

The University of Akron

Industrial/Organizational Psychology

Graduate Program Newsletter

In the
Spring
2025
Edition:

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Letter from the IOGSC President

Hi everyone!

My name is Ben Michael, and I am proud to be serving as this year's IOGSC President. I am excited to share our updates for this year, as we have continued our programming efforts from last year and have directed effort toward alumni engagement thanks to our partner club, IOAC.

To start the semester, we welcomed our new cohort of doctoral and terminal master's students into the program with our annual student run orientation. This orientation allows the incoming cohorts to meet the current student body as well as have an easier transition into the program by being paired with a student mentor. We also have continued the tradition of our annual fall potluck, where lots of great dishes were made and pickleball games played, thanks to the generosity of Dr. Diefendorff for hosting!

We have had several amazing programs thanks to our hard-working committees during the fall semester. Our philanthropy committee organized and created the opportunity for our students to participate in the Akron Walk to End Alzheimer's that took place on campus. Our speaker series committee brought in some of our incredible alumni to speak to our students regarding their research as well as guidance for career opportunities. Thank you to Dr. Allison Gabriel, Dr. Sabina Samipour-Biel, and Dr. Gina Thoes for taking their valuable time to provide our students with such rich information! We also held a student led internship panel, where current students presented their experiences working in IO. Both IOGSC and IOAC would like to continue to strengthen our alumni engagement with our current students. For those that would be interested in connecting to discuss ways to be more involved with IOGSC / IOAC, please contact either myself (btm67@uakron.edu) or our IOAC president, Nicole Baker (nmb118@uakron.edu).

We have also continued our Coffee & Collab sessions bi-weekly, alternating coffee shop locations around the Akron area for our students to study, socialize, and work together with others. The Coffee & Collab sessions allows a positive space for our student community to continue to develop as well as an opportunity for students to step away from campus and explore the Akron area.

I am incredibly proud of the hard work that our IOGSC / IOAC committee chairs and members have put into the year thus far and I look forward to the continued momentum of community building and alumni engagement within the program. Additionally, I would like to thank both the IOGSC and IOAC executive boards for their hard work and effort throughout the semester that have shaped the program into what it is today.

Happy Holidays!

2024-2025 IOGSC Leadership

Executive Board

- President: Ben Michael btm67@uakron.edu
- Vice President: Hemang Vaidya hmv20@uakron.edu
- Secretary: Lindsey Wilcoxon
- Treasurer: Annie Winkhart

Committee Chairs

- Workshops: Steven Holthouser
- Mentoring & Orientation: Maggie Rahm
- Speaker Series: Ben Cowan
- Philanthropy: Sam Haffenden
- Newsletter: Xin Wei Ong & Hemang Vaidya
- Social Media: Ben Michael & Xin Wei Ong
- Website: Xin Wei Ong
- Social Events: Nicole Baker & Nicole Donaldson
- Visit Day: Annie Winkhart
- SIOP Reception: Megan Frey & Annie Winkhart



Update from IOAC

Hello everyone!

My name is Nicole Baker, and I have the pleasure of serving as President of the I/O Alumni Club (IOAC). Since assuming this position in August, I've had the opportunity to work alongside current students, faculty, and alumni to increase engagement within the I/O community and continue fostering an environment of collaboration and belonging.

As we reflect on another dynamic year, I'm proud to share the progress we've made in building the foundation of our newly formed club and its impact on the graduate program. A major focus this year has been establishing and strengthening our alumni network – an effort made possible with the support of our faculty and our sister club, IOGSC. Alumni are a vital part of our community, and we recognize the importance of not only maintaining connections but also fostering a culture of ongoing engagement and collaboration.

Last Fall, Lindsey Wilcoxon and Annie Winkhart led a series of Alumni Happy Hours, offering a unique opportunity for local alumni to reconnect, catch up with faculty, and meet current students. These informal gatherings helped bridge the gap between past and present, and we were thrilled by the turnout and the meaningful conversations that followed. The success of these events underscores the strength of our network and the value of staying connected, no matter where our professional paths may lead. In addition to strengthening alumni connections, we've continued our efforts with the Speaker Series. Notable alumni such as Dr. Allison Gabriel, Dr. Sabina Samipour-Biel, and Dr. Gina Phelps Thobes have returned to deliver impactful talks that deepen our understanding of research and the role of an I/O psychologist. Dr. Gabriel shared groundbreaking research that she is conducting with Purdue University's Mitch Daniels School of Business. Dr. Samipour-Biel discussed the limitless career opportunities available to I/O psychologists, shifting the focus beyond just industrial and organizational domains. Dr. Thobes shared the fascinating results of her recently defended dissertation and her career as the first I/O psychologist in the NFL. Stay tuned for our future speaker series talks!

