Welcome!

Welcome to the 2020 edition of our academic newsletter, the Social/Industrial-Organizational Psychology Newsletter. This was a particularly weird year, but we hope this newsletter finds you well!

On an annual basis, the Social/Industrial-Organizational Psychology Newsletter keeps you informed of the work being done by our faculty, alumni, and students.

In this issue, you will find a letter from our area coordinator and highlights from the area, including updates from faculty, alumni, and current graduate students. You will also get a chance to meet our new graduate students. You will also find updates on research and applied activities. Included is a list of publications and presentations for the 2020 academic year.

Inside This Issue

- Letter from Our Coordinator, 2
- Updates from Our Faculty, 4
- Meet Our New Faculty Member, 7
- Guess the Desk, 8
- Updates from Our Alumni, 9
- Our Recent Graduates, 15
- Meet Our New Students, 18
- Current Graduate Students, 20
- Applied Experiences, 25
- Academic Experiences, 26
- Area Highlights, 27
- Area Curriculum Vitae, 29
Hello friends!

The year 2020 presented us with a number of challenges. With the spread of COVID-19 and social injustices cuing movements such as Black Lives Matter, we frequently found ourselves in conversations to address the fear and anger that arises in us when faced with explicit threats to our identities, values, and well-being. Our work lives were disrupted by a pandemic as we shifted to remote teaching, research, and learning. We faced the challenges of maintaining our productivity while managing concerns about health and barriers to social relationships. As I reflect on 2020, I am reminded of those challenging events and experiences. However, I am also reminded of how our program responded in positive ways to prioritize our support for each other and become stronger as a family. I am proud to be part of such a wonderful group of students and colleagues in the Social-I/O Program at NIU.

One particular point of pride was the development of the Social-I/O Diversity and Inclusion Committee, which is now one of the service committees for graduate students enrolled in the program. The committee began with a group of graduate students who were especially motivated to take action to support diversity and inclusion in the program (and beyond). Those students became the leadership for the committee and worked with me to formulate a mission statement and define some initial initiatives. The committee now includes several more faculty and student members and is currently focused on supporting diversity in our graduate student applicants and enrolled students. I am very proud of this group and look forward to seeing what progress we make in years to come.

Even through a pandemic, the Social-I/O area showed a great amount of productivity with approximately 14 publications and over 50 presentations at conferences. Many of us shifted gears to contribute new knowledge about impacts of COVID-19 on work and social experiences. We also found creative ways to continue our existing research programs and collaborate in fully remote spaces. We also quickly updated our technological skills to transform our undergraduate and graduate courses into effective remote learning environments. The research and teaching looked a little different than before, but we stepped up to the challenge and succeeded.
We also were excited and energized to meet the newest members of our program. In the fall semester, we welcomed Dr. Randy McCarthy as an assistant professor in the program. We also were very excited to welcome our newest cohort of graduate students: Lauren Luchetti, Tori Brooks, Nick Smith, and Haleigh Broucher. The on-boarding process was a bit different this year, but the positive energy that comes with welcoming new members to the program was definitely a highlight for the year. Welcome to all!

As Program Director, I aim to support the continued excellence of our program by fostering a positive work environment where faculty and students can thrive. We have a very talented community of students and faculty. We see evidence of those talents in scholarship and extensions into practice. Our graduate students continue to make glowing impressions in publications, conference presentations, assistantships in administrative offices on campus, and internships/externships with other organizations. Our faculty continue to make national and international impact with their research. It is important to create and maintain an environment that allows us to thrive and showcase our talents.

Please take a moment to check out our latest Program Highlights and the amazing accomplishments of our Social-I/O Program faculty and students.

Have a super day!

Alecia Santuzzi
Associate Professor and Program Director, Social-I/O Psychology
Director, Research Methodology Services
Northern Illinois University
Updates from Our Faculty

Amanda Durik
Published a paper with Jade Jenkins (alum)!
Working on a project with Anne Britt and others to help students in Introduction to Psychology to learn better
Otherwise, I'm not sure what happened to this year 😊

What got you through the pandemic? Converted dining room table to crafts and painting area--messy but enjoyable. (pictured right)

Lisa Finkelstein
Although I feel like this is definitely going to be shorter than usual with no big events and trips to reflect on, and my first year of no SIOP trip - typically my favorite week of the year - since 1993, 2020 wasn't all bad. After a few years of hard work, extended deadlines, and a series of unfortunate events for my coauthors, we finally submitted our book Ageless Talent (Finkelstein, Truxillo, Fraccaroli, and Kanfer). It should be on shelves in April! Also, I am feeling pleased with how online teaching turned out in Fall. It was certainly hard work but I feel like I've learned and grown a lot in that realm this year. I am super proud of how the whole Social-I/O area (faculty and students alike) have adapted to our new (temporary) normal and helped to support each other throughout the year.

What got you through the pandemic? Tons of walking in the neighborhood, a few backyard socially-distanced get-togethers with a few friends, a lot of dancing around my living room, and weekly zoom dinners with Kurt (and some great ones with his kids too)!
Rachel Saef

This year was full of firsts. I began supervising my first new graduate student in the program, chaired my first undergraduate honors thesis project (defended in December), and held my first graduate student Saef lab meeting; all of which made me feel even more at home in our amazing program at NIU. I also gave my first virtual invited talk and taught my first ever 100% online course.

Personally, I mowed a lawn for the first time and did the longest road trip I’ve ever done (16 hours straight!).

