

# The University of Akron

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## Industrial/Organizational Psychology

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### Graduate Program Newsletter

**In the  
Fall 2023  
Edition:**

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# Letter from the IOGSC President

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Hi everyone!

My name is Madison Schaefer, and I am thrilled to be serving as President of the I/O Graduate Student Club for a second year. There has been a fresh energy in our department this semester, with an increase in activities, community building, and student engagement. This is in large part due to the excellent programming IOGSC has had the pleasure of organizing and hosting.

We kicked off the semester by welcoming our new doctoral and terminal master's students! First years were invited to a student-run orientation to the program, were paired with a peer mentor to help ease their transition, and met other I/O students at a metro park picnic. We also enjoyed connecting at our annual fall potluck with delicious food and fun outdoor games (thank you to Dr. Diefendorff for hosting!).

Our philanthropy committee organized IOGSC participation in two great events: the Akron Walk to End Alzheimer's and Bloodview Haunted House. Students had fun while supporting great causes. Additionally, we had an excellent workshop held by Steven Holthouser, a 3rd year M.A./PhD student, in which we learned about AI and how we can ethically use it as a tool in graduate school and academia.

New this semester, IOGSC has begun to host Coffee & Collab sessions every 2 weeks to offer students a space to gather in a group setting to work on whatever they choose. With alternating locations between campus and a local coffee shop, we are providing our students with a productive community environment with other I/O students.

We also had the absolute pleasure of welcoming back some familiar faces as guest speakers this fall. Dr. Dennis Doverspike and Dr. Ariel Roberts both gave excellent talks and socialized with us at local breweries afterwards. Thank you both so much for joining us! We would like to continue enhancing alumni involvement with current students. If this is something you are interested in, please contact me at [mms359@uakron.edu](mailto:mms359@uakron.edu).

I am immensely proud of the hard work of the IOGSC leaders and members who made many of these events possible and look forward to all of the great things they will continue to do next semester. I would like to give a special shoutout to my fellow IOGSC executive board, as they have put a large amount of time and effort into improving IOGSC and the experiences we can provide our students, faculty, and alumni. If you have any updates, comments, or questions you would like to share, please feel free to contact me ([mms359@uakron.edu](mailto:mms359@uakron.edu)).

Happy holidays!

## **IOGSC Executive Board:**

President: Madison Schaefer - [mms359@uakron.edu](mailto:mms359@uakron.edu)  
Vice President: Megan Frey - [mef87@uakron.edu](mailto:mef87@uakron.edu)  
Secretary: Nicole Baker - [nmb118@uakron.edu](mailto:nmb118@uakron.edu)  
Treasurer: Mariel Reynolds - [mcr29@uakron.edu](mailto:mcr29@uakron.edu)

## **IOGSC Comittee Chairs:**

Workshops: Nicole Donaldson & Mariel Reynolds  
Speaker Series: Mariel Reynolds  
Mentoring & Orientation: Nicole Baker  
Philanthropy: Megan Frey, Rachael Stahl, & Olivia Owens  
Newsletter: Mariel Reynolds & Xin Wei Ong  
Social Media: Mariel Reynolds & Xin Wei Ong  
Website: Xin Wei Ong  
Social Events: Carlie French & Nicole Donaldson  
Visit Day: Nicole Baker  
SIOP Reception: Madison Schaefer

# Department Updates

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## **Dr. Jennifer Tehan Stanley fills Dr. Paul Levy's position as Department of Psychology Chair**



Looking out my window as I write this note, I see the clumpy remnants of last night's Halloween snow accumulation and I'm reminded of how our lives can be characterized by transitions. And without a doubt, our department and I/O program are experiencing transitions! After Dr. Paul Levy was poached to join the leadership team in Buchtel Hall as Vice President and Chief of Staff, I became the new Department Chair and Dr. Jim Diefendorff became the new I/O Program Director. Our two department "cruise directors," Karen and Kim, also separated from the department to start their next chapters. With these transitions, we have all had to practice patience and understanding in ways that are new to our department and sometimes very challenging. Despite these turbulent times, what I've noticed is that the students and faculty of the I/O program SHOW UP! Every day and every way, both students and faculty are showing up for the program, the department, and each other. You can't ask for much more than that! As you read this newsletter, I think you will see tons of evidence of the I/O Program showing up. And I want to thank you all for showing up and making the I/O Program a welcoming and supportive community of scholars. You truly put the I-O in Ohio!