Finally, as part of our ongoing commitment to strengthening the Akron community, we've been developing an Alumni Advisory Board, providing our alumni with a hands-on opportunity to shape and support the future of UAkron's I/O psychology program. These efforts will include workshops open to the I/O community, collaboration with current students and faculty, and mentorship for students eager to begin their careers.

Looking ahead, we are excited to build on these initiatives and continue to strengthen the sense of community within our program. We are grateful to our alumni for their continued support, and we are energized by the momentum we've built this year.

Thank you for your dedication to our program and to one another. We look forward to another year of growth, connection, and shared success.



The University of Akron's

2025 SIOP Alumni Reception

Hello Alumni,

Thank you for your continued support of the UA I/O Alumni Reception at SIOP. This year's reception will be held on **Friday, April 4th** from **7:00 pm - 9:30 pm** at the **Rock Bottom Restaurant & Brewery** in downtown Denver (1001 16th St A-100, Denver, CO 80265), just a couple of blocks down the street from the convention center. We look forward to another wonderful reunion of fellow I/O graduates, faculty, and current students of the program.

If you would like to support the UA I/O Reception, please use the below information on how to donate.

Thank you!
Alumni Engagement Committee
Megan Frey
Annie Winkhart
Lindsey Wilcoxon

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



Center for Organizational Research

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

COR director: James Diefendorff
jdiefen@uakron.edu



Milestones

Terminal Master's Graduates:

- Oliver Huffman
- Mariel Reynolds
- Ben Schroeck

Master's Thesis Completed:

- Linh Nguyen

Passed Comps (MA/PhD):

- Nicole Baker
- Nicole Donaldson
- Steven Holthouser
- Megan Frey

Defended Dissertations:

- Aaron Kraus
- Gina Thoebes



Milestones (cont.)

Faculty Publications:

Park, E., Lee, D., Han, Y., **Diefendorff, J.M.**, & Lee, U. (2024). Hide-and-seek: Detecting workers' emotional workload in emotional labor contexts using multimodal sensing. *Proceedings of the Association for Computing Machinery on Interactive, Mobile, Wearable and Ubiquitous Technologies*, 8 (3), 119 1-27. <https://doi.org/10.1145/3678593>

Bachrach, D. G., Naskar, S. T., Patel, P. C., & **Levy, P.** (2024). Horizontal pay dispersion as social context for predicting employee performance outcomes associated with diagnostic-versus criterion-referenced performance feedback. *Applied Psychology*, 73(2), 830-850. <https://doi.org/10.1111/apps.12458>

Levy, P. E., O'Malley, A. L., & Riordan, B. G. (2025). *Industrial/Organizational Psychology (7th edition)*. Worth Publishers, Macmillan Learning.

Constantin, K., Creason-Parker, G., Werner, C., Jenkins, E. D., Hanson, V. S., & **Siuta, R. L.** (2024). Caring too much? Emotional labor and compassion fatigue among faculty during the COVID-19 pandemic. *Research in Higher Education*, 1-21.

Grants:

Diefendorff, J.M., & Ling, C. (2024). CO-PI on an Akron Children's Hospital Grant titled "Workplace Stress Release Study in a Pediatric ICU"

Diefendorff, J.M., Kim, T.Y, **Ong, X.W.**, & **Thornton-Lugo, M.** (2024). Recipient of SIOP International Research and Collaboration (IRC) Small Grant titled "National Culture and Emotion Regulation at Work: Automaticity as An Explanation for Differences between Chinese and American Service Workers"

SIOF Conference Presentations

*Faculty & Current Students

Thursday, April 03

1:00 pm - 1:50 pm [Debate] Co-Chair: *Xin Wei Ong

- [Invited: Understanding Silent Vacationing and Its Impacts on Organizations - \(Session ID 1688\)](#)

2:00 pm - 3:20 pm [Alternative Presentation] Co-Chair: *Nicole Baker

- [Better Feedback Through Technology - \(Session ID 348\)](#)

Friday, April 04

8:00 am - 8:50 am [Symposium] Presenter: *Jim Diefendorff

- [AI and EX: How AI Can Help Shape the Employee Experience at Work - \(Session ID 1528\)](#)

9:00 am - 9:50 am [Poster] Presenter: Faith Lee, *Jim Diefendorff, *Meghan Thornton-Lugo, *Xin Wei Ong

- [From Effortful to Effortless: Conceptualizing Emotional Labor Automaticity - \(Session ID 1013\)](#)

9:00 am - 9:50 am [Poster] Presenter: Jaimie Chen, *Jim Diefendorff, *Xin Wei Ong

- [Customer Friendliness and Employee Emotional Labor - \(Session ID 1251\)](#)

Saturday, April 05

8:00 am - 8:50 am [Poster] Presenter: *Mei Gu

- [How Incarceration History Affects Perceptions of Support and Discrimination at Work - \(Session ID 551\)](#)

