

# THE I-O AGGIE

## The I-O Aggie Celebrates 2022

*The Texas A&M University I-O Psychology programs continue to make strides.*



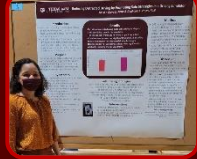






*The Texas A&M University Milner Hall, where some I-O Psychology labs and offices are located*

Yet another year has almost passed in Aggieland. The I-O Aggie looks back on 2022 with pride in the I-O Psychology programs' accomplishments. As detailed in the State of the Program letters and elsewhere in this and the special issue (issue 4.1), the MSIOP and PhD programs continue to successfully train the next generation of I-O practitioners and academics. Both programs continue to admit large classes of students who secure prestigious placements and present and publish important research. The sizable number of PhD students who successfully defended their thesis or dissertation over the past year is evidence of the program's success. The goal of the present issue is to share some of that success and other program updates. Whereas we reflect on 2022, we also look toward 2023 and all the additional work our program is set to do.

**ISSUE 4.2, NOVEMBER 2022**

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## 2<sup>nd</sup> Year Poster Presentations

Each year, the Texas A&M University Department of Psychological & Brain Sciences hosts its 2<sup>nd</sup> Year Poster Session in which second-year PhD students present the research on which they have worked over the past year. This year, our department had the pleasure of hearing from our program's three second-year PhD students: Kristen Jaramillo, Nidhal Mazza, and Yanai Otero La Porte.

**Continued on pg. (7)...**

# Welcome to Our New Students!

In Fall 2022, the TAMU I-O Psychology programs welcomed 4 PhD students and 24 MS students to Aggieland. Each new student is introduced below along with their research/work interests.

## PhD Students

**Beomgyu Park** is from Seoul, Korea. He earned his bachelor's degree in industrial-organizational psychology from University of Illinois at Urbana-Champaign. Beomgyu's research interests are team performance, leadership, and psychometrics.

**Evan Nault** is from Dallas-Fort Worth, Texas. They earned their bachelor's degree in psychology from Texas A&M University. Evan is interested in working on research revolving around mental illness and stigmatized identities in the workplace.

**Garam Kim** is from Gyeong-ju, Korea. She earned her master's degree in industrial and organizational psychology from The Catholic University of Korea. Garam's research interests are diversity, inclusion, and fairness in the workplace and occupational health psychology.

## **Toby Driggs**

## MSIOP Students

**Alexander Hamilton** is from Dallas, Texas. They earned their bachelor's degree in psychology from John Brown University. Alexander is interested in diversity, masculinity, and gender roles.

**Ashlyn Elick** is from Bellville, Texas. She earned her bachelor's degree in business management from University of Texas at Austin. Ashlyn's interests include mental health and wellness, women in the workplace, and diversity, equity, and inclusion

**Charuvi Saxena** is from Delhi, India. She earned her post graduate diploma in management from New Delhi Institute of Management. Charuvi is interested in work on diversity and inclusion.

## **Collin Drown**

**Hannah Simone Hutchins Lewer** earned their bachelor's degree in psychology from Texas A&M University. Hannah is especially interested in how workplace incivility, including experienced or witnessed discrimination, influences employee satisfaction.

**Hayden Hast** is from San Antonio, Texas. She earned her bachelor's degree in psychology from Texas A&M University. Hayden is interested in diversity and inclusion, motivation, and management more generally.

**Hima Ongole** is from India. She earned her master's degree in clinical psychology from Tata Institute of Social Sciences in Mumbai, India. Hima is interested in job stress and workplace safety.

## **Jaeyoung Kim**

## **Jana Bittar**

**Jeremy Sapia** is from Prairieville, Louisiana. He earned his bachelor's degree in psychology from Spring Hill College. Jeremy's interests revolve around people analytics, training and development, and performance management.

## **Jonathan Sibert**

**Laura Maia Silveira** is from Ponta Grossa, Brazil. She earned her bachelor's degree in psychology with a minor in business administration from Bowling Green State University. Laura's interests are leadership, teamwork, and motivation.