- Dr. Stanley



Laura Fisher (right) fills the Assistant to the Psychology Department Chair position

CJ Wood (left) fills the Departmental Records Specialist position



# The University of Akron's 2024 SIOP Alumni Reception

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Hello Alumni,

I would like to personally thank everyone who attended the 2023 reception in Boston, as well as those who made contributions. Planning will soon be underway for the 2024 SIOP reception in Chicago, IL. If you have any suggestions, ideas, or questions regarding the SIOP reception, feel free to reach out to me at the email below. I hope to see you all there in 2024!

Best Wishes,  
Madison Schaefer  
mms359@uakron.edu

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We greatly appreciate all donations that help make this event possible! If you would like to make a donation, use the QR code or the below options:

- Text "AkronIO" to 41444
- Checks can be made payable to the University of Akron Foundation and sent to the following address:  
 Dr. James Diefendorff  
 Department of Psychology  
 The University of Akron  
 Arts and Science Building, 3rd Floor  
 Akron, OH 44325-4301



# Meet our

# 2023-2024

# cohort!

## Annie Winkhart

MA/PhD



**Background:** I grew up in Canton, OH and graduated from The Ohio State University in May with a BS in Psychology along with minors in Business, Spanish and Legal Foundations in Society. I'm so happy to be back home in the 330.

**Why IO:** I was uncertain about what I wanted to do with Psychology for the longest time, but once I was introduced to I/O by an undergraduate professor, I knew the field was something I wanted to explore. While Ohio State didn't have an Intro to I/O Course, I was able to take business courses and classes like Personnel Psychology and Psychology of Motivation. I felt like I/O combined all of my passions and knew it would be a fulfilling and impactful field.

**Research Interests:** Motivation, leadership, and feedback

**Advisor:** Dr. Elicker

**Favorite Spot in Akron:** Just tried Corner Provisions! LOVE

**Background:** Completed my undergraduate degree at the University of Redlands where I double majored in business and psychology and played 4 years of college golf. Formerly, I worked as a recruiter and interviewer for the Cleveland Metropolitan School District and now work as a Human Resources Intern at Honda Development and Manufacturing of America.

**Why IO:** To gain a unique and important skillset that can apply to many careers, develop research skills, and improve in my role as a human resource professional.

**Research interests:** employee engagement and talent development

**Advisor:** Dr. Elicker

**Favorite spot in Akron:** Handel's Ice Cream and CAS 335!

## Ben Cowan

MA



## Ben Michael

MA/PhD



**Background:** I've grown up in Akron, Ohio my whole life. I received my B.A. in Psychology at UA and decided to keep my surroundings familiar and continue my education at UA for I/O. I have three other brothers, one that has already graduated UA in Civil Engineering, one that just started his undergrad at UA in Chemistry, and one that attends Kent State for film studies. Something people may not know about me is that my family is Italian and Lebanese, so our family dinners can be pretty delicious.

**Why IO:** It was the perfect blend of studying the human experience and applying it to an organizational perspective. Our lives are greatly influenced and impacted by our work, so being in a growing field where I can have a large, positive impact on individuals is a significant motivator for me.

**Research interests:** Motivation & engagement

**Advisor:** Dr. Diefendorff

**Favorite spot in Akron:** You can't go wrong with anything at Diamond Deli.

**Background:** I completed my Bachelor's Degree from Jai Hind College, Mumbai and my Master's Degree from Mithibai College, Mumbai. I worked for about two and a half years as a sourcing and research analyst supporting the talent acquisition efforts of a finance firm before moving here to pursue my PhD!