**What got you through the pandemic?** I explored many of the forest preserves in the area. I became a proud plant mom of 18 (R.I.P. to my orchid). Not only has this been fun and educational, but it added a plant care routine that helped break up my day. (pictured right)

Brad Sagarin


Received revise-and-resubmit decisions on two papers. Jennifer Erickson is first author on both:


Was invited to submit a target article to Archives of Sexual Behavior. Kevin Casey and I are working on the article, tentatively titled: Casey, K. G., & Sagarin, B. J. (in preparation). Authority transfer relationships: Illuminating a consensual inequalitarian relationship form.

Hannah Tarleton and I presented “The Science of Affirmative Consent” at two online Hypnokink conferences.

The Science of BDSM Research Team presented our first online seminar: “The Science of BDSM” on December 20th. Individuals from 12 countries registered for the seminar, and approximately 75 people attended. We plan to turn this into a monthly event.

**What got you through the pandemic?** One of the silver linings of everything moving online is that some of the alumni of my research team have been able to attend weekly lab meetings and join current research projects. This has been a wonderful way to connect multiple generations of researchers, and we are thinking about how to keep this going after the lockdown has eased.
Alecia Santuzzi

The Interpersonal Evaluation and Measurement (IEM) lab has been busy with work related to disability identity management, paranoid social cognition, and psychometrics. Much of the data collection this year was expected to occur in the lab using physiological measurements, but COVID-19 put a delay on those activities.

In 2020, we published two chapters: one on disability stereotypes and one on specific challenges faced by workers with invisible and concealable disabilities. We completed and presented results from a large survey project showing that the response options on disability disclosure forms influence rates of disclosure. We also conducted a secondary analysis and found that inclusion perceptions in the work environment may be related to more positive reactions to the measurement process among workers with disabilities (manuscript accepted for publication in 2021). Recently, we wrote a chapter on disclosure challenges among neurodivergent workers and how a neurodiversity perspective might change how we think about identity management in the workplace for those workers (forthcoming in 2021).

Beyond disability and ability differences, we continued to collect self-report experiences to support the validation of a new paranoid cognition measure and collected new data to examine how those experiences might differ among social categories during COVID-19. We also spent some time thinking through challenges in self-report measurement, cuing projects focused on scale development using IRT and contemporary methods for measurement invariance.

I also had the pleasure of co-hosting a series of JobsPLUS workshops focused on the experiences of diversity and inclusion in the workplace (with Ruth Imose and Rob Keating).

I also spent much time serving in other research and service roles both on and off campus. I spent much of the year serving as a Guest Editor for a journal special issue on the benefits of disability in the workplace. I also continued work on grants from the U. S. Department of Education, National Science Foundation, and Social Sciences and Humanities Research Council of Canada. I continued to serve as Director of NIU Research Methodology Services and provided methodology and data analysis consulting on campus. I contributed to institutional service and research activities, especially those related to diversity and inclusion or assessment. And, of course, I devoted much of my energy to serving as the Program Director for the NIU Social-I/O Program.

What got you through the pandemic? Exercise. taking opportunities to learn new things (e.g., Spanish and machine learning coding)
Let me first say that I am THRILLED(!) to be joining the Social/I-O area as the newest assistant professor. NIU is my alma mater. DeKalb is my home. I am a Huskie through-and-through. I know it sounds cheesy, but this is my dream job. I am grateful for all the stars that had to align for me to be in my current position.

OK, onto the Q and A.

1. **What are your research interests?**
   Broadly speaking, my current research is about social-cognitive aspects of aggressive behaviors. Most recently, my work has focused on the types of inferences we make about people who behave aggressively and how people explain aggressive behaviors. You could think of this work as trying to answer the questions “is that person aggressive?” and “why did that person behave aggressively?”

2. **What do you hope to accomplish at NIU?**
   I want to work hard, be a good citizen, produce scholarship to the best of my abilities, and be an impactful teacher and mentor to students. I know that all sounds abstract and hifalutin, but, when it’s time for me to hand it over to the next generation, these are the things that I truly hope to have accomplished.

3. **What do you like to do in your spare time?**
   I spend my non-work time chasing around my two young boys. I love it.

4. **What’s it like starting in a pandemic?**
   All-in-all, it has been OK. A lot of my work is solitaire anyways, so it’s not too bad working from home. The best part is that I get to work from home with my wife.
Guess the Desk!

In this time during the pandemic, we have all had to learn to adapt and work from home. Our faculty’s home offices have become a part of weekly meetings, late work hours, and endless writing times. Can you guess which faculty matches which home office?

**Faculty Name Bank:**
A. Alecia Santuzzi  
B. Brad Sagarin  
C. Rachel Saef  
D. Randy McCarthy  
E. Lisa Finkelstein  
F. Amanda Durik

Answer key: 1) C, 2) D, 3) B, 4) A, 5) E, 6) F
**Timothy D. Ritchie**

This past year I was reelected for a third term as department chair and was promoted to full professor at Saint Xavier University. I continue to collaborate with different scholars. Most recently I coauthored articles in the Journal of General Internal Medicine and Sexually Transmitted Diseases, helping a physician publish his work on educating healthcare professionals about preventing HIV/AIDS among the LGBT communities.


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**Jess Hartnett** (pictured right)

I was selected as the Chair for the Society for the Teaching of Psychology’s Task Force on Statistical Literacy, Reasoning, and Thinking: Guidelines 2.0.