**Logan Ray** is from Phoenix, Arizona. He earned his bachelor's degree in psychology from California State University at Fullerton. Logan is interested in diversity, equity, and inclusion, especially regarding those in neurodivergent communities.

**Continued on pg. (3)...**

### Welcome to Our New Students (continued)

**Louise Ortego** is from Orange County, California. She earned her bachelor's degree in human development and psychology from Cornell University. Louise's interests are selection and diversity and inclusion.

**Marco Flores** is from McAllen, Texas. He earned his bachelor's degree in psychology from University of Texas at Rio Grande Valley. Marco's interests include health barriers faced by minorities.

**Mercedes Jorge** is from Deerfield Beach, Florida. She earned her bachelor's degree in psychology from Florida State University. Mercedes is interested in diversity and inclusion, organizational justice, organizational culture/climate, and occupational health and safety.

**Michelle Fitzgerald** is from Peoria, Illinois. She earned her master's degree in speech-language pathology from University of Iowa. Michelle is mainly interested in leadership development.

**Omobolanle Akinwa** is from Idanre, Nigeria. She earned her bachelor's degree in psychology from Obafemi Awolowo University. Omobolanle is mainly interested in talent management.

**Paola Flotte** is from Presidio, Texas. She earned her bachelor's degree in psychology from Texas A&M University. Paola's interests include diversity and inclusion and motherhood in the workplace.

**Samantha Schultz** is from Overland Park, Kansas. She earned her bachelor's degree in psychology and minor in business administration from Kansas State University. Samantha is interested in motivation and employee wellbeing.

**Sonali Pahuja** is from Delhi, India. She earned her bachelor's degree in psychology from Ashoka University. Sonali is interested in diversity and inclusion, intergroup relations, and culture and engagement.

**Taylor Cook** earned her bachelor's degree in psychology from Stephen F. Austin State University.

**Taylor Johnson** is from Bryan, Texas. She earned her bachelor's degree in psychology from Southern Methodist University. Taylor is interested in personality, memory and cognition, cross cultural studies, diversity, equity, and inclusion, and workplace attitudes.

**Vraj Patel**



*The fifth cohort of TAMU MSIOP students standing in front of the Psychology Building.*