**Why IO:** I've always been fascinated by human behavior in a work context, as I believe it's a huge part of our lives. We spend so much of our waking hours doing some kind of work, and I'm interested in making that a better experience for everyone.

**Research interests:** Recruitment and selection; job choice and job attitudes; diversity, equity and inclusion; organizational citizenship behavior; individual differences

**Advisor:** Dr. Snell

**Favorite spot in Akron:** Compass Coffee

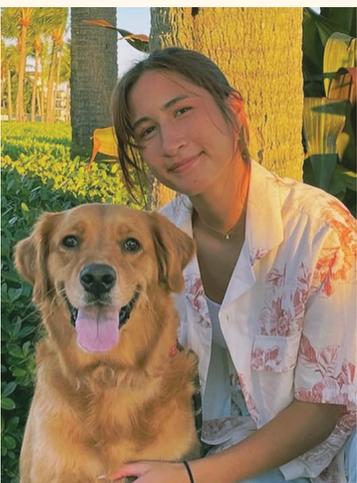
## Hemang Vaidya

MA/PhD



## Lexi Gomez

MA



**Background:** I'm from Cleveland, Ohio and I got my BA in Psychology from Case Western Reserve University where I was captain of the varsity women's soccer team.

**Why IO:** As a student-athlete and psychology major, I wanted to know how my teammate's and my own mind contributed to our individual and collective performances. I-O encompasses the same questions I explored as a student-athlete, giving me the opportunity to discover how they fit into the workplace.

**Research interests:** Motivation, leadership, emotional labor

**Advisor:** Dr. Diefendorff

**Favorite spot in Akron:** Cub Cadet Field

**Background:** My family is from Cedarville, OH, and I attended the University of Dayton for my B.S. in psychology. Go Flyers!

**Why IO:** I got interested in IO psychology after interning at Wright Patterson Air Force base during my time as an undergrad. I was on a human factor's psychology team looking at the fidelity of medical simulators for certain emergency training. One of the members of our team was an IO psychologist, which got me interested in learning more about the field and ultimately applying to IO programs.

**Research Interests:** While my research interests are still being developed, I am interested in topics like work-life balance, occupational health, and subjects in selection.

**Advisor:** Dr. Thornton-Lugo

**Favorite Spot in Akron:** I am still exploring but I really like Diamond Deli!

## Lindsey Wilcoxon

MA



## Sam Haffenden

MA



**Background:** I have an undergraduate degree in psychology and a minor in women's and gender studies from the University of South Florida. I worked as an undergraduate assistant at USF's work-life balance research lab for over two years.

**Why IO:** Making positive changes in the workplace and improving people's work environments has always been a goal of mine.

**Research interests:** Work-life balance and workplace equality

**Advisor:** Dr. Snell

**Favorite spot in Akron:** Cuyahoga Valley National Park

### Fun Facts about the Cohort:

They all love Mitchell's Ice Cream

One of their offices has a new poll up every couple of weeks for the department to vote on

They played trivia as "Cowan et al." and came in 5th place



# Achievements & Celebrations

## Academic Milestones

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### **Terminal Master's Graduates:**

Maya Bachtel  
Leah Benes  
Aleksandra Dunjic  
Libbie Minium  
Becca Spencer

### **Passed Comps (MA/PhD):**

Megan Crow Brauer  
Tiffany Pryce  
Linh Nguyen  
Katie Rosneck  
Madison Schaefer  
Rachael Stahl

### **Master's Theses Completed:**

Gustavo Ugueto-Rey  
Steven Holthouser  
Nicole Donaldson

### **Defended Dissertations:**

Xiyang Zhang  
Ketaki Sodhi  
Jaimie Chen  
Megan Kenworthy  
Faith Lee

## Recent Awards

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**Jim Diefendorff:** Buchtel College of Arts and Sciences Achievement in Research and Creative Activity Award, University of Akron, 2023.