I will be giving a keynote address at the Teaching Pre-conference at SPSP’s annual meeting in 2021.

I was selected as a consulting editor for the journal Teaching of Psychology.

I kept my shit together, generally. Near constant messaging with fellow alumni Drs. Sara Johnson, Kristina Matarazzo-Moran, and Lisa Becker have helped me in my journey of keeping my shit together.

*What got you through the pandemic?* The picture I uploaded was taken on a hike in upstate NY. We have been on very many hikes this summer and fall and they have helped keep us sane.

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**John E. Edlund** (pictured left)

This year, I have published 8 peer-reviewed papers (can anyone tell I was trying to get as much out as I could prior to going up for promotion?)! I also recently entered into a contract with Cambridge University Press to do a 3 volume Handbook soon to be titled "Cambridge Handbook of Research Methods and Statistics for the Social and Behavioral Sciences."

I am also now a full time instructor for "Edlund Academy" teaching individualized instruction for 1st and 3rd grade in a one room school. The perk to this position is we were able to go to the beach for a week in October and learn in North Carolina. "

*What got you through the pandemic?* We have been focused on trying to snatch good things from the suckiness that is 2020. We
**Jeremy Heider** (pictured right)

**PROFESSIONAL:**


I also continue in my roles as coordinator of our MA program in I/O Psychology (which is now transitioning from F2F to online instruction) and as associate editor of Psychological Reports.

**PERSONAL:**

My wife Candice and I celebrated 20 years of marriage in July. Normally we celebrate by attending a concert, but...you know, COVID and stuff. So instead, I am including a picture of the two of us at the most recent concert we attended (which was last fall...you know, back when concerts were actually a thing!).

Besides music, my other favorite hobby remains coaching youth sports. Our club soccer team finished 1st in our most recent tournament in St. Louis, so I am including a pic of that as well. My son Maddux is on the far right side of the front row (with the gold and blue cleats).

**What got you through the pandemic?** Family time! Through all those unexpected days/weeks/months spent at home, I got to spend more time with my wife and son than I normally would. We spent many an evening together in our living room watching mutually entertaining programming - mostly The Mandalorian and pro wrestling, but there were some other highlights too. :)

**Sarah Carr**

- Have been at the Wisconsin Department of Administration as a Senior Selection and Assessment Specialist for about 3 years.
- Started learning more about data visualization and building human resources dashboards using Tableau software.
- Supported the State’s staffing efforts to address the COVID-19 pandemic (e.g., contact tracers, elections support)
- Staying at home was a good opportunity for reading, cooking, and doing some home improvement projects.

**What got you through the pandemic?** Walks around the neighborhood.

**Joanne (JoJo) McInnerney (Roberts)**

First Acquisition of a large scale ($2.5B), first greenfield manufacturing facility opened.

**What got you through the pandemic?** Stopped all travel and worked from home since March. First time in career.
Robert Pulvermacher (pictured right)

- Took on an Associate Director role at Gartner.
- Built out a performance management toolkit for KPMG and a new structured interview program for Gartner.
- Lived, laughed, loved.

Elora Voyles (pictured left)

During 2020, I expanded my professional network, published in academic journals, and completed independent consulting projects for organizations, ranging from small local businesses to Global Fortune 500 organizations.

Expanding my network has led to more opportunities than I could have imagined. I was invited to speak at an expert panel for The Otherwise Invisible Consulting Group and Blacks in I/O. I also gave an invited research presentation at a military virtual summit. I’m looking forward to more opportunities to collaborate with my network in the coming years.

During the past year, I co-authored two articles that were published. One article was a commentary for the IOP journal, and the other article examined sexual harassment and eye gaze in interviews.

The personal accomplishments that I am most proud of this year center on my consulting work. I have worked independently on for-profit and pro bono consulting projects. This work has increased my expertise in survey design, data analysis and visualization, job analysis, performance management, recruiting and selection, leadership, and succession planning to name a few. I am excited to continue making a direct difference in organizations through my consulting work.

What got you through the pandemic? This has been a strange year! Getting me through this year was a team effort! My friends, family, students, and cats really helped provide support. I also took on some hobbies including baking (like everyone else), investing in the stock market, working out, and (struggling to) learn Spanish.

As a funny note, my students made a funny meme book about me :) I included a pic of one of the memes. (pictured left)
Lebena Varghese (pictured right)

I am continuing my role as research manager at the McNair Center within the Baker Institute for Public Policy at Rice University. This past year my partner (Nick Bourgeois) and I qualified to be resident associates at one of the colleges at Rice. In this role, we are required to live on campus and serve as mentors to students who belong to our college. If this gives you Harry Potter vibes you are not alone; our students are proud Hufflepuffs. This year has been challenging in many different ways yet it has also been a year of positive experiences working with undergraduate students within the Rice community.

What got you through the pandemic? Zoom and Facetime calls with my chums and family! We also binged watched Peaky Blinders and the new season of Great British Bake Off!