9:30 am - 10:20 am [Ignite] Presenter: *Jim Diefendorff

- [Invited: Awards - Best of SIOF - \(Session ID 1671\)](#)

9:30 am - 10:20 am [Alternative Presentation] Co-Chair: *Xin Wei Ong

- [Invited: Recognizing and Exploring the Working Class - \(Session ID 1691\)](#)

Research Lab Updates

Siuta Research Lab

Published:

- Constantin, K., Creason-Parker, G., Werner, C., Jenkins, E. D., Hanson, V. S., & **Siuta, R. L.** (2024). Caring too much? Emotional labor and compassion fatigue among faculty during the COVID-19 pandemic. *Research in Higher Education*, 1-21.

Other updates:

- Nicole Baker (Ph.D. student) served as the lab manager for the undergraduate research lab, with further undergraduate mentorship provided by additional Ph.D. students (Hemang Vaidya, Annie Winkhart, and Xin Wei Ong).
- Hemang Vaidya (Ph.D. student) and Dr. Siuta begin data analysis on a project that aims to understand the experiences of Ph.D. students during the COVID-19 pandemic.
- Annie Winkhart (Ph.D. student), Dr. Siuta, and other collaborators design a study to understand how state policies impact work/life decision-making.

Current Undergraduate Opportunities:

- Multiple volunteer or IR&R research assistant opportunities available to work at any phase of the research process for 4 or more hours/week.

First Year Students



Meiqiao (Mei) Gu

Program: MA/PhD

Hometown: Henan, China

Faculty Advisor: Dr. Jim Diefendorff

Research Interests: Leadership, counterproductive work behavior, and well-being.

Hobbies/ Other Interests: Explore different restaurants/ coffee shops; Watch movies/anime/talk shows; play board/video games with friends.

Ginny Nasrallah

Program: MA/PhD

Hometown: Berlin Heights, Ohio, but I've lived in Cleveland for 8 years and counting.

Faculty Advisor: Dr. Meghan Thornton-Lugo

Research Interests: Technology in the workplace & fairness and justice in organizations.

Hobbies/ Other Interests: I love to work out, but my favorite thing in the world is traveling and hiking with my husband, Nate, and our dog, Griffey.



Maya Oduyoye

Program: MA

Hometown: Cincinnati, Ohio

Faculty Advisor: Dr. Andee Snell

Research Interests: Motivation, employee satisfaction/engagement, organizational culture, and career development.

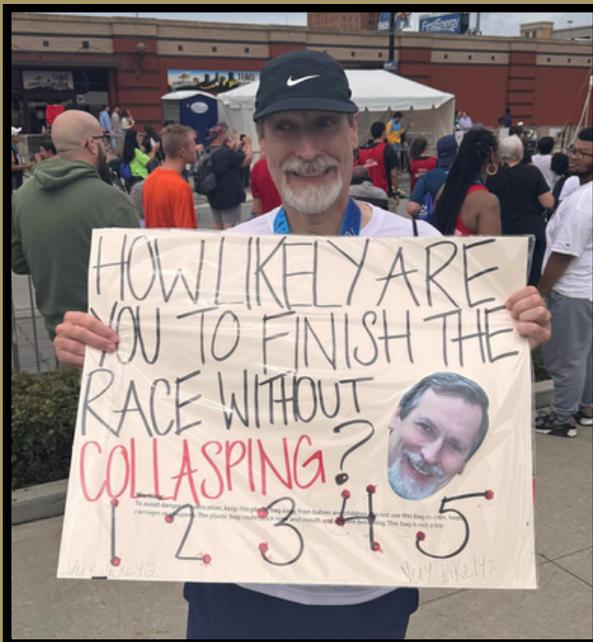
Hobbies/ Other Interests: Reading, playing soccer, traveling, and doing puzzles.



Marathon



Dr. Thornton-Lugo completed two marathons this year. She finished the Akron Marathon in September and the Indianapolis Monumental Marathon in November.



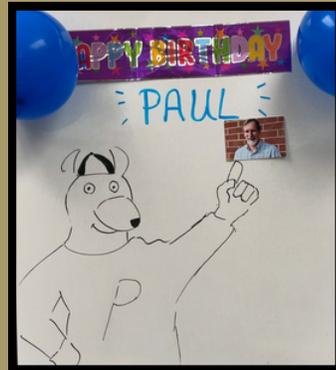
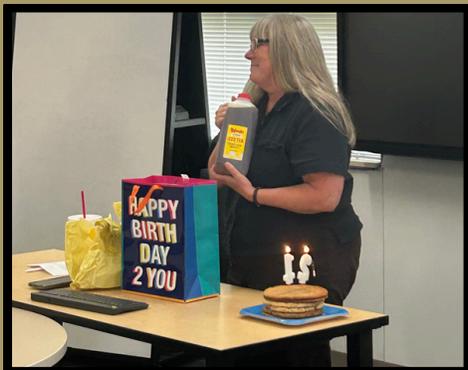
Dr. Levy completed the relay!