**Dennis Doverspike:** Bemis Award Winner, 2023

**Eric Neumann, Ph.D.:** Celebrating 28 years at Korn Ferry where I am a Senior Partner

# Recent Publications

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- Arthur, W. A., Jr., Doverspike, D., & Schulte, B. (in progress, forthcoming, under contract). Global perspectives on the definition, assessment, and reduction of bias and unfairness in employment testing. Cambridge.
- Barrett, G. V. & Doverspike, D. (2023, in press). Rearranging the Deck Chairs on the Titanic: What are Practitioners to Do? *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Chintakananda, K., Diefendorff J.M., Oc, B., Daniels, M.A., Greguras, G.J., & Bashshur, M.R. (in press). Leader-expressed Humility: Development and validation of scales based on a comprehensive conceptualization. *Journal of Business Ethics*.
- Cubrich, M., Sodhi, K., Petruzzelli, A., & Doverspike, D. (2022). Who rescues the rescuers? Multilevel challenges facing first responder organizations. In Svyantek, D. (Ed), *Chaos and Organizations: The Coronavirus and Lessons for Organizational Theory*. (Chapter 3, pp. 67-97). International Age Publishing.
- Doverspike, D., Petruzzelli, A., & Cubrich, M. (2022). Introduction to the special issue on policing: Examining the role of testing and assessment. *Personnel Assessment and Decisions*, 8(2), Article 1. Available at: <https://scholarworks.bgsu.edu/pad/vol8/iss2/1>
- Ellison, L., Steelman, L., Young, S., & Riordan, B. (2022). Setting the stage: Feedback environment improves outcomes for a 360-degree-feedback leader-development program. *Consulting Psychology Journal*. 10.1037/cpb0000236.
- Gabriel, A.S., Diefendorff, J.M., & Grandey, A.A. (2023). The acceleration of emotional labor research: Navigating the past and steering toward the future. *Personnel Psychology*, 76(2), 511-545. <https://doi.org/10.1111/peps.12576>
- Lee, F., Diefendorff, J.M., Nolan, M.T., & Trougakos, J.P. (2023). Emotional exhaustion across the workday: Person-level and day-level predictors of workday emotional exhaustion growth curves. *Journal of Applied Psychology*. Advance Online Publication. <https://doi.org/10.1037/apl0001095>
- Nolan, M. T., Diefendorff, J. M., Thornton-Lugo, M., Hynes, D., Prezuhy, M., & Schrieber, J. (2023). Understanding the commute from a dynamic self-regulatory perspective. *Organizational Psychology Review*, 13(2), 99-124. <https://doi.org/10.1177/20413866221133745>
- Waters, S.D., & Gregory Riordan, B. (2022). *The Coaching Shift: How A Coaching Mindset and Skills Can Change You, Your Interactions, and the World Around You* (1st ed.). Routledge. <https://doi.org/10.4324/9781003166917>

# Job Updates

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**Rachael Stahl**

Assessment Coordinator Intern at Organizational Effectiveness Strategies

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**Katie Rosneck**

Consulting Intern at Organizational Effectiveness Strategies

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**Olivia Owens**

HR Intern at Continental

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**Sean Rowland**

Associate Consultant at Ergometrics and Applied Personnel Research

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**Aaron Ziff**

Adjunct Instructor at Kent State  
Launching a New Workshop Class in Digital Transformation

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**Ben Schroeck**

Labor Relations Professional 1 at Timken Steel

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**Dennis Doverspike**

Psychologist and People Scientist, Doverspike Consulting, DBA HRLitehouse, and  
Adjunct Professor, MPS IO Program at George Mason

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**Megan Kenworthy**

Senior Consultant at Vero AI

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**Maya Bachtel**

HRIS Coordinator at Babcock and Wilcox

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**Rebecca Spencer**

Human Resources Manager at MCC Internation Inc.

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**Ariel Roberts**

Senior Manager, Global Talent Management at PepsiCo

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**Madison Schaefer**

Organizational Development Doctoral Intern at Cleveland Clinic

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**Libbie Minium**

Workforce Data Analyst at The Sherwin-Williams Company

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**Joren Tengesdal**

Senior Management Consultant at PRADCO

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**Jaimie Chen**

Organizational Effectiveness Advisor at FedEx Custom Critical

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**Dr. Allison (Allie) Gabriel**

Thomas J. Howatt Chair in Management in the Organizational Behavior and  
Human Resources area of the Mitchell E. Daniels, Jr. School of Business at Purdue University.  
She is also serving as the Faculty Director of the brand new Center for Working Well at Purdue.

