Welcome!

Welcome to the 2021 edition of our academic newsletter, the Social/Industrial-Organizational Psychology Newsletter. 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 2021 academic year.

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Hello Social-IO Family and Friends!

Welcome to another fantastic newsletter highlighting the events of 2021 as experienced by our students, alumni, and faculty. A huge thanks to this year’s newsletter committee – Lauren Luchetti, Nick Smith, and Hannah Tarleton - for all their hard work putting this together.

As the new Area Coordinator/Program Director as of July 2021, I have the honor of saying a few words to set the stage here. First, I'd like to thank Alecia Santuzzi for her tremendous work as Area Coordinator since 2017. I am more proud than ever to be part of this program thanks to all she has done to make a great program even better and even more inclusive. I also know she is probably rolling her eyes and making a funny sarcastic comment while reading this paragraph, but I think underneath that she understands how much she means to all of us.

This was a year of ups and downs, to say the least. We started 2021 still deep in the pandemic and starting to really get the hang of online teaching, learning, and connecting with one another in Zoomland (or Teamsland sometimes as the case may be). Spring brought the welcome announcement of an on-campus vaccination pop up clinic on campus in the Convocation Center. Anticipating the end in sight, we enjoyed finally seeing each other in person. In fact, many of us did not meet in person the class who began in the Fall of 2020 (Haleigh, Tori, Nick, and Lauren) until a year after they began! Although things didn't look quite the same as they did before (I’m looking at you, no food for 690), we got to be together once again. And, we happily welcomed two new grad students this year – Lizzy Bohrer and Jared Wilson.
As is typically, this newsletter highlights our area vita with this year’s publications and presentations. I always think it’s so exciting to see the fruits of all our hard work shown in one place. Congrats to everyone who was part of the 30 presentations and 26 publications this year!

On a somber note, the end of the year brought with it the tragic news of the passing of two of our alumni – Dr. Joanne McInnerney (aka JoJo Roberts) and Dr. Shawn Mikulay. Each of these wonderful humans was in the program at the start of my career and helped so much to make me feel welcomed and included, and they both went on to do wonderful things in our field. Some of their cohorts shared some special tributes and memories here in these pages. They will be dearly missed.

A goal of mine as Area Coordinator is to work more closely with alumni to get creative on all the ways our connections can benefit the program and our alumni. Our alumni committee (thank you Audra Jensen and Alie Brown!) have started a Linked In group (NIU Social-I/O Psychology Group) to keep us more regularly connected. Please join us there if you haven't already. And, expect a survey coming soon where you can share your ideas for our future mutually beneficial connections.

Enjoy reading about what everyone’s been up to in these jam-packed pages!

Cheers,

Lisa
Early last year we (Audra, Cody, Joy, and other collaborators and I) published an article about the work we had been doing in public libraries designed to foster community interest in Earth and space science! We published it in a library administration journal so that hopefully librarians will find out about it, and use the strategies we developed. I’ve also been connecting with the dean of our local NIU libraries, to do similar programming.

Also, I’ve continued to work with Anne Britt and others to figure out how to help students in Introduction to Psychology understand the discipline better in order to learn more efficiently and to appreciate what they are learning. It’s been quite a challenge. Last semester, we think our intervention was too difficult--or at least they weren’t ready--but we are revising our materials and hoping for better results. The benefits to our students would be great if we can figure out the best approach!

Lisa Finkelstein

Professionally, I think I had three major milestones this year. First, my co-authored practice book, "Ageless Talent," came out in April. Also in April I had the honor of receiving NIU’s Presidential Teaching Professorship. In the Fall semester, I created (with much help from other faculty and grad students) and taught the new PSYC 101 (University Experience in Psychology) course.

Personally, I had a dream come true this year - Kurt and I got a condo in New Orleans! As much as I love my life in St. Charles and at NIU, I have missed New Orleans every day since I left in August of 1996. Being a part-time resident there again feels magical.
Faculty Updates

Brad Sagarin

Published four papers (Erickson et al., in press, Archives of Sexual Behavior; Cialdini et al., 2021, Psychological Science; Erickson & Sagarin, 2021, Personality and Individual Differences; McCarthy et al., 2021, Archives of Sexual Behavior).

Became Editor-in-Chief of the Journal of Positive Sexuality. Continued on the Editorial Board of Archives of Sexual Behavior. Won a Distinguished Graduate Faculty Award at NIU.