# Aggie Award Spotlight

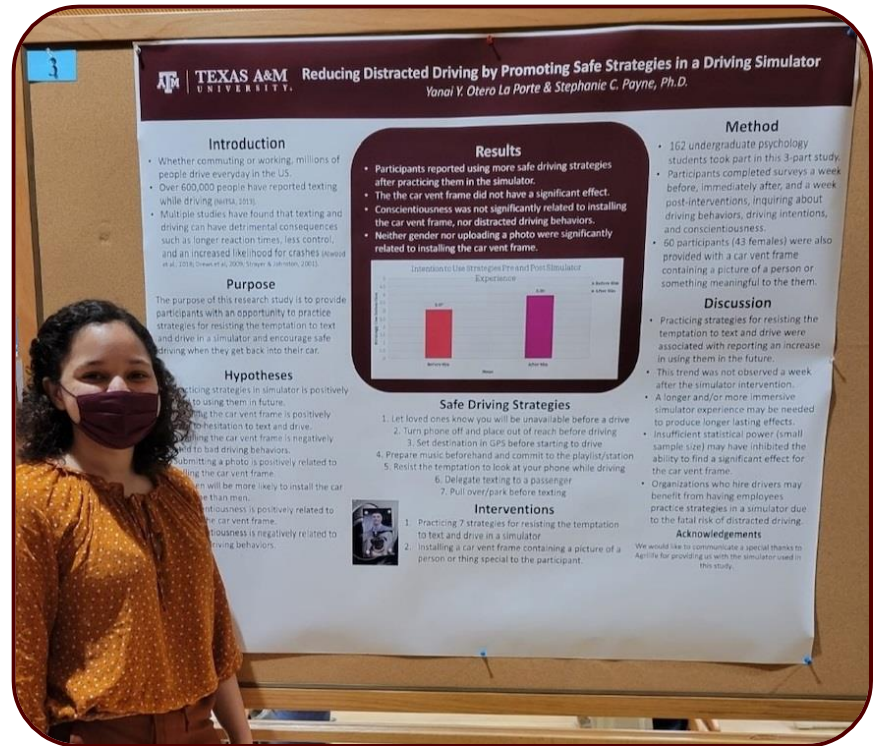
## Taking the Shot Pays Off

**Yanai Otero La Porte** is a second-year I-O psychology PhD student who has recently received two awards. Yanai was awarded funding support from the Southern Regional Education Board (SREB) Doctoral Scholar's Program. Yanai was also awarded 3<sup>rd</sup> place in best psychology poster presentation at the Texas A&M University 2022 Student Research Week. Given her achievements, the I-O Aggie editors chose Yanai as the focus of this year's Aggie Award Spotlight. Yanai was kind enough to chat with us regarding her research, her awards, and advice for other students.

Yanai was an Avilés-Johnson Fellowship recipient and thus eligible for the SREB Doctoral Scholar's Program award. The program funds second-year PhD students who plan to pursue a career in academia. Yanai said that her passion for teaching led her to apply for the funding. Yanai was awarded the funds based on her discussion of her academic aspirations and how she wished to serve as a developmental resource for her future students.

Yanai also won the Texas A&M University 2022 Student Research Week 3<sup>rd</sup> place poster award in her subject area. Yanai's poster was titled "Reducing Distracted Driving by Promoting Safe Strategies in a Driving Simulator." Yanai's research centers around reducing distracted driving behaviors for occupational drivers. She found that participants who practiced more safe driving strategies (e.g., turning off their phone, preparing music before driving) in a driving simulator reported greater use of the strategies afterward. Yanai hopes to continue her research to enhance the safety of individuals who must drive to perform work.

Yanai said she was very honored to receive the 3<sup>rd</sup> place award as it was her first time presenting a research poster. Likewise, Yanai did not necessarily expect to be awarded funding from the SREB Doctoral Scholar's Program. Nevertheless, Yanai was deemed worthy of these reputable awards. Yanai's advice to other students is to never doubt yourself. If she had not applied for the funding or presented her research, Yanai never would have known what could have been. So, complete that application, submit that paper, and apply for that award—take that shot—even if you think it may not turn out in your favor. As Yanai says, "You are more capable than you think."



*Yanai Otero La Porte presenting her poster at the Texas A&M University 2022 Student Research Week.*

## VOLUNTEERS NEEDED

The current colloquium coordinator Nidhal Mazza is looking for one PhD student to shadow him in planning and managing colloquium for the Spring 2023 semester and eventually take over as colloquium coordinator for the Fall 2023-Spring 2024 academic year. If you are interested in shadowing and eventually serving as a colloquium coordinator, please contact Nidhal ([mazzanidhal@tamu.edu](mailto:mazzanidhal@tamu.edu)).

## State of the MSIOP Program

From the Program Director: Dr. Bisi Atoba

The MSIOP program continues to thrive as it welcomed its returning students and fifth cohort of new students in August. We are so proud of our 21 second-year students who returned from summer internships at ByteDance, Collins Aerospace, Farmers Insurance, Infineon, Tesla, and Thermo Fisher to name a few. They graduate in December and seek full time employment; go grads! Our 24 new students also seek summer 2023 internships to acquire more I-O knowledge and skills; they welcome the opportunity to work with their fellow Aggies.



*Dr. Bisi Atoba, MSIOP Program Director*

The program is also proud of the accomplishments of our most recent alums as 92% of them accepted job offers prior to or within 4 months of graduating and one of them, Hyewon Ji, is the first MSIOP student to receive acceptance into multiple (4) PhD programs.