# Conference Presentations

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- Cubrich, M., King, R. T., & Frantz, N. B. (2023). AI in Interviews: An Examination of Candidate Consent, Performance, and Reactions.
- Cubrich, M., Sloan, M., Frost, C., & Shepherd, W. (2023). Validating A Multi-Method Approach for Predicting Inclusive Mindset Behaviors.
- Flores, C., & Mecca, J. (2023). Examining the Effect of Gender on Self-Assessment in a Selection Setting.
- Lee, F. C., Diefendorff, J. M., Nolan, M. T., & Trougakos, J. P. (2023, April). Person-Level and Day-Level Antecedents of Daily Emotional Exhaustion Growth Curves. Poster presented at the 38th Annual Conference of Society for Industrial and Organizational Psychology, Boston, MA.
- Meriac, J. P. (Chair), Blinebry, A., Elicker, J. D., Gorman, C. A., & Thomas, A. L. E. (2023, April). Managing performance in remote, virtual, and hybrid work settings. Panel Discussion at the 38th Annual Conference of Society for Industrial and Organizational Psychology, Boston, MA.
- Rowland, S. B., Shea, M. A., & Sliter, M. (2023, April). Examining personality and cognitive ability correlates of assessment center exercises. Poster presented at the 38th Annual Conference of Society for Industrial and Organizational Psychology, Boston, MA.
- Samipour-Biel, S. P., Howardson, G., Elicker, J. D., & Snell, A. F. (2023, April). A Technical Roadmap to Agent-Based Modeling in R: Let's Go Fish! for New Skills. Poster presented at the 38th Annual Conference of Society for Industrial and Organizational Psychology, Boston, MA.
- Shockley, K. M. (Co-Chair), Buchanan, B. E. (Co-Chair), Donaldson, N.E. (2023, April). Beyond Conflict: Gender Differences in Invisible Labor and Boundary Management. Symposium presented at the 38th Annual Conference of Society for Industrial and Organizational Psychology, Boston, MA.
- Tillery, M. G., Roberts, A., Seaton, G., Patel, K., Thibodeau, R., & Jayne, B. (2023, April). Transparent language in selection decisions. Poster presented at the 38th Annual Conference of Society for Industrial and Organizational Psychology, Boston, MA.
- Woo, V. A., Ong, X. W. (Chair), Kasischke, K., Levy, P. E., Melillo, E., & Rodriguez, J. M. (2023, April). Shifting into gear: Incorporating DEI into performance management. Panel Discussion at the 38th Annual Conference of Society for Industrial and Organizational Psychology, Boston, MA.
- Zhang, Y. (Chair), Winter, J., Levashina, J., Roberts, A., & Teclé, L. (2023). Structured Interview and Interviewer Training: How Can We do it Right and Better? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

# Other Updates

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**Eric Neumann, Ph.D.:** Over Labor Day weekend several alumni from the entering classes of 1982, 1983 and 1984 had a reunion in northern Virginia hosted by I/O MA alumni Jess Robinson and Nancy Robinson (Kostenko). Participants came from Ohio, Illinois, Minnesota, North Carolina, New York, and California. In attendance were Ph.D recipients Eric and Ann Neumann (Rospotynski), Murray Barrick, Ph.D and his wife Sarah Barrick, Steve Robison, Ph.D. and his wife Val Robison (MA), Michael Scozzaro, Ph.D. and his wife Corinna Scozzaro, MA, Linda Carr, Ph.D., and Candy Albertsson, Ph.D. We Zoomed in Gary Roos, Ph.D. and his wife Nancy Gussett, Ph.D. The Robisons, Robinsons, Neumanns, and Gary Roos and Nancy Gussett all met in the program. It was an absolutely fabulous time meeting back up with great friends who all met in Akron, survived the rigors of the program, and went on to have very successful careers. Plans are already in place to meet again same time next year.