Professional:
Finished a full semester face-to-face after being online for a year (I know a lot of people did this, but it's worth celebrating!).

Started the phenomenal joint Saefuzzi lab meetings.

Had NIU, Saef lab undergraduate RAs present at national (SIOP) and Regional (MPA) conferences (Yay!).

Started working with more awesome graduate students outside of the Saef lab.

Personal:
Met my baby nephew! SO cute.

Started reading for fun again...only 8 books this year, but it's a start.

Learned the TOD class dance.

Earned my belay certification for rock climbing and tackled my first level 10 course.

Rachel Saef

Professional:

Finished a full semester face-to-face after being online for a year (I know a lot of people did this, but it's worth celebrating!).

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Faculty Updates

Alecia Santuzzi

-- officially promoted to Full Professor in Fall, 2021
-- participated in a Leadership Development Program for the College of Liberal Arts & Sciences
-- continued work on two external grant projects and one internal grant project

Randy McCarthy

I'm now into the second year of Assistant Professorship. I'm still happily plodding forward with my research, I still enjoy teaching, and I even convinced a grad student (Jared Wilson) to join my lab.
Robert Pulvermacher

Got engaged to Alana Vogel! Had my bachelor’s in Chicago in May of 22’ (hope that’s not cheating) and had a bunch of NIU psych alumni attend. It was awesome.

Started a new job at Amazon. I work on our monthly reports on talent management to leadership and on our DEI data team. Got on a plane and went places that were not my home. Missed that, man.

Chelse Oyer

Promoted to Manager of Leadership Development at Publix Super Markets Inc, a grocery retailer operating in the southeast US. I’m responsible for all levels of leadership training for our 200,000+ associates. Also, my husband and I welcomed baby boy #2 (which was a huge moment to celebrate since early pregnancy complications put us at risk of not meeting our sweet little guy). Big brother is doing a great job and we love being a family of four!

Jade Jenkins

I leveled up by accepting a Lead UX Researcher role with Genesys. At Genesys, I leverage quantitative, qualitative, and mixed-methods research techniques to study people within the fascinating context of conversational AI. I also directly mentor four less experienced researchers (who mostly come from psychology backgrounds as well). I now live and work remotely in beautiful southwest Florida with my husband and sheebs, where enjoying the often-beautiful weather every week at the beach has become less of a postcard image and more of a reality. Life is really good!
Alumni Updates

Meghan Huntoon
After two years of living the tiny home on wheels life, I recently sold my beloved GMC motorhome and accepted a new position as a research psychologist at Fort Belvoir. I look forward to moving east and finding my next adventure. (pictured right)

Debbie Jeske
Following NIU, I lived in the UK and Ireland, working in academia for several years. I returned to Germany in 2018 and left academia for a full-time role in industry. I am now working as a Learning and Organizational Development Manager at a corporate start-up in the transport business here in Berlin, Germany.

John Edlund
In the last year, my wife and I celebrated our 10th wedding anniversary. I have continued to be active in my scientific works (meta-science, evolutionary psychology, and others). (pictured right)

Cory Sherer
I was the interim Director of Academic Affairs at Penn State Schuylkill. I was awarded a sabbatical for the Fall 2022 semester!
Alumni Updates

Evelyn Comber
Currently, I'm working with the Center for the Study of Family Violence and Sexual Assault. They have an important role in monitoring the Department of Children and Family Services throughout the state of Illinois. This work helps DCFS to better monitor the outcomes for their clientele, therefore assists in improving the states' services. (pictured right)

Aaron Bolin
For the past year, I have served as a mobilized reservist with the U.S. Navy in Djibouti, Africa as the personnel officer for Camp Lemonnier. In my civilian career, I also work for the Navy as a Division Director for Business Intelligence at My Navy Career Center.

I had a poster session at the Military Operational Research Society annual conference this year:

Title: Workforce Development in an Agile Environment (pictured left)
Yohsuke Ohtsubo

I moved to the University of Tokyo from Kobe University in April, 2021. I published my first single-authored book (sorry it's written in Japanese) in October, 2021.