The program kickstarted the 22-23 academic year with a number of events and activities, namely the new student orientation, informational session, comps exam administration, students' internship report-out, and mentoring program matches. The MSIOP program also hosted personnel from the United States Air Force (USAF) who indicated an interest in recruiting students to advance the goals of the USAF Occupational Analysis Program. During the event, students interacted with the Occupational Analysis Program Director, Dan Watola, and two Research Psychologists, Ariana Cunningham and Trey Gonzalez, an MSIOP alum.

The MSIOP program will be admitting its sixth cohort of students to start in Fall 2023. Applications are due on February 15, 2023. More information about admissions can be found on the [MSIOP website](#). To alumni, we would like to continue to engage you in the MSIOP program. You can be involved in the program by serving as a guest speaker, mentor, forwarding job and internship announcements, and/or serving on the MSIOP advisory board. If you are interested in learning more about any of these, contact Bisi Atoba ([bisi.atoba@tamu.edu](mailto:bisi.atoba@tamu.edu)).

## State of the PhD Program

From the Area Head: Dr. Stephanie Payne

Despite being down one faculty member (we were very sad for Bo Zhang to return to his grad school stomping ground at the University of Illinois Urbana Champaign), the I-O Psychology doctoral program is alive and well with 4 faculty and 20 students. We are engaged in discussions to recoup Bo's position as soon as possible. Meanwhile, we ranked 7<sup>th</sup> in the 2022 US News and World Report rankings of I-O psychology doctoral programs.

We have had a number of recent graduations. Our new PhDs are:

**Continued on pg. (6)...**



*The I-O PhD program faculty and students. Not pictured: Isaac Sabat, Jonathan Bailey, Samantha January, Ellen Hagen, Zach Traylor, Jessica Walker, and Linden Wooderson.*



**State of the PhD Program  
(continued)**



*Dr. Stephanie Payne, I-O Area Head*

**Jennifer McDonald**, Sr. Consultant with People & Talent Insights at Oracle, **Stephanie Brown**, Human Capital Consultant at ICF, **Kelly Dray**, Senior Associate in People Analytics & Insights at PwC, and **Felix George, Jr.**, Senior Workforce Consultant with Employee Experience Analytics.

We have experienced a number of changes in the past six months. First, our new university President Kathy Banks proposed that the College of Liberal Arts, College of Science, and the College of Geosciences should merge into one mammoth College of Arts & Sciences, so the university spent the summer preparing for this big transition under the leadership of Dr. José Bermudez. Second, our own Mindy Bergman stepped into the role of Interim Department Head in April and, like a savvy I-O psychologist, has quickly inundated the department with lots of spreadsheets to get us more organized and do a better job of tracking information over time. Third, after a 2-year break from face-to-face social gatherings, we welcomed new cohorts of PhD and MSIOP students to TAMU at my house with the traditional back-to-school barbecue. The incoming PhD cohort consists of 4 students, Toby Driggs, Garam Kim, Evan Nault, and Beomgyu Park. Fourth, Isaac Sabat was promoted to Associate Professor and awarded tenure which was officially effective September 1<sup>st</sup>. Whoop!

As usual, we were very busy finalizing submissions to the SIOP conference in early October and look forward to traveling to Boston in April. Per our long-standing tradition, we celebrated the passing of the October 12<sup>th</sup> deadline with happy hour at the Dixie Chicken in Northgate.

**December 2021 and May 2022  
Graduates**



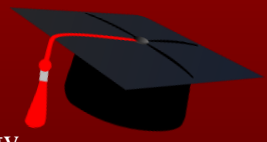
Felix George, Jr., Ph.D.  
Industrial and Organizational Psychology  
Dissertation: *Identifying Profiles of Moral Personality That Are Maximally Associated With Pro-Organizational Unethical Behavior, Counterproductive Work Behavior, and Organizational Citizenship Behavior*

Stephanie Brown, Ph.D.  
Industrial and Organizational Psychology  
Dissertation: *Beyond “Hey Hun!” and #BossBabe: Motivations for Military Spouse Involvement in Multi-Level Marketing*