**Brodie Riordan:** Ali O'Malley and I will be Paul's co-authors on the 7th edition of his I/O Textbook. Nicole Baker did all of the research with us and was a rockstar!

**Dennis Doverspike:** "Getting Old"

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**Dr. Thornton-Lugo** is now an Associate Editor for Applied Psychology: An International Review.



**Steven Holthouser** proposed to his (now) fiancée Abby on November 11th, 2023



**Joren Tengesdal** married his wife Jacie on New Years Eve in Appleton, WI



**Hemang Vaidya** married his wife Aakanksha on April 26th, 2023



**Faith Lee** married her husband Eric Lai on March 3rd, 2023 and they adopted 2 cats named Roger and Rafa



**Gustavo Ugueto-Rey** was proposed to by his (now) fiancée Chris on September 27th, 2023



**Ben Schroeck** married his wife Chelsea on October 7th, 2023

Please submit your updates for our  
Spring 2024 Newsletter [here](#)  
or QR code by March 31st, 2024



## Attention Alumni!

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Please take 5 minutes of your time to complete the Alumni Engagement survey. This has been sent out to the most recent email address that we have and it is also listed on our [website](#).

We are updating our records and also hope to increase engagement between students and alumni.

Please reach out to Jim ([jdiefen@uakron.edu](mailto:jdiefen@uakron.edu)) or Mariel ([mcr29@uakron.edu](mailto:mcr29@uakron.edu)) if you have any questions!

Thank you for your time!

# Center for Organizational Research

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## The University of Akron

Founded in May 2001, the Center for Organizational Research (COR) is a business research and consulting group managed by faculty in the Industrial/Organizational (I/O) Psychology program in The University of Akron's Department of Psychology. Our consulting services are delivered by teams of graduate students and I/O faculty members.

### **Services Offered:**

- Customized basic and applied research studies
- Employee attitude surveys
- Training program development and evaluation
- Workshops and seminars
- Job analysis
- Customized tests, measures, and selection systems
- Adverse impact analysis
- Affirmative action plans
- Leadership and management training and development
- Performance management
- Organizational development
- Quantitative and qualitative data analysis
- Various other consulting services

We provide business and organizations with evidence-based solutions for the issues that confront work environments and the people in them. Areas of specialization include human resource management, organizational development, and survey work. COR is proud to preserve a tailored approach to meeting client needs by maintaining a strong research orientation and a targeted client base.

### **Contact Us:**

[www.uakron.edu/cor](http://www.uakron.edu/cor)

COR director: James Diefendorff

[jdiefen@uakron.edu](mailto:jdiefen@uakron.edu)



# Faculty Updates

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## Join us in welcoming Dr. Rose Siuta to our faculty!

Rose received PhD in I/O psychology from Texas A&M University in 2023; mentored by Dr. Mindy Bergman. She received her MA in I/O psychology from Fairleigh Dickinson University in 2016 and her BA in psychology from Bard College.

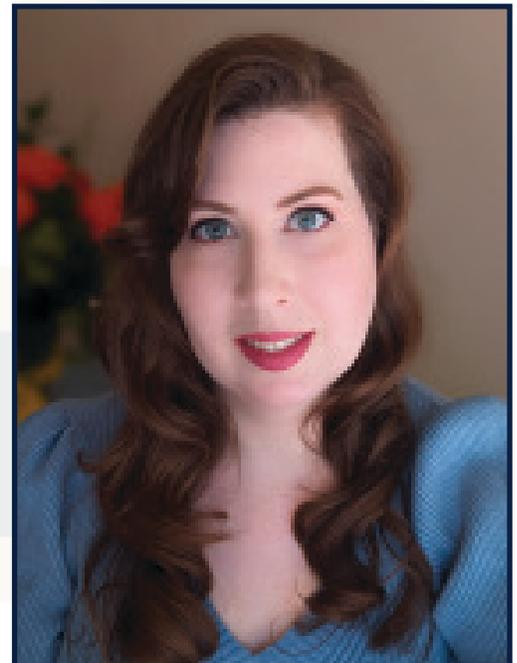
Her broad research interests include gender, discrimination and occupational health; also, qualitative and mixed-methods research and social network analysis. Her dissertation focused on the impact of individual and network characteristics on disclosure of sexual harassment information through informal communication systems known as whisper networks, as well as subsequent health and well-being outcomes for those engaged with those networks.