Michael Wagner

In early 2021, I re-engaged with NIU faculty and graduate students after a hiatus. I'm currently working on two academic projects because of said engagement. In middle-to-late 2021, I completed Google Data Analytics Professional Certificate, with which I learned SQL, relational database management, new R tips and tricks, data storytelling with visualizations, and an industry perspective on data, such as how data can inform business decision-making. I have a professional website (https://www.michaelfwagner.com), but I have been slacking on producing content related to statistical modeling applications and academic research methods in industry. In late 2021, I began freelancing on UpWork and Fiverr. I've had some success. I have retained five paying clients on diverse projects. Most projects are confidential until further notice. However I can disclose that one involves evaluating an emotional learning program designed for children age 8 to 11, one involves assessment design, and one involves preparing a client's novel assessment for submission to the British Psychological Society's Test Reviews. I am really enjoying freelancing! I call myself a research consultant but I change the title based on how I view my current professional activities. I am also working on a business model for a partnership with a prior graduate school cohort member and colleague. Stay tuned! I have also been able to upskill quite a bit. For example, I learned how to use Firebase authentication + database management for the purposes of consumer records/subscriptions, ethical data storage in cloud databases, and Big Data analysis. I learned how to simulate multivariate correlated data and cluster data in R using the simstudy package and other tools. I am slowly working my way through a purchased Python for Data Science course. Finally, I began programming rudimentary studies in R Shiny, using ShinyPsych package and other tools. Personal and shareable update: I have been taking care of my grandmother, and killing it in Elden Ring! (pictured above)
Judy Hu

1. When did you finish?
   May 2021

2. What are some personal or professional accomplishments you made over the past year?
   I received two awards from NIU: the Outstanding Graduate Student Award and the Outstanding Dissertation Award. I am PFinishD :)

3. What are you up to now/where are you working?
   Tenure-track assistant professor of psychology at Roger Williams University

4. What are you doing with all of you post-program free time?
   Exploring Providence and many parks/beaches around New England! But real talk, "free time" is often spent on napping or cocktail-mixing for a first-year faculty!
Recent Graduates

Courtney Thomas

1. When did you finish?
   August of 2021

2. What are some personal or professional accomplishments you made over the past year?
   2021 was a whirlwind of a year for me both professionally and personally. Professionally, I proposed and defended my dissertation within four months. I conducted a daily diary study investigating the impact of selective incivility on workers of diverse ages. I received an offer from the University of Louisiana at Lafayette which is why my dissertation process was moved along rather quickly. This also means that a rather large professional accomplishment this past year is that I have now officially graduated with my ph.d. (it's totally possible this to happen! Ha!). Personally, I have also had quite a lot of growth. I think the trials of the pandemic have shown me that flexibility and resilience are characteristics I possess. This was especially highlighted in that I moved from Illinois, a place I grew up and went to school in, to the state of Louisiana, a place where I know no one and am not familiar with. This transition, while challenging at times, has led to a lot of growth. I also got engaged in June of 2021 to my partner of 10 years which makes me even more excited to see what the future has in store!

3. What are you up to now/where are you working?
   I am currently a visiting assistant professor at the University of Louisiana at Lafayette where I teach the undergraduate and graduate-level statistics courses and research methods courses. Also, I just accepted a tenure track position in East Carolina University's psychology department.

4. What are you doing with all of you post-program free time?
   Ha ha! Being a faculty member is actually a lot more than I ever imagined which keeps me just as busy as I was in graduate school. However, I have also taken on a role as a consultant of statistics which allows me to assist students across the world on the statistics related to their dissertations and theses. I have also started to read more and am currently finishing 11/22/63 by Stephen King (highly recommend!), I am exploring Louisiana my new temporary home, and doing a little more traveling than I once did. My cats are still keeping me busy as always. Although this time I am happy to report that I did not get another ;)
Recent Graduates

Courtney

I think there are two pieces of advice that I wish I would have listened to while in graduate school that I offer now in the hopes that you don't make the same mistakes. First, take time for yourself as a person. We know that each of you are hard workers, dedicated to what you do, and will do great things. But you can only really get to those great things if you don't get burnt out along the way. When I was a student, towards the end of my time in the program, I tried to go to the gym every day, spend time on weekends with my family, friends, and cohort members, and tried to make sure I had more going on than just my program. Don't get me wrong, I understand there's a lot to do and I wasn't perfect trying to manage it all but it's definitely something I wish I would have started to do earlier on. Second, try to make as many connections in the program as you can. Professionally, this will help you with collaborations and projects. Personally, this will show you that you have more support than you realize. Enjoy the people that you have around you. Some of my best friends have come from this program, so much so that one of my cohort members is the maid of honor in my wedding. I know the knowledge you're getting right now is so beneficial but the connections you make will last you much more than that knowledge.