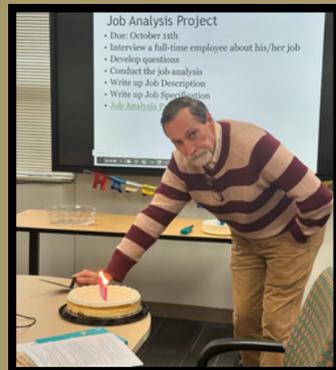
I/O at HIHO



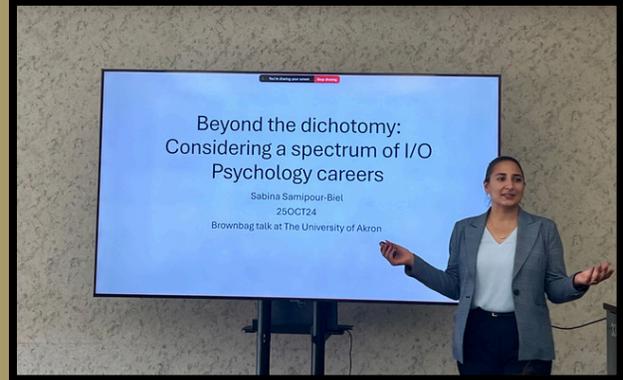
Andee's Birthday



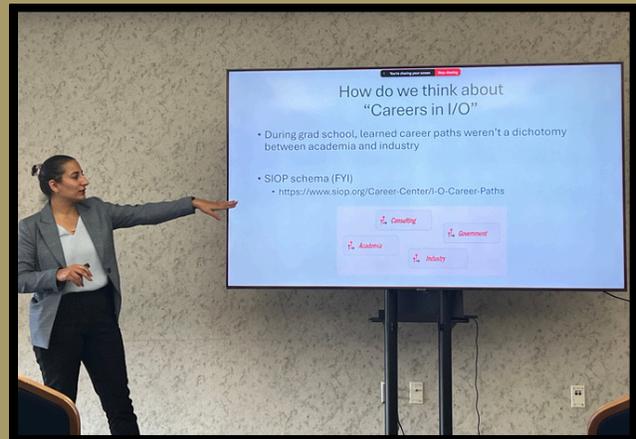
Paul's Birthday

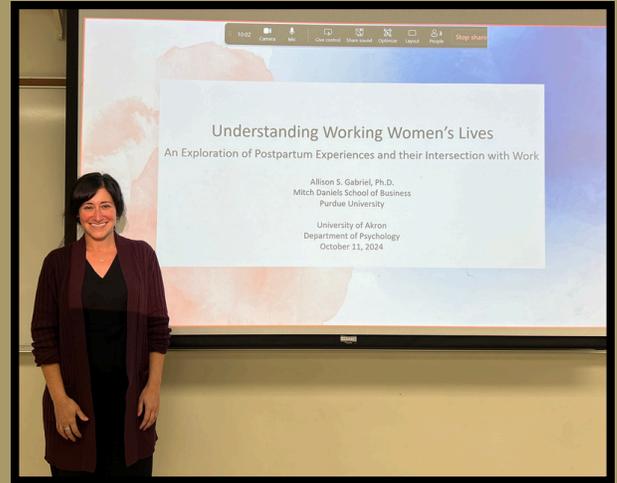


- Job Analysis Project
- Date: October 11th
 - Interview a full-time employee about his/her job
 - Develop questions
 - Conduct the job analysis
 - Write up Job Description
 - Write up Job Specification
 - Job Analysis



Dr. Sabina Samipour-Biel's Visit

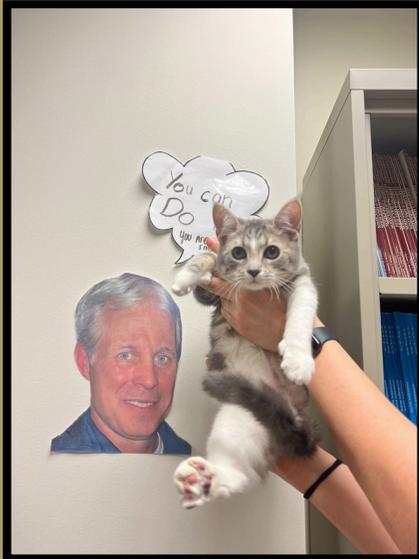




Dr. Allison Gabriel's Visit



Fun around the department!



The Walk to End Alzheimer's



Chipotle Fundraiser



Pumpkin Paint n' Sip



I/O Internship Panel



Psych Department's Holiday Luncheon



Coffee & Collab



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

