Welcome to the 2017/2018 edition of our academic newsletter, the Social/Industrial-Organizational Psychology Newsletter. 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 2017/2018 academic year.
Hello friends!

I hope 2019 is going well for everyone. Some time has passed since our last newsletter. We have been so busy with area priorities and productivity that we lost track of time! This newsletter will summarize the Social-I/O Program's accomplishments over the past few years, with the goal of providing annual updates moving forward.

The NIU Social-I/O Program has been very productive in scholarship. During 2017 and 2018, our program has published over 30 journal articles and delivered over 80 conference presentations. These numbers do not include the many other routes to disseminating research conclusions and expertise, such as book chapters, blog posts, and workshop presentations. I am very proud to be part of such a productive program.

In addition to the typical scholarship activities, our graduate students are award-winning superstars and are in high demand for applied positions both on and off campus. Arielle Rogers earned dissertation awards through both the American Psychological Association and Society for Industrial and Organizational Psychology. Ruth Imose was supported this year by the prestigious NIU Carter Woodson Fellowship. Rob Keating won the Outstanding Thesis Award from the NIU Graduate School. Courtney Thomas received the Kevin D, Knight Leadership Award. Clearly, our students are making a positive impression with their talents.

In addition to formal awards, our graduate students are in high demand across campus. Most of our students have given at least one workshop as part of the NIU Jobs PLUS program or related events to support career success for undergraduate students. Several of our students also have held internships and assistantships with related offices on campus, including Accreditation, Assessment, and Evaluation (AAE), Center for Human Capital and Leadership, and the Office of Diversity, Equity, and Inclusion.

Beyond NIU, students have acquired competitive internships with such organizations as Amazon, Johnson & Johnson, Department of Navy, Vaya Consulting Group, Ferguson Partners, McKinsey Company and Consulting, and Vantage Leadership Consulting. We are very proud of everyone and their contribution to the positive reputation of our training program.

... and faculty do some stuff too. For example, Dr. Amanda Durik was a co-author on a book and continues to be busy with a project funded by NASA. She also was promoted from Associate Professor to Professor. Congratulations Amanda! Dr. Brad Sagarin stepped up to serve as Director of Graduate Studies for the Psychology Department. Somehow he managed to keep up his active research program while taking on that important service for us. Dr. Lisa Finkelstein continues to be involved in work supported by the Army Research Institute and translating her findings into many conference presentations and publications. And I survived another year as Program Director while working on a few grants, publishing a few papers, and directing a methodology consulting service in my “free” time.
Last year, we congratulated Dr. John Skowronski on his retirement as of May, 2018. We had a very successful retirement symposium in his honor in December. We heard very moving (and often hilarious) presentations from his graduate dissertation advisor, past students, and current students. Thanks to everyone who facilitated the planning and execution of the event. It was a great success!

We also would like to congratulate Dr. Lacie Barber who started her new faculty position at San Diego State University in the fall semester of 2018. We will definitely miss her, but we know she is thinking of us while she basks in the California sunshine.

To help us cope with the departures, we have an anticipated arrival. We are so excited to report that a new faculty member will be joining our program. Rachel Saef (Purdue University) will start as Assistant Professor in I/O Psychology in the fall semester of 2019. Yay! Rachel comes to us with expertise in personality and workplace relationships. She also has a strong background in quantitative methods and applied experiences. She is a great fit to our program. We are very much looking forward to seeing her in the fall.

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 assessment and related 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

Lisa: Hello everyone! It's always fun to do these personal and professional year in reviews (years in review?) and to get to relive the highlights. Last fall I had a wonderful sabbatical during which I had the opportunity to travel to many fun places, including Germany (where I both gave a talk and got to sit at Wilhelm Wundt's desk!), Detroit (where I got to give a talk and go feather bowling - it's a thing), New York (where I got to shop for fabric at Mood as I am a Project Runway fanatic and am taking up sewing), and Italy (where I ate, drank, and lounged in the sun). I also worked hard on a practice-focused (aging workforce) book proposal that went under contract at the end of the year!

This year I was happy to see several things go to press, and especially excited for two very long term projects to finally be out to the world: the culmination of my grant on mentoring behaviors with the Army Research Institute, and the fruit of the labor of the long term project on High Potential Employees through a different association with ARI. Also, through connections I made at the Aging in the Workplace conference in Germany I was invited to become an Associate Investigator with the Australian Research Council's Centre for Population Ageing Research. Oh - and I turned the Big 5-0! Thanks to all of you who joined in my celebrations. Fifty is pretty fabulous.

Amanda: I am a Co-PI on two new grants this year. One is from the McDonnell Foundation and is in collaboration with Anne Britt as well as colleagues from the university of Michigan. The project is designed to help middle school social studies teachers teach history in a way that is more congruent with how historians approach the discipline, by reading original sources and considering nuanced perspectives rather than memorizing facts. The other project is funded by the National Science Foundation and is designed to test how to support middle school students’ understanding of and use of evidence in order to draw conclusions about the natural world.