Judy

Be careful with planning fallacy - always schedule additional time for each small task. Keep it up with the good work and most importantly, enjoy graduate school and your dear friends, the finish line will get close before you know it :}

Meet Our New Students

Lizzy Bohrer

Where do you call home?
Brunswick, Ohio is my hometown.
Who did you come to NIU to work with?
I came to NIU to work with Rachel and I am primarily involved in her lab, although I do wish to work with the other professors as well in the future!
What are your research interests?
I am currently interested in studying individual differences and negotiation in the workplace. However, I expect my research interests to grow as I take more classes and learn more about the field.
What are your hobbies outside of grad school?
Outside of school I enjoy reading in my free time and being with my friends and family.
What are your career goals?
My current career goal is to work in the applied IO setting and then possibly work as a professor down the line.

Jared Wilson

Where do you call home?
I hail from a ~250-person town called Chaseburg, Wisconsin, but much of my time was in the nearby LaCrosse, WI.
Who did you come to NIU to work with?
I came to NIU to work with Randy, and I have been doing research in his as-of-yet unnamed lab.
What are your research interests?
Currently, I am conducting research on the Victim-Perpetrator Asymmetry, but I have a burgeoning interest in humor research (particularly teasing, perceptions, and outcomes).
What are your hobbies outside of grad school?
Outside of grad school, I like to weightlift, cook, write poetry, leisure read, and play Dungeons & Dragons.
What are your career goals?
I am momentarily undecided about direction, but I'd likely enjoy any position where I can conduct research. I hope to solidify my direction as academic or applied in the coming semesters!
Tori Brooks
- MPA Poster
- SIOP Special Session
- VPA Rep (almost finished with training)
- First Time Lead on an Applied Project
- Alternate for the Woodson Fellowship

Lauren Luchetti
My second year as a grad student was filled with a lot of exciting firsts. I had my first in-person classes, lab meetings, and teaching experiences. I supervised several undergraduate students who presented at NIU’s undergraduate research symposium. In Lisa’s Training and Development course, we conducted an evaluation of SIOP award programs. I submitted to and was accepted at MPA for my first-year project. Moving forward, I will continue working in Alecia’s IEM lab on multiple projects. In personal news, I’ve continued to dance with my cultural organization (United Moravian Societies) and will be a dance teacher for the younger students (yay middle schoolers) in the upcoming months.
Current Students

Haleigh Broucher
I was accepted for a SIOP panel discussion on transforming the undergraduate research experience through mentorship programs. Also, I mentored several undergraduate students who presentation at NIU’s undergraduate research convention.

Nick Smith
I had a few acceptances for SIOP, including a roundtable session focused on discussing graduate student-led DEI initiatives, and a poster session for a project about witnessed incivility and the interplay of demographic similarity. Also, I helped on an applied project for SIOP, where we evaluated a portion of their awards program. Regarding my personal side, I visited some fun national parks over the summer, including Joshua Tree, Yellowstone, Grand Teton, and Arches.
Morgan Tillery
Conference Acceptances


Projects Mentored
1st Place in Social and Behavioral Sciences Award Category

Service Engagements
Volunteer Program Assessment, Graduate Student Coordinator, Northern Illinois University

Accreditation Assessment Task Force, Northern Illinois University

Hannah Tarleton
I submitted my paper on consent standards in the BDSM community to the Archives of Sexual Behavior, presented at the Center for Women and Gender Studies Research and Artistry Symposium, and completed the ACUE Inclusive Teaching microcredential.

Jennifer Erickson
In 2021, I was on three publications, presented at MPA, and presented workshops for the Kinky Kollege conference, Master/slave conference, and MsC 2021 Worldwide.
Joy Pawirosetiko
My fiancé and I became fur parents to the best beagle basset named Frank (aka Frank the Tank). We also went on some amazing road trips to Colorado, Florida, and Pennsylvania! I learned I love to cook as a hobby. A few manuscripts I was on got published, and I also finished collecting, analyzing, and writing up my dissertation data. I am excited to defend very soon! Lastly, I started working as a Research Scientist on DDI’s Product Development team where I get the chance to contribute to existing and develop new leadership assessments!

Cody Gibson
I had my first publication, I presented at SPSP, and I passed my thesis proposal meeting in December.