### Ongoing projects:

- The gendered impact of COVID-19 pandemic on university faculty and graduate student work-life balance
  - Access to abortion and the effects on occupational decisions
- Outcomes of sexual harassment bystander intervention

### Lab/future projects:

- The informal disclosure of sexual harassment
- Body image and stigmatization of the body at work
- Reproductive health at work
- Overall theme: What does it mean to have body autonomy at work?



She was awarded the 2022 Texas A&M University Association of Former Students Distinguished Graduate Student Award for Excellence in Teaching.

If you want to learn more about Rose, visit her profile on [our website](#).



## Andee turned 60!

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In one of our biggest events of the year, our beloved Professor Snell (who we all just call Andee) turned 60 on the 20th of September. Of course, all of us couldn't let the day just go by unnoticed and had to make sure she knew just how fond of her we all are. Luckily for us, Andee was going to be coming in to teach the first years Quant 1, and we had the perfect opportunity to surprise her. Andee had talked about turning 60, but not advertised it so she didn't suspect anyone of planning anything.

We knew that just a cake and a card weren't going to be enough. Instead, we had the brilliant idea of getting t-shirts with the famous pea-pods example on the front (if you've been for an Andee class, there's no escaping this story). But was this one reference enough to get us on the right bus? We didn't think so.

The t-shirts and the cupcakes ended up surprising Andee so much that we got video content for our Instagram feed. Her reaction was priceless! Sitting down with her afterwards gave us some honest reactions to the entire experience: "I was expecting a banner and a couple of cupcakes at most, but nothing could have prepared me for the peapods t-shirts. But the back of the t-shirt almost made me pass out! Seeing my face walk down the hallway was the real surprise!"



# Department Events

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**Dr. Dennis Doverspike  
Speaker Series talk and Happy Hour**

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**Dr. Ariel Roberts  
Speaker Series talk and Happy Hour**

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## Annual Fall Potluck

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## Alzheimer's Walk Philanthropy Committee

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## Akron Marathon 2023

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Door Sudoku provided by Dr. Thornton-Lugo that thrilled many students

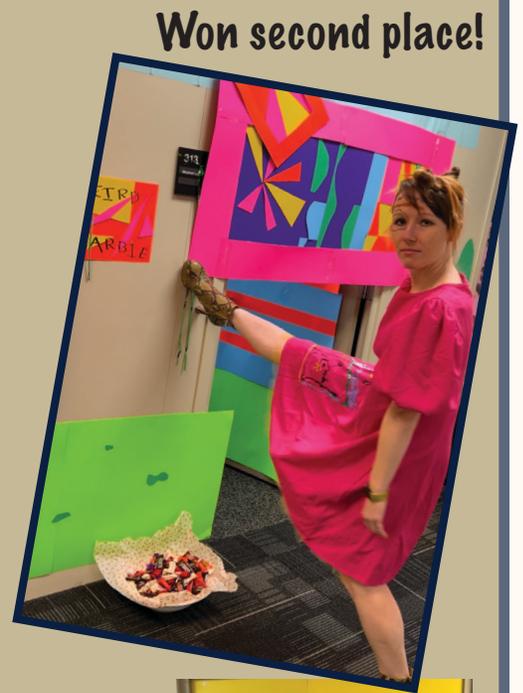


First Year Orientation & First Year Welcome Picnic





Won first place!



Won second place!

### Halloween Door Decorating Contest





Anything but a backpack day



Hawaiian day

### Second Year A&V Theme Thursdays

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Halloween costume day



Star Wars day



Follow us on Instagram @iopsychakron to keep up with the department!

