effectiveness of limited resources. I landed on I-O Psychology because I want a career in which I can provide similar high-impact statistical insights, but in the context of human behavior and interactions.

**Danielle Sperry**
I am a first year MS student in the I-O program. I just finished my undergraduate degree from Virginia Tech where I double majored in Psychology and Human Development. At VT, I worked in a lab focused on studying how employees react to and recover from work stress, both during the workday and at home. This developed my research interests in I-O, and more specifically, occupational health topics. I am now working in Dr. Bob Sinclair’s lab and I am looking forward to pursuing my specific research interests such as work-life balance and economic stress. I am from New Jersey and currently spend a lot of time at the beach, but I am excited to trade the beach in for SC hiking spots this fall!

**Erica Boucher**
I am a first year PhD student in the I-O program working with Dr. Mary Anne Taylor. I graduated from Gettysburg College in 2019 with a double major in Organizational and Management Studies and Spanish. During my undergrad, my research was primarily focused on maternity leave in the United States and how policies compared to other countries, especially Spain, where I studied abroad. My current research interests focus on diversity in the workplace with an emphasis on gender. In my free time I enjoy traveling, rock climbing, building furniture with my dad and crocheting.
Get to know the newest I/O students!

Katelyn Hedrick
I am a first year Industrial Organizational Psychology student working with Dr. Marissa Shuffler. I graduated from the University of Mary Washington with a B.S. in Psychology and from George Mason University with a M.A in I/O Psychology. During my time at GMU, I was involved in several research projects under Dr. Stephen Zaccaro studying leadership development and multiteam systems in the military and medical contexts. I am excited to continue this line of research at Clemson! In my spare time, I enjoy dancing and swimming.

Kirby Allen
I am a first year MS student in Clemson’s Applied Psychology program. I graduated from Florida State University with a bachelor’s degree in psychology in 2019. During my undergraduate career, I worked in a cognitive research lab focused on expert performance and deliberate practice. After graduating, I worked as an economic research analyst for a non-partisan research institute in Tallahassee, Florida. After exploring research areas within I-O psychology, my current interests include occupational health, organizational effectiveness, and organizational climate. Outside of academics, I enjoy photography, soccer, and working with computers and technology.

Kyle Christenson
I am a first year MS student in the IO program working with Dr. Marissa Shuffler’s lab on research concerning Teams and Multiteam Systems. I graduated from Hendrix College, a small liberal arts college in Conway, Arkansas, in 2019 with a bachelor’s degree in Psychology. During my time at Hendrix, I used about every resource I could to explore my deep interests in understanding individual well-being and the intersection of positive and cross-cultural psychology. I took a gap year to finish an internship in the People Analytics department of a large tech company and to travel to Germany for 6 months to work with the Fritz-Schubert Institut, a positive pedagogs organization focused on integrating a “Happiness Curriculum” into the education systems of Germany, France, Austria, and Switzerland. While at Clemson, I am interested in studying team effectiveness and optimized team performance as an extension of both psychological and holistic well-being. Outside of school, I enjoy conversing with others, strong cups of coffee, speaking spanish, trying new food, listening to and playing music, stand-up comedy, travel, hiking, and ultimate frisbee.
Madison Newsome
Hi, I'm Madison Newsome and I am a first-year master’s student in the Industrial-Organizational Psychology program here at Clemson. I graduated with my BS from Florida State University with a minor in family and child sciences. During my undergraduate career and the year following, my research was primarily focused on older adults and technology. Moving forward, I am interested in getting involved in research. Beyond that, I am originally from South Florida, and during my free time, I enjoy traveling, reading, and getting together with friends!

Sydney Bergerowski
I am a first year Industrial Organizational (I-O) Psychology student working with Dr. Marissa Shuffler. I graduated from DePaul University where I received my Bachelors in I-O psychology. While at DePaul, I worked in two I-O labs studying teams and multi-team systems in the contexts of sports (NBA) and space (NASA). I spent this past summer at NASA Johnson Space Center specifically investigating methodological approaches to studying teams in long-duration space exploration as well as compositional factors of these teams. My main research interests revolve around teams in extreme contexts, so I’m excited to study space, healthcare, and Army teams as part of the DIGITAL Lab. In my spare time, I enjoy watching documentaries, hiking, and playing with my puppy!"
Upcoming Events

Awesome events coming soon!

October
23rd | 5:00 PM | Virtual Happy Hour (Halloween Themed) | Zoom: https://clemson.zoom.us/j/99681355222

November
6th | 11:30 AM | Chris Cunningham: Career Development | Zoom
13th | 5:00 PM | Virtual Trivia Night | Zoom: https://clemson.zoom.us/j/94072705005

December
4th | 5:00 PM | Final Virtual Christmas Cocktail | Zoom: https://clemson.zoom.us/j/92159080950

CSIOP and HFES members at the first happy hour of the year.


Presentations


Grants


Shuffler, M.L. (PI, 50%) & Summers, J. (Co-I, 50%). Collaborative Research: Creativity in Teams: Identifying the Role of Meetings in Fostering Effective Cognitive and Social Processes in Teams. National Science Foundation, 08/2020-07/2023, $287,839. (collaborative proposal submitted in conjunction with the University of Nebraska Omaha; total budget: $582,930).

Invited Addresses


Shuffler, M.L. (April-June 2020). Research featured in multiple news stories and interviews addressing Zoom fatigue during the COVID-19 pandemic:


Honors & Awards
Alexxa Bessey received the I/ITSEC Leonard P. Gollobin Postgraduate Scholarship.
Robin Kowalski received the CBSHS Award of Excellence in Undergraduate Teaching, 2020.
Gwendolyn Paige Watson received the Master’s Candidate Outstanding Research Award in May 2020.

Comprehensive Exams
Katie D’Souza, Natalie Vanelli, and Riley Pegram all passed their comp exams in May 2020! Congrats!

Proposals & Defenses

Recent PhD Graduates

Elyssa Johnson, Ph.D.
Dissertation: *Burnout and Poor Health Resulting from Resource Loss: A Longitudinal Examination of Loss Spirals*

Jonathan Powers, Ph.D.
Dissertation: *Teamwork Training for Engineering Students*

Lizandra Alvarado, Ph.D.
Dissertation: *Identifying Thematic Patterns of Autonomy Shifts and Team Boundary Work for Long Duration Spaceflight Multiteam Missions*

Summer Internships
What were CSIOP members up to all summer?

Alex Moore | Regeneron: People Planning & Analytics PhD Intern
Alexxa Bessey | Aptima: Research Scientist Intern
Chloe Wilson | Project COPE: Project Coordinator and Data Analyst
Katie D’Souza | Cox Enterprises, Inc.
Natalie Vanelli | Zillow: People Analytics Intern
Phoebe Xoxakos | Prisma Health
Personal News

Randle Villanueva got engaged July 9th to his (now) fiancee Maddie!

Baylor Graham had a baby this Fall!

Lauren Kistler got a puppy this Summer!

Keep up with CSIOP!
https://www.linkedin.com/company/clemson-society-for-i-o-psychology-csiop
www.blogs.clemson.edu/csiop/

Donate on Venmo!
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