Ashleigh Williams, M.S.  
Industrial and Organizational Psychology  
Thesis: *Cognitive Mean Score Differences on Unproctored Internet-Based Tests: Self-Selection or Device-Type Effects?*

*Congratulations!*

**December 2021 and May 2022  
Graduates**



Ellen Hagen, M.S.  
Industrial and Organizational Psychology  
Thesis: *Observer Emotions, Attitudes, and Behaviors in Response to Witnessed Incivility*

Stefan Dumlao, M.S.  
Industrial and Organizational Psychology  
Thesis: *Investigating Employee and Applicant Reactions to Electronic Performance Monitoring*

theresa hernandez, M.S.  
Industrial and Organizational Psychology  
Thesis: *An Examination of Nonbinary and Cisgender Gender Expression at Work in a Mostly Representative U.S. Sample*

Robert Martin, M.S.  
Industrial and Organizational Psychology  
Thesis: *Weathering the Storm: Moderators of Psychological Distress and Academic Success After Hurricane Harvey*

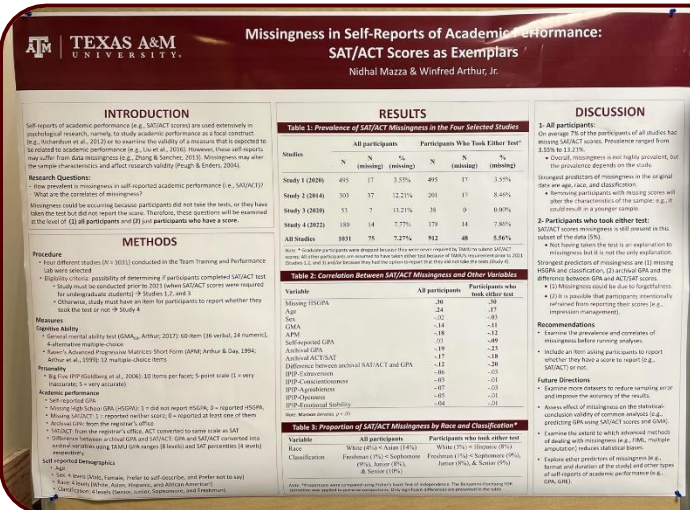
**2<sup>nd</sup> Year Poster Presentations (continued)**

Kristen presented her poster titled “Intersectional Experiences of Transgender and Gender Expansive Employees of Color.” Kristen explored how organizations may signal or inhibit identity safety to transgender and nonbinary employees, or the extent to which one perceives their identities to be welcomed and appreciated. Kristen aimed to fill critical gaps in the extant literature—which has focused primarily on White participants—by interviewing nonbinary employees with a marginalized racial identity. Employees’ intersectional experiences led Kristen to identify voluntary pronoun usage, representation, and supervisor support as salient organizational characteristics that signal identity safety.



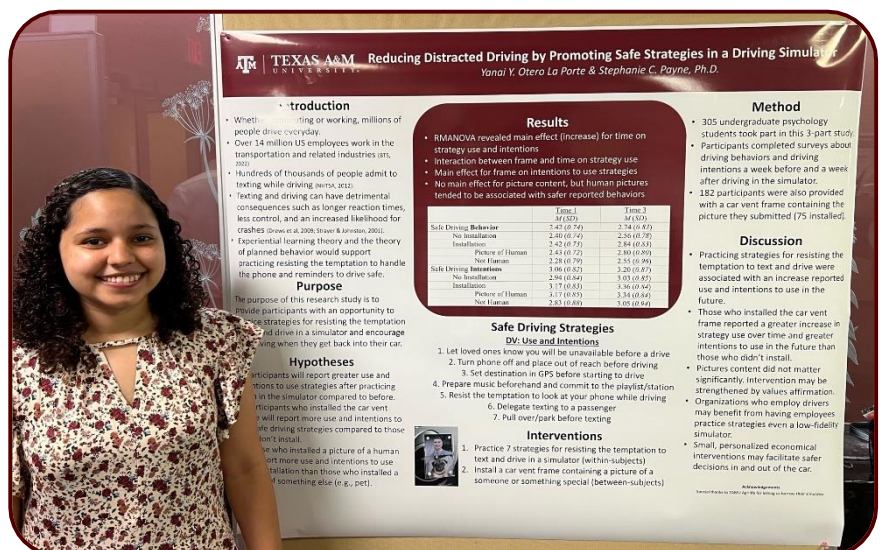
Kristen Jaramillo presenting her poster at the 2<sup>nd</sup> Year Poster Session.