Audra Jensen
In 2021, I finished my 4th semester teaching Social Psychology with the final year being fully remote. I mentored several undergraduate students through research and graduate applications in the fall. I got a publication in early spring and have three additional projects out for review. I was also invited as a guest on NIU's "Be.Career.Ready" podcast.

I was able to travel to the Bristol Renaissance Faire and I took a trip to visit family and explore Baltimore for Thanksgiving. After not being able to go the last few years, I was able to enjoy DeKalb Cornfest and Kitefest. I also took on the role of DM for the first time in a new D&D group and I took up junk journaling.
Rob Keating
In 2021, I proposed my dissertation, taught a few courses for the undergraduate psychology and master’s I-O program at Elmhurst University, and started a full-time position as Visiting Assistant Professor at Illinois Institute of Technology. In research activities, a collaboration with Alecia Santuzzi and Jesus Martinez that examined impacts of workplace inclusion on employee reactions to formal disability measurement was published in Equality, Diversity, and Inclusion. A few related projects were presented/accepted at SIOP and AOM conferences. On the personal side, I have been enjoying Chicago living, being a regular patron of Taqueria El Asadero, and my first few months of cross-fit where my lack of athleticism has become painfully (literally) apparent :)  

Alie Brown
Completed an internship at SAP SuccessFactors. Leading a significant project around intelligent technologies & the employee experience in HR. I went on the job market and secured a full-time job offer as a Senior Consultant at Booz Allen Hamilton. Successfully proposed my dissertation.

Jesus Martinez
This past year has been very eventful. Personally, Anna and I expanded our family by adopting a dog. We also moved away from the cornfields of Dekalb and back to my sweet home Chicago. Professionally, I was able to gain some excellent applied experience working as a People Science Contractor alongside one of our fantastic program alumni, Elora Voyles. I have accepted a role on McKinsey's Organizational Science and Analytics team as a Research and Knowledge Fellow. In that role, I will be working alongside another awesome program alumni, Ruth Imose. Academically, Alecia, Rob, Courtney, and I wrote a book chapter for the Handbook of Disability and Management. I am also making great progress on my dissertation and hope to finish up in 2022.
Dr. Joanne Evalina McInnerney (JoJo Roberts), 46, passed away on November 25, 2021. JoJo received her Bachelors, Masters, and PhD from the NIU psychology department. I (Lisa) met JoJo when I first came to NIU. She was well known in the department as that undergraduate who was always engaged in and at the top of every class, involved in department activities, and always making people feel happy and motivated in her presence. We were thrilled she chose to stay at NIU for her graduate work in I/O.

One of my personal favorite memories of JoJo is how she used to get t-shirts made to commemorate some of the graduate classes. She would track funny quotations from the professors throughout the semester and turn them into t-shirts for the class to purchase. These were never mean-spirited – always in good fun, always hilarious, and led to a great comradery among the class and professor. I still treasure my shirt from psychometrics class.

Some alumni who knew JoJo contributed some thoughts to this tribute. Boris Baltes shares “I met JoJo in graduate school, and she had such a vibrant personality and energy about her that she helped make graduate school a much more enjoyable experience for many of us. When you combined her personality with her superior intellect you had a rare combination that we all admired and sorely miss now that she is gone.”

Tom Brown shared “JoJo had one of the brightest and sunniest personalities I had ever encountered up to that point in my life. Warm and welcoming and rarely without a smile on her face, she was just a lovely person -- the kind that made you want to embrace humanity despite any reservations you had about humanity in the first place.”

And Jolene Skinner writes “When I first joined NIU as a graduate student, I quickly realized that I needed to pay attention to JoJo. She had the inside scoop and was someone to learn from. She was also really fun and full of energy. She was the first one to get an internship, first one to do her comps, and the first one to finish in my cohort. But, she was also the friend who invited you to go tailgating at NIU’s Homecoming and take you to the bars at 8 am to have a beer and a tomato juice chaser at Ollie's. She was also a great pal at the annual SIOP conference and a wonderful mother. Needless to say, SIOP will never be the same without her, and I miss her very much. She was a good one, and NIU should be proud.”

NIU is indeed proud. Our hearts go out to her husband Marty, daughter Amy, her colleagues at Novelis where she was Vice President of Human Relations, and her family and friends. Her full obituary can be found here

Dr. Shawn Michael Mikulay passed away on December 12, 2021, at the age of 53. Shawn earned his master’s and PhD in the NIU Department of Psychology and went on to work as a Professor of Psychology at Elgin Community College for over 25 years.