Kathryn Klement

Most of my professional accomplishments were cancelled due to COVID or center around teaching and redesigning courses. Some other things that stand out: (1) my colleague Kate Larson and I were awarded a Minnesota State Educational Innovations grant for seed money to found the Northwoods Queer Outreach (https://www.bemidjistate.edu/community/northwoods-queer-outreach/) and we’re already starting to get inquiries from community clients; (2) I participated in the first Academics for Black Survival and Wellness program last summer; (3) I’ve had 4 current and prior students reach out about working with me on research projects, so I’ve been building my Gender & Sexuality Research Lab; and (4) I’ve been involved in creating, administering, and analyzing the data from several university-wide surveys for COVID-related topics. Nick and I haven’t been really personally negatively impacted by COVID; however, we did have to put down our cat, Rina, in August after she developed cancer. We then ended up adopting two kittens, Amos and Prax, who have made that loss and everything else a little more bearable. I’m hoping that 2021 is less bad, though that’s a pretty low bar.

**Kristina Matarazzo**

I joined McDonald’s Corporation in May 2019 and was promoted to Global HR Director in Sept 2020. I live in Oak Park with my husband Matt and two sons, Kellen & Emmet.

*What got you through the pandemic?* Keeping in touch with family and friends virtually and lots of time outdoors.

**Stephanie Marberry Keller** (pictured 2nd right)

Professional: Due to the recent pandemic, my Organizational Development team at the Federal Reserve Bank of Atlanta successfully pivoted all of our onboarding, staff and leadership development programs to a virtual format. The team also administered a survey to assess our organization’s response to the pandemic as well as developed new resources and held sessions to support staff and leaders in their new remote work environment. Lastly, we hired and onboarded a new team member all while accomplishing all of our other planned initiatives for 2020.

Personal: The pandemic brought our immediate family together finding new outlets like gardening, baking, cooking, bicycling and hiking. Being still relatively new to Atlanta, we were able to get to know members of our community better through several outdoor socially distanced events. I think the most exciting news is my husband Matthew, 3 year old daughter Madison, and I are expecting a new baby girl in May of 2021! (pictured bottom right)

*What got you through the pandemic?* Developing new hobbies, grilling, baking, getting outside with Matthew’s new electric bike, and continuing to workout. I have been fortunate that my mom moved with us to Atlanta since she has continued to watch Madison so Matthew and I can work from home.

**Wayne Wilkinson**

I was promoted to Associate Professor of Psychology and awarded tenure at Arkansas State University, as well as being appointed director of the undergraduate program. I also recently published two articles in the Journal of Homosexuality, as well as one in Psychology of Popular Media.

*What got you through the pandemic?* Honestly, I’m very introverted and didn’t understand why everyone else had problems with isolation and social distancing - that’s normal life for me.
Jade Jenkins (pictured 1st and 2nd right)

I have been having an absolute blast in UX research while managing the (very) occasional academic project as capacity/interest allows. This year, I worked with Hilton to leverage psychological insights to digitally optimize the Hilton Honors member experience. After the pandemic wrecked the hospitality industry, I started my current role with CPA Global (Clarivate), where I am building the UX research program from the ground up to help inventors digitally manage their intellectual property. Amanda Durik and I also published a paper earlier this year called "Variability in Certainty of Self-Reported Interest: Implications for Theory and Research". Not wanting to waste the 15 lbs of muscle I gained from my quarantine boredom, I went all out on some Wonder Woman cosplay for Halloween 2020--and my memories of the star struck reactions of the little girls who wanted photos with me that night will forever warm my heart. (pictured right)

What got you through the pandemic? Greenery and water in nature are the antidotes to everything.

Yohsuke Ohtsubo

I received an offer of the associate professor position from the University of Tokyo, and I decided to move there. I will be there from April, 2021.

What got you through the pandemic? I had a chance to teach my kids (15 and 13 years old) math, science, English, and a bit of Python programming. Boys around this age usually spend little time with their parents. So, I think I am lucky to have this

Meg Huntoon (pictured 3rd right)

I survived and met a motorhome who I adore.

Arielle Rogers (pictured bottom right)

In 2020, I continued working as a Research Scientist at HumRRO and served on the editorial boards for Stress and Health and the Journal of Service Theory and Practice. In February 2020, I visited Texas (for the first time ever!) and had the chance to see NIU Social-I/O alum Lebena (see photo). I also co-authored a publication on mentoring with three of my mentors: Lebena, Lisa, and Lacie. Most recently I was elected Secretary of the Personnel Testing Council Metropolitan Washington (PTCMW) and am looking forward to serving on the PTCMW Board in 2021!

What got you through the pandemic? Yoga, gourmet ice pops, and dance cardio!
1. **When did you finish?**
   I defended in May of 2020, so a summer term graduation.

2. **What are you up to now/where are you working?**
   I’m currently a consultant with Vantage Leadership Consulting, where I interned for 2 years as a graduate student. The majority of my work is conducting individual assessments for selection and development purposes. It’s rewarding to be able to advise organizations on how to make the best use of a particular leader’s strengths (and to provide feedback on how they can continue to be more effective in their role). I’ve also had the opportunity to conduct training/webinars on core I/O practices, e.g., structured interviews, job analysis, performance appraisal, etc.

3. **What are you doing with all your post-program free time?**
   When quarantine and weather have allowed, my spouse and I have taken up some outdoor activities. There’s a lot more biking, grilling, and photography going on at our house. And we’ve tried to keep in (socially distanced) contact with our families. Otherwise, it’s been a good year to focus on work! No, in all honesty, it was an unusual time to transition to post-program life. Fortunately for our practice, the need for individual assessment has not lessened, so we have been busy throughout a tumultuous year.