Nidhal presented his poster titled “Missingness in Self-Reports of Academic Performance: SAT/ACT Scores as Exemplars.” Nidhal examined the prevalence and potential explanations of non-responses to standardized test score inquiries (i.e., missingness). Overall, missingness in test scores is not highly prevalent, but noteworthy as it covaries with sample characteristics like race. Predictors of missingness included missing high school GPA and age, suggesting that individuals tend to forget their scores as they move temporally away from their high school grades. Missingness, however, was also negatively related to archival GPA and the difference between GPA and SAT/ACT scores, suggesting that individuals fail to report their scores to manage impressions.



Nidhal Mazza presenting his poster at the 2<sup>nd</sup> Year Poster Session.

Yanai’s poster was titled “Reducing Distracted Driving by Promoting Safe Strategies in a Driving Simulator.” Yanai presented an updated version of her Student Research Week poster in which she investigated how safe driving strategies in a driving simulator and the installation of a car vent frame containing a picture of a loved one influence driving behaviors. She found that practicing safe driving behaviors in the simulator led to greater intentions to demonstrate those behaviors in the real-world. Moreover, those who installed the car vent frame reported a greater increase in safety strategy use over time compared to those who did not install one. Yanai suggested that organizations use similar low-fidelity simulators and safe driving strategies to reduce distracted driving behaviors.



Yanai Otero La Porte presenting her poster at the 2<sup>nd</sup> Year Poster Session.



# Aggie Achievements!

(Selected internships, placements, publications, and awards from 2022)



## Internships and Placements:

**Ashleigh Williams** completed the American Evaluation Association Graduate Education Diversity Internship.

**Cindy Liu** is currently the Global Manager of DEI and Leadership Development at Spellman High Voltage Electronics Corporation.

**Stefan Dumlao** is currently the Professional Development/D&I Intern at Spellman High Voltage Electronics Corporation.

## Publications (current students and faculty are **bolded**; alumni are underlined):

Cho, I., Berry, C. M., **Payne, S. C.**, & Lee, P. (in press in 2022). Too good to be true? Are supervisor-perspective ratings a valid substitute for actual supervisor ratings? *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0001018>

Dray, K. K., & **Sabat, I. E.** (2022). Confronting sexism: Identifying dimensions and exploring impact. *Journal of Applied Social Psychology*, 52(5), 316-340. <https://doi.org/10.1111/jasp.12861>

He, Y., **Payne, S. C.**, Beus, J. M., Muñoz, G. J., Battista, V., & Yao, X. (in press). Organizational climate profiles: Identifying meaningful combinations of climate level and strength. *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0001036>

Hendricks, J. W., Peres, S. C., **Dumlao, S. V.**, Armstrong, C. A., & Neville, T. J. (2021). The impact of hazard statement design elements in procedures: Counterintuitive findings and implications for standards. *Human Factors*. Advance online publication. <https://doi.org/10.1177/00187208211050137>

Keiser, N. L., & **Arthur, W., Jr.** (2022). A meta-analysis of task and training characteristics that contribute to or attenuate the effectiveness of the after-action review (or debrief). *Journal of Business and Psychology*, 37, 953-976. <https://doi.org/10.1007/s10869-021-09784-x>