Shawn and his wife Ann lived near where I (Lisa) moved when first came to NIU in 1996 and I will never forget how helpful they were in making me feel welcomed into the community. From showing me around to recommending service professionals, they always made sure I was feeling at home as I made the huge transition from New Orleans (where Shawn was born) to Illinois.

Alumni also shared some thoughts of Shawn. Heather LaCost writes “I first met Shawn my first year of graduate school when I was a teaching assistant, and he was one of the graduate assistants guiding all of us newbies. I was very nervous, but Shawn’s dry sense of humor and quick wit would always help make me laugh or smile when I got stressed out. Being nervous to teach those first classes I remember him saying “Don’t forget you can always use your text to look something up....or to throw it and use it as a distraction while you run away”. He was caring and compassionate without being sappy. His self-deprecating humor with a smirk and a glimmer in his eye always helped put you at ease and want to join in on the fun conversation. He was always generous and willing to help. He was a dedicated and creative teacher. He was a good friend who will be missed but not forgotten.“

Tom Brown also noted Shawn’s sense of humor: “Shawn and I shared a sense of humor – sarcastic, cynical, and a little bit subversive. Although we were never best friends in the traditional sense, I think we shared an outlook on life that made us kindred spirits in a lot of ways. I also think that if either of us have been even slightly less cynical, we would’ve been much closer.”

Traci Sachteleben has these words for her friend Shawn: “Thank you, Shawn, for being a mentor and a dear friend. Thanks to you, and Ann, for your kindness, care, and generosity. Thank you for smoke breaks, Tuesday slushy nights, and MST3K. Thank you for Ikea and Mall of America. Thank you for the assist in securing my first adjunct teaching gig at Kish, and the extra SURS credit that came with it. Thank you for the Crazy Cat Woman action figure. Thank you for the piglet castration kit. I mourn for future students who will not benefit from your humor and skillful teaching. I mourn for your wife, your perfect partner in crime. I mourn your passing. There will never be another Shawn.”

Our sincere condolences to Ann, Shawn’s students and colleagues at ECC, and all his family and friends.

Shawn’s full obituary can be found here:
https://www.dupagecremations.com/obituaries/Shawn--Michael-Mikulay?obId=23409440
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.

- Leadership
  - Director: Dr. Lisa Finkelstein
  - Graduate Student Director: Morgan Tillery & Courtney Thomas
- Active Consultants
  - 3 active consultants
  - 6 in training
- Clients
  - New partnership developed with NIU’s NGO Studies department
  - Local non-profits reached out to
  - 1 repeat client assisted

SIOP Foundation Award Evaluation Project
Team Leads: Morgan Tillery & Vyctoria Brooks
Team Members: Lauren Luchetti, Haleigh Broucher, Nick Smith, Hannah Tarleton and Javon Davis
Faculty Advisor, Dr. Lisa Finkelstein & External Advisor, Dr. John Scott

- Evaluated the relationship between distinguished and career awards granted by the Society for Industrial and Organizational Psychology (SIOP) and both individual level achievement, the advancement of SIOP, and the field of I-O psychology.
- Scheduled and conducted interviews with donors and award recipients
- Coded qualitative responses from interviews and analyzed the data in order to synthesize the results into a final report and presentation
- Created a report summarizing the methodology, results, and recommendations of the assessment of the distinguished and career awards granted by the SIOP Foundation.
### Academic Service

- Editor-in-Chief, Journal of Positive Sexuality: Brad Sagarin
- Editorial Board Archives of Sexual Behavior: Brad Sagarin
- Social and I-O area representative on the Graduate Student Advisory Council: Jennifer Erickson

### Honors and Awards

- Distinguished Graduate Faculty Award, NIU: Brad Sagarin
- Presidential Teaching Professorship, NIU: Lisa Finkelstein
- Outstanding Graduate Teaching Assistant Award, NIU: Jennifer Erickson
- Psychology Department Nominee: Jennifer Erickson
- Outstanding Dissertation Award, NIU: Judy Hu
- Outstanding Graduate Student Award, NIU: Judy Hu