4. **Any advice for current students?**
   My advice stems from something I wish I had done, which is to consider my post-program career earlier in the program. I could have taken more opportunities (like summer experiences, using network connections, etc.) to get a clearer sense of where I wanted to go, and then started working toward those goals. For example, my current job requires that I speak to business leaders in different areas, so it’s been a steep learning curve to understand how their businesses operate and "speak their language." In retrospect, I should have looked for ways to learn this sooner.

5. **What’s it like starting a career in a pandemic?**
   Definitely anxiety-inducing. One unique challenge to the pandemic was the switch to remote work. Although I already knew everyone I worked with, from having interned there, I was still essentially transitioning to a new role virtually. I couldn’t just pop into someone’s office to ask a question. I learned that I had to be more intentional about staying in touch. Instead of asking for guidance from my colleagues “around the water cooler” I had to make time on everyone’s calendar to pick their brain and talk through any challenges I was encountering.
Elizabeth Hanrahan

1. **When did you finish?**
   May 2020

2. **What are you up to now/where are you working?**
   Senior Consultant at Vaya Group.

3. **What are you doing with all your post-program free time?**
   What is this “free time?” But honestly, as another alumni told me once, every day post-graduation is like Christmas.

4. **Any advice for current students?**
   Reach out to your cohort and other grad student peers – no one knows what you’re going through quite like them! Lean on them for support and advice when needed.

5. **What’s it like starting a career in a pandemic?**
   I was already working FT at Vaya, but be mindful of setting clear WLB boundaries when WFH/virtually.
Ruth Imose

1. When did you finish?
I finished in December 2020 (after 7.5 years!)

2. What are you up to now/where are you working?
I am working at McKinsey & Company as a Research Science Specialist for the Organization practice. I primarily work on diversity, equity, and inclusion related topics both with internal research and clients. For example, I was the principal investigator for the development of McKinsey’s Inclusion Assessment and work with clients to develop and implement their DEI strategies. I also do a good amount of talent work (e.g., assessment, succession planning, performance management).

3. What are you doing with all your post-program free time?
Imagine I finally finished just in time to be stuck at home! Nonetheless, it’s been lovely to get my weekends back. I’ve been back home in Oklahoma for the past year or so working remotely and hanging out with my parents and family. We’ve been having fun cooking a lot and I’ve been having fun making them declutter one room at a time. We’re getting ready to kick off our spring/summer projects (I’m more excited than them).

4. Any advice for current students?
Carpe diem! I am so grateful for my time in the program, the training we receive, and the resources and support at our disposal. I truly felt that I was able to pursue my interests and had so many opportunities that both further developed my skills and helped me understand what I wanted next. I’d tell current students to take advantage of the opportunity, explore all the things, and make the most of the experience - never know where it will take you.

5. What’s it like starting a career in a pandemic?
I moved to NY to begin my full-time position in November 2019 and my routine was to go into the office once or twice a week (for sure on Fridays because we had catered lunches and happy hours). So when we had to go fully remote four months later in March I didn’t think it would be much different. I made it two weeks of working exclusively in my apartment before I packed up and came home to OK. It has been interesting to say the least. Very grateful to have a job that allowed for the full remote model but I miss the office, I miss seeing my coworkers in person - and I think that when I have to lead a meeting or presentation in person again, I’ll probably ask if anyone minds if I sit down.
Meet Our New Students

Lauren Luchetti

1. Where do you call home?
   I'm from Downers Grove, Illinois.

2. Who did you come to NIU to work with? Which labs are you involved in?
   I came to NIU to work with Alecia, and as of right now, I'm primarily involved in her lab.

3. What are your research interests?
   My research interests are diversity and gender within the workplace.

4. What are your hobbies outside of grad school?
   Outside of school, I like to dance, do puzzles, and craft.

5. What are your career goals?
   My career goal is to be a professor, so that I can continue doing the research I enjoy and be able to mentor students who have similar passions.

6. What about your experiencing in starting a grad program do you think was unique or interesting because of the pandemic?
   Nearly every aspect of starting grad school during a pandemic has been unique, but I think one thing that's been especially nice is going through this with our cohort. Going through this novel situation together has really brought us all close (even though we're apart).

Nick Smith

1. Where do you call home?
   Tulsa, Oklahoma is my home. I've lived in Tulsa throughout my years as a teenager and young adult, and this city has provided me with so many opportunities to grow and learn.

2. Who did you come to NIU to work with? Which labs are you involved in?
   I came to NIU to work with Lisa Finkelstein, and I am currently involved in the SWORDS sublab within Finklab.

3. What are your research interests?
   Currently, I am researching the effects that witnessing general and gender-based cyber incivility can have on work attitudes and behaviors. Also, I am interested in studying other diversity-related issues within the workplace.

4. What are your hobbies outside of grad school?
   Outside of grad school, I really enjoy listening and making music. Also, I have recently been trying to expand my culinary skills, which has been fun!
Haleigh Broucher

1. **Where do you call home?**
   Houston, Texas!

2. **Who did you come to NIU to work with? Which labs are you involved in?**
   Rachel Saef. I am currently in the Saef lab.

3. **What are your research interests?**
   I am interested in individual differences, technology in the workplace, and discrimination.

4. **What are your hobbies outside of grad school?**
   I enjoy traveling, horseback riding, skiing, and leisure reading.

5. **What are your career goals?**
   I am currently planning on pursuing an academic career after graduation and would love to be a professor, but also want to get experience in the applied field to make sure that that is a good fit for me.