Muñoz, G. J., Cortéz, D. A., Álvarez, C. B., Raggio, J. A., Concha, A., Rojas, F. I., **Arthur, W. Jr.**, Fischer, B. M., & Rodriguez, S. (2020). After-action reviews and long-term performance: An experimental examination in the context of an emergency simulation. *Human Factors*, 64(4), 760-778. <https://doi.org/10.1177/0018720820958848>

Nirjhar, E. H., Sakib, M. N., **Hagen, E.**, Rani, H., Chu, S. L., **Arthur, W., Jr.**, Behzadan, A. H., & Chaspari, T. (2022). Investigating the interplay between self-reported and bio-behavioral measures of stress: A pilot study of civilian job interviews with military veterans. *Proceedings of the 10th International Conference on Affective Computing and Intelligent Interactions (ACII)*, Nara, Japan.

## Presentations:

**Bowman-Callaway, C. E.**, & **Payne, S. C.** (2022). *Feedback and simulator fail to reduce overconfidence in multitasking ability: Implications for distracted driving* [Poster]. Association for Psychological Science Annual Convention, Chicago, IL, United States.



**Dumlao, S. V.** (Chair), **Payne, S. C.**, Spitzmueller, C., & Tannenbaum, S. I. (2022). *I-O psychology in the Gulf: Safety culture of offshore workers* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

**Edoga, E. I. & Bergman, M. E.** (2022). The impact of racialized stereotypes on employee voice. In **Jenkins, E. D., Edoga, E. I., & Bergman, M. E.** (Co-chairs), *Superwoman and the office b\*tch: An examination of Black women's stereotypes at work* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

**Hagen, E.**, Sakib M. N., Rani, N., Nirjhar, E. H., Nenkova, A. N., Chaspari, T., Chu, S. L., Behzadan, A. H., & **Arthur, W., Jr.** (2022). *Interviewer perceptions of veterans in civilian employment interviews and suggested interventions* [Paper]. International Military Testing Association (IMTA) Conference, Raleigh, NC, United States.

**Jaramillo, K. N., & Sabat, I. E.** (2022). *An intersectional qualitative analysis of transgender and gender expansive employees* [Oral presentation]. Texas A&M University Student Research Week, College Station, TX, United States.

**Jenkins, E. D., Edoga, E. I., Land, M. & Bergman, M. E.** (2022). Endorsement of the strong Black woman stereotype and occupational outcomes. In **Jenkins, E. D., Edoga, E. I., & Bergman, M. E.** (Co-chairs), *Superwoman and the office b\*tch: An examination of Black women's stereotypes at work* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

**Otero La Porte, Y. & Payne, S. C.** (2022). *Reducing distracted driving by promoting safe strategies in a driving simulator* [Poster]. Texas A&M University Student Research Week, College Station, TX, United States.

**Schulte, B. D., Arthur, W., Jr., Traylor, Z., George, F., Jr. Keiser, N. L., & Bennett, W., Jr.** (2022). *Effects of team member substitution and the after-action review on team performance* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

**Schulte, B. D., Bowman-Callaway, C. E., & Payne, S. C.** (2022). Combating overconfidence to discourage distracted driving [Poster]. Association for Psychological Science Annual Convention, Chicago, IL, United States.

### Grants:

Naber, A., & Arthur, W. Jr. (2022). *Objective AAR guidebook: Improving unit performance and cohesion in complex environments*. Army Research Institute (ARI), US Army. 2022/2024. [\$500,000]

### Awards:

**Kristen Jaramillo:** 2022 Texas A&M University Graduate Student Diversity, Equity, and Inclusion Award

**Kristen Jaramillo:** 2022 Texas A&M University Student Research Week 2<sup>nd</sup> Place Oral Presentation

**Rose Siuta:** 2022 Texas A&M University Distinguished Graduate Student Award

**Yanai Otero La Porte:** 2022 Texas A&M University Student Research Week 3<sup>rd</sup> Place Poster Presentation

**Yanai Otero La Porte:** Southern Regional Education Board Doctoral Scholars Program



*Do you have something that you would like to share in our next edition? New job? Promotion? Life updates? Publications? Awards?*

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