### External and Internal Funding

- McDonnell Foundation grant for research on “Teachers Learning to Facilitate Communication and Reasoning Through Inquiry with History and Social Science Sources,” 2018-2021: Amanda Durik
- Great Journeys Assistantship Northern Illinois University Division of Research and Innovation Partnership on “Effects of Blameworthiness of the Victim-Perpetrator Asymmetry,” 2021-2022: Randy McCarthy
- Research and Artistry Grant Northern Illinois University Division of Research and Innovation Partnership on “Is the victim-perpetrator asymmetry stronger in situations where blame is being assigned?” 2021-2022: Randy McCarthy
- Research, Engagement and Academic Diversity (READ) Grant on “Day-to-day identity management experiences of employees with concealable disabilities,” 2021: Alecia Santuzzi
- Social Sciences and Humanities Research Council of Canada, Insight Grant on “Parent engagement and ADHD risk: Reciprocal relationships in early elementary school” 2018-2022: Alecia Santuzzi
Area Highlights
Where we published
- Anatomical Sciences Education
- Archives of Sexual Behavior
- Collabra: Psychology
- Equality, Diversity, and Inclusion: An International Journal
- Human Resource Management Journal Special Issue on HR/People Analytics
- Industrial and Organizational Psychology: Perspectives on Science and Practice
- Journal of Applied Psychology
- Journal of Bisexuality
- Journal of Business Venturing Insights
- Journal of Experimental Social Psychology
- Journal of Happiness Studies
- Journal of Library Administration
- Journal of School Psychology.
- Journal of Service Management
- Journal of Service Research
- Mindfulness
- Nature Human Behavior
- Occupational Health Science
- Personality and Individual Differences
- Psychological Reports
- Psychological Science
- Psychology of Aesthetics, Creativity, and the Arts
- Special issue of Research on Stress and Well-Being on shifting nature of occupational stress, and well-being
- The Industrial-Organizational Psychologist

Where we were asked to speak
- Assessment Institute
- Association for Psychological Science
- Blacks in I/O Mentoring Program
- Bowling Green State University
- Elmhurst University
- Kinky Kollege
- Master/slave Conference
- MsC 2021 WORLDWIDE
- North Central College
- Northern Illinois University
- Society for Industrial and Organizational Psychology
- Center for Positive Sexuality.
- Viterbo University

Books
Peer-Reviewed Publications


Erickson, J., & Sagarin, B. J. (2021, April). BDSM sadists demonstrate prosocial manifestations of sadism. [Conference presentation]. Midwestern Psychological Association (MPA) Virtual Conference.


McCarthy, R. J. (2021, April). Does trait hostility moderate the victim-perpetrator asymmetry? A presentation at the annual meeting of the Midwestern Psychological Association, online.

McCarthy, R. J., & Holzman, J. (2021, May). Folk explanations of aggressive behavior. Poster session presented at the annual meeting of the Association for Psychological Science, online.


Saef, R., & Woo, S.E. (2021, April). How do managers, coworkers, and subordinates affect worker's personality expression? In R. Saef (Chair) and S. E. Woo (Co-chair). Personality in the Workplace: How Much does the Situation Matter? [Symposium]. The 36th annual meeting of Society for Industrial and Organizational Psychology, New Orleans, LA.


Invited Speeches

Cutler, B., Lee, E., Cutler, N. & Sagarin, B. J. (2021, September). A deep dive into “Partner selection, power dynamics, and mutual care giving in long-term self-defined BDSM couples”. Presentation given online at MsC 2021 WORLDWIDE.

Erickson, J., Tarleton, H. L., Lee, E., & Sagarin, B. J. (2021, September). Behind the scenes with the science of BDSM. Presentation given online at MsC 2021 WORLDWIDE.


Harris, L., & Santuzzi, A. M. (2021, June). Mapping meaning to spoken and written wordforms: visual and tactual readers show preference for speech. Flash talk presented to the annual meeting of the Association for Psychological Science.


Sagarin, B. J. (2021, August). Traversing the path to publication: How to successfully navigate the peer review process. Presentation given online to the Center for Positive Sexuality.
Sagarin, B. J. (2021, July). Demystifying the academic publication process. Online presentation given for the Elmhurst University CASE program.


Wilson, J. (Nov, 2021). Viterbo Alumni Panel. LaCrosse, WI.


Santuzzi, A. M., Keating, R., & Imose, R. (2021, January-April). Experiencing Diversity and Inclusion in the Workplace. Workshop presented to the women’s soccer team at Northern Illinois University, DeKalb, IL. [Asynchronous foundation module, three synchronous research presentations and discussion, “hack day” session to define application projects, and closing session to report project progress]

Other Publications