6. **What about your experience in starting a grad program do you think was unique or interesting because of the pandemic?**
   I think that is was an interesting introduction of everyone here at NIU trying to figure out the transition, and all of my cohort not having any old experiences to base it off of. While everyone was discussing changes in the program, this is all I have known.

Vyctoria Brooks

1. **Where do you call home?**
   St. Louis, Missouri

2. **Who did you come to NIU to work with? Which labs are you involved in?**
   Lisa Finkelstein. I am involved in Lisa’s Lab, Amanda’s lab, and Brad’s Lab.

3. **What are your research interests?**
   Diversity and inclusion, mentoring, and program development (mentoring, diversity, leadership).

4. **What are your hobbies outside of grad school?**
   I enjoy knitting, juggling, dancing, working out, and playing video games.

5. **What are your career goals?**
   I want to design an effective and amazing diversity program that can be utilized by every company in America.

6. **What about your experience in starting a grad program do you think was unique or interesting because of the pandemic?**
   I am blessed to already received my Master’s in I/O Psychology. I, also, spent some time working for a large organization, Peabody Coal, where I aided them in their learning and development department. I think this has helped me narrow my focus and truly see what I find interesting.
Our Current Graduate Students

Ali Rivers
This year I was a second-author on a manuscript with Dr. McCarthy that was accepted for publication, making that my first ever.

What got you through the pandemic? My cohort has gotten me through quarantine, with socially distanced walks, bonfires, and birthday gift drop-offs. We are keeping each other sane (or just going mad together).

Hannah Tarleton
Presented online at Beguiled! Conference and to the Erotic Hypnosis Discord community.

What got you through the pandemic? My dog, Bonny (pictured right), has both kept me sane and driven me crazy throughout all of this. I honestly don’t know what I’d do without her though.
Morgan Tillery (pictured 1st and 2nd left)

I became a cat mom! I survived the transition to teaching a lab online and learned many valuable lessons in the process. I started a dissertation on perceived intentions of humor and worked on honing mentoring skills working with Finklab undergraduates. The pandemic has made me very grateful for my cohort and community, but I can’t wait to see everyone again soon.

What got you through the pandemic? Lots of masked or virtual events and accountability. Cat! So many walks. Amusement at tech fails (pictured accidentally using a filter while proctoring an assessment for IA)

Joy Pawirosetiko (pictured bottom left)

Professionally, I presented and got accepted to present at virtual conferences. I also stayed busy with R&Rs and got a manuscript accepted for publication. Furthermore, not only did I survive comps summer, I also passed comps! And last but not least, I proposed my dissertation (!!!) where I’ll be looking at how item randomization, the survey topic, and personality differences interact to influence responding behavior. Personally, I improved my work/life balance by focusing more on the life part. For example, I took up new hobbies (e.g., reacquainting myself with Dutch and learning calligraphy and hand lettering) and revisited some of my favorite slapstick movies from the 80s (e.g., Airplane!).

What got you through the pandemic? Movies have helped me get through this pandemic. Having previously been a casual consumer of movies, during the pandemic I learned to appreciate movies and step into another reality (maybe to escape ours) for a few hours at a time. Going on walks also helped bring some sense of normalcy to these weird times.

I have attached a picture from one of the statues on campus that I came across on one of my walks. (pictured below)
**Jesus Martinez** (pictured below)

Now, this is a story all about how my life got flipped-turned upside down, and I’d like to take a minute, just sit right there. I’ll tell you what went down this past year. Between a global pandemic and a civil rights movement, this has been quite the year of graduate school, but it’s been noteworthy for so many other reasons. I successfully earned my master’s degree and a graduate certificate in sports and exercise psychology. I supervised a bright group of undergraduate students as a research assistant for Finklab. I’ve started work on my dissertation and look forward to publishing more research in the area of diversity and inclusion. I’m hopeful that I’ll be able to see my friends in-person again during 690.

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**Courtney Thomas** (pictured above)

With the theme of my yearly updates, I adopted a third cat (what has graduate school done to me?!) while in quarantine (but what better time to adopt another cat?). I continued to work on my dissertation on age-based incivility. I successfully completed my first semester as instructor of record, teaching virtually, in the middle of a pandemic. I received a revise and resubmit and a proposal acceptance on aging work I do with Lisa Finkelstein. And I climbed a mountain while visiting my sister in CO! (pictured above)

**What got you through the pandemic?** I spent a lot of time baking, crafting, spending time with my cats and partner, and video chatting with friends to stay sane. I also must admit I jumped on the bandwagon and watched Tiger King and Love is Blind to distract myself 😊
**Xinyu (Judy) Hu** (pictured left)

Though 2020 is filled out unprecedented challenges and mixed emotions, I was thrilled to see my thesis and several other papers that I coauthored published. Right around the holidays, my comprehensive review paper on technological use in I/O psychology is now available at SIOP Journal, Industrial and Organizational Psychology: Perspectives on Science and Practice for commentary (I’m feeling excitedly nervous)! I also proposed my dissertation (virtually) and won the APA Dissertation Research Award.

*What got you through the pandemic?* Cocktail crafting (is this even appropriate to put?!). Calligraphy. I really appreciated that quarantine and the pandemic reminded me to stay connected or reconnect with old friends and that they are not that far away.

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**Alie Brown** (pictured right)

I interned at Vaya Group for 9 months and developed an amazing professional relationship with the organization. I was able to assess and give feedback to my own emerging leaders (high potentials). I learned a lot from my time there that I hope to bring back to the program to help younger students decide what they want to do post school! I also passed comprehensive exams!

*What got you through the pandemic?* Evie (Liz’s dog) and Max (my dog), friends & family, and working out! Specifically, Pure Barre Geneva.

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**Cody Gibson**

Co-designed and co-presented workshop about making effective hiring decisions:


*What got you through the pandemic?* Keeping focused on other areas of life, making more frequent phone calls to family and friends, limiting the intake of news despite the urge to keep informed.
Jennifer Erikson (pictured 1st right)

- Selected as the APA Science Student Council Social/Personality representative
- Earned my M.A. (2020 was kinda slow, I’m digging for things to list)
- Presented two posters at SPSP in February.
- Survived comps.
- Made the best of the pandemic by working on my physical health.

*What got you through the pandemic?* Not having to commute every day has allowed me the opportunity to take my dog for a walk every morning. I love that I’ve been able to enjoy nature daily! For the first time since I’ve started grad school, I’ve also been able to consistently devote time to doing things with my son and partner, which has been amazing!

Audra Jensen (pictured 2nd and 3rd right)

- Completed Comprehensive Exams
- 3 accepted Conference submissions
- Visited recent alumni on the East coast (Rushika De Bruin & Sarah Coley, pictured)
- Transitioned to virtual teaching successfully.

*What got you through the pandemic?* My friends

Rob Keating

Over the past year, I have been focused primarily on dissertation writing and other research projects. Some of this work resulted in co-authorships on a SIOP symposium talk (Santuzzi, Keating, & Martinez), an R&R on a journal submission (Santuzzi, Martinez, & Keating), and a book chapter (Santuzzi & Keating). I also had the pleasure of being involved (along with Ruth Imose and Alecia Santuzzi) with the development and facilitation of the “Experiencing Diversity in the Workplace” workshop series aimed at providing NIU students with foundational information and discussions related to workplace diversity and inclusion. I am looking forward to continuing this work in 2021.

*What got you through the pandemic?* One thing I did during quarantine was started visiting different nature preserves nearby DeKalb. Turns out there are a ton! I found it was a good activity that I could leave home to do but also keep a safe distance from other people.
Applied Experiences

- Vaya Group
  - Student Placed: Alexandria Brown
    - Contractor, Assessment & Development Specialist, Assessment & Development Intern

The Volunteer Program Assessment (VPA) at Northern Illinois University is a free volunteer assessment service offered by faculty and students in the psychology. NIU VPA representatives partner with the organization to manage the collection of survey responses from their volunteers, generate a report with an executive summary of the results, and share and discuss the report during a final consultation call. department.

- Leadership
  - Director: Dr. Lisa Finkelstein
  - Co-Directors: Courtney Thomas & Morgan Tillery

- Active Consultants
  - 10 active consultants
  - 2 newly trained
  - 1 active alumnus consultant

- Clients
  - 4 Health & Human Services clients helped.
  - 6 Animal Services clients helped.

Contributions to Educational Advancement at NIU

- Social and I-O area representative on the Graduate Student Advisory Council, Robert Keating
- Project manager of APLU INCLUDES Campus Self-Assessment Project for NIU Office of the Executive Vice President and Provost, Robert Keating

Campus Workshop Facilitator

- CODE workshop facilitator for The Office of Academic Diversity, Equity, & Inclusion, Robert Keating

Assistantship Placements

- Center for the Study of Family Violence and Sexual Assault, Courtney Thomas & Audra Jensen
Academic Experiences

Diversity & Inclusion Committee
We developed a diversity and inclusion committee this year that graduate students can join to actively help with D&I related missions. Here’s our mission statement:

We in the Social/I-O Psychology program aim to create an environment where all students and faculty can flourish and thrive, communally striving to support diversity and inclusion in the pursuit of personal, academic, and professional growth.

Academic Service

- APA Science Student Council
- Social/Personality Psychology Representative (Jennifer Erickson)
- Fellow with the Society for Personality and Social Psychology
- Awarded: Brad Sagarin
- 2020 APA Dissertation Research Award
- Awarded up to $1,000
- Awarded to: Judy Hu
- Our students and faculty jumped to aid in knowledge development for COVID-19. For instance, Alecia & Rachel applied for the SIOP Small Grant Program. Title: Supporting the Resilience of Employees in Work-Life Disruption Due to COVID-19.
Area Highlights

Rachel Saef

Lisa Finkelstein & Rachel Saef

Rushika De Bruin & Audra Jensen

Joy Pawirosetiko & Anthony Reffi

Courtney Thomas, Audra Jensen, & Morgan Tillery
Alecia’s End of Semester Lab Party

Ali Rivers & Morgan Tillery

Courtney Thomas & Audra Jensen

Rachel Saef & Lisa Finkelstein

Lisa Finkelstein & Arielle Rogers

Alecia Santuzzi, Lisa Finkelstein, & Katja Weimer

Rachel Saef & Brad Sagarin
Area Curriculum Vitae

Presentation word cloud

Publication word cloud

Where we published
- Psychological Reports
- Journal of Positive Sexuality
- Frontline Learning Research
- Sexualities
- Work, Aging and Retirement
- Journal of Happiness Studies
- Applied Psychology: Health and Well-Being
- Journal of School Psychology
- Contemporary Education Psychology
- Military Behavioral Health
- Human Resource Development Quarterly

- Annals of the New York Academy of Sciences
- European Journal of Personality

Where we presented
- Association for Psychological Science
- Midwestern Psychological Association
- National Association for School Psychologists
- NIU’s Undergraduate Research and Artistry Day and Community Engagement Showcase
- Society for Industrial and Organizational Psychology
- Society for the Study of Motivation
- Society for Personality and Social Psychology
- Society for Text and Discourse
- South West Psychological Association Convention

Where we were asked to speak
- Pathways to Achieving Civic Engagement Conference
- Elmhurst College, Department of Psychology
- Employee Assistance Program and Training Center
- AgeWell continuing education series
- Galleria Domain 2 and Twisted Tryst
- Community-Academic Consortium for Research on Alternative Sexualities
- Research Forum Series, Northern Illinois University
- Beguiled Uncon

Books we published in
- Cambridge handbook of workplace affect
- The Cambridge Handbook of the Changing Nature of Work
- Stereotypes: The Thinking Person’s Guide to Today’s Reality in the U.S.
- The Palgrave handbook of disability at work.
Peer-Reviewed Publications


https://doi.org/10.1080/21635781.2020.1765910

doi.org/10.1002/hrdq.21390


**Presentations**


Decateur, G. A. Saef, R., & Woo, S. E. (2020, April). How do managers, coworkers, and subordinates affect worker’s personality expression? In R. Saef (Co-Chair) and S. E. Woo (Chair) Personality in the workplace: How much does the situation matter? Symposium presented at 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.


Erickson, J. M., & Sagarin, B. J. (2020, April). BDSM sadists demonstrate prosocial


capture parenting experiences
[Poster presentation].
Presented at the Annual
Meeting of the National
Association for School
Psychologists: Baltimore, MD.

Pawirosetiko, J. S., Reffi, A. N.,
Laman-Maharg, B., & Lilly, M.
(2020, June 1-September 1).
An exploratory factor analysis
of the Five Facet Mindfulness
Questionnaire in a sample of
9-1-1 telecommunicators:
Examining new directions for
measuring mindfulness [Poster
presentation]. Presented at
the Association for
Psychological Science (APS)
Virtual Poster Showcase,
United States.

Pawirosetiko, J. S., & Sagarin, B. J.
(2020, April 23-25). Influence
of gender identity measure
constraints on survey
responding behavior [Oral
presentation]. Accepted for
presentation at the 92nd
Annual Meeting of the
Midwestern Psychological
Association. Chicago, IL,
United States. (Conference
canceled)

Pawirosetiko, J. S., Reffi, A. N.,
Laman-Maharg, B., & Lilly, M.
(2020, May 21-24). An
exploratory factor analysis of
the Five Facet Mindfulness
Questionnaire in a sample of
9-1-1 telecommunicators:
Examining new directions for
measuring mindfulness [Poster
presentation]. 32nd Annual
Meeting of the Association for
Psychological Science (APS),
Chicago, IL, United States.
(Conference canceled)

Rogers, A. P., Barber, L. K., Thomas,
Emotional labor and sleep
quality: A multimethod study
of self-regulatory mechanisms
[Poster presentation]. The
35th Annual Conference of
the Society for Industrial and
Organizational Psychology,
Austin, TX (virtual
conference).

Rupp, K. E., Steffens, B., Britt, M.
A., McGee, S., McGee-Tekula,
R., & Durik, A. M. (2020, July)
Negotiating multiple goals in
middle school science
instruction [Poster
presentation]. Presented at
the annual meeting of the
Society for Text and
Discourse.

Sagarin, B. J., Hu, X., Pawirosetiko,
J. S., & Klement, K. R. (2020,
February 27-29). A Monte
Carlo comparison of three
dataset augmentation
techniques [Poster
presentation]. 21st Annual
Meeting of the Society for
Personality and Social
Psychology (SPSP), New
Orleans, LA, United States

Samosh, D., Lyons, B. J., Baldridge,
D. C., Fisher, S. L., Girotto,
P., Connelly, C. E., Bonaccio,
S., Santuzzi, A. M., Keating,


Santuzzi, A. M. & Doyle, N. (2020, June). *Neurodiversity and Inclusion*. A Community of Interest session to be offered at the Society for Industrial and Organizational Psychology. Austin, TX.

presentation at the Annual Meeting of the Association for Psychological Science, Chicago, IL.

Thomas, C. & Finkelstein, L. (2020, May). *Age metastereotype activation: The influence of age salience, evaluation salience, and age metastereotype consciousness* [Poster presentation]. Accepted for presentation at the Annual Meeting of the Association for Psychological Science, Chicago, IL.

Varghese, L., & Finkelstein, L. (2020, April). *An investigation of self-efficacy crossover between mentors and protégés* [Oral presentation]. Accepted for presentation at the 35th Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX.


**Invited Speakers**


Keating, R. T. (2020, March 7). *Understanding diversity, inclusion, and identity management in the workplace.* Invited colloquium conducted at Elmhurst College, Department of Psychology, Elmhurst, IL.


Sagarin, B. J. (2020, September). *Chat with Dr. Brad Sagarin about the science of BDSM.* Online presentation hosted by Galleria Domain 2 and Twisted Tryst.

Sagarin, B. J. (2020, March). *Traversing the path to publication: How to successfully navigate the peer review process*. Presentation given online to the Community-Academic Consortium for Research on Alternative Sexualities.


Sagarin, B. J., Erickson, J. M., & Tarleton, H. L. (2020, December). The science of BDSM. Presentation given online.


**Book Chapters**