I have been serving as a consultant on a NASA-funded project aimed to increase the public’s exposure to and interest in NASA science via public and state libraries. This project involves colleagues at the Space Science Institute (Boulder, CO) as well as the Cornerstones of Science (Brunswick, ME), who contacted me as an expert suited to focus on interest development. My part of this project is to develop and test the effectiveness of strategies that can be used by librarians to support motivation to learn NASA science. To this end, I have developed a partnership with the DeKalb Public Library to conduct initial pilot work, and then will work intensely with 2-3 of the 75 libraries that have been selected for the larger project.
Brad: We said goodbye to Ellen Lee, a core member of the lab who completed her Ph.D. and took a visiting assistant professor position at Ripon College. I am happy to report that Ellen was recently offered a tenure-track position and Ripon, which she accepted. We welcomed two new members of the lab, Kevin Casey and Cody Gibson. Both have embarked on exciting first-year projects, and I look forward to working with them in the years to come. We received training on EEG measurement over the summer, and Jennifer Erickson collected our first EEG data in the field. We’re excited to add this new measure to the cognitive and self-report measures of altered states of consciousness that we’ve been using. Joy Pawirosetiko has begun data collection for her master’s thesis. Joy’s thesis is examining the impact of different types of gender identity measures on participant affect and attitudes and the quality and codability of participants’ survey data. There are numerous types of gender identity measures out there and lots of opinions on which is the best to use. Joy’s thesis has the potential to offer empirical guidance on the tradeoffs of the different measures, something many labs (including ours) sorely need.

Alecia: The Interpersonal Evaluation and Measurement (IEM) lab has been super busy with work related to all three areas of my research agenda: stigmatized identity management, paranoid social cognition, and even some virtual teams. My quantitative brain survived my very first qualitative research project—and recently published it in Journal of Social Issues. Although the team had to drag me through it kicking and screaming, we learned quite a bit about identity management experiences from the perspectives of working adults with disabilities, informing several new projects to begin in 2019. We are continuing data collection to support the validation of a new paranoid cognition measure. I also dug up some old virtual teams data to start working on some new analysis techniques to uncover interpersonal dynamics in virtual teams. I was way too excited about developing a new undergraduate course in psychometrics using R as the primary statistical software (successfully launched in fall of 2018). Aside from the usual teaching and research, I have been pretty busy with grants from the U.S. Department of Education and National Science Foundation, methodology consulting on campus, and some institutional research projects. I credit my three-year-old for encouraging the very important skill of efficiency. With all of these projects and positions at work, somehow there is always some time for Daniel Tiger, Paw Patrol, and Vampirina (my current favorite).

Randy: I moved from NIU’s Center for the Study of Family Violence and Sexual Assault to my current position as a Visiting Assistant Professor in the Department of Psychology. My biggest accomplishment is that I got the Srull and Wyer RRR published and that I was invited to speak at Ghent University in Belgium in September. Click here to read the Srull and Wyer RRR and click here to read NIU’s write-up of the RRR.
Dr. John J. Skowronski is a professor no more.
After 15 years of toll as a faculty member at The Ohio State University (in residence at the Newark Campus) and 18 years of toll as a faculty member at Northern Illinois University, he has chosen to leave academia (retire) to become a free agent. At NIU, he was designated as a Board of Trustees Professor, a Presidential Research Professor, and a Mortar Board Professor of Excellence. While at The Ohio State University, he received a University Teaching Award.

John joyfully retired as Professor Emeritus! However, to keep his brain running he has signed on as a Visiting Professor at the Center for the Study of Family Violence and Sexual Assault. It pays for his golf. Speaking of golf... he made 2 holes-in-one this summer! He briefly pushed golf handicap down to a 5 (though he’s usually a 10 or so)!

In terms of psychology... A relatively full pipeline at retirement means that he’s still publishing the odd article or two (a recently accepted FAB piece with Bettina Zengel and Ellen Lee; a draft of an article just completed with the Center team, soon to be submitted) as well as the odd chapter (one in press with Mike Wagner, and one just submitted with Courtney Thomas). He has some larger writing projects in mind, but he’s getting very lazy (Margaritaville is his current theme song) and doesn’t know if he wants to work hard enough to bring them to completion.

He usually writes a bit in the mornings and tries to take an afternoon walk—emulating the work schedule of Charles Darwin.

We celebrated Dr. Skowronski’s retirement in December 2018 with a symposium. We reached out to students and recent alumni for ways that Dr. Skowronski has influenced them. Here’s what they had to say:

- “He taught me to toughen up, to expect and prepare for the difficult questions, and that hard work pays off. Oh, and that people are always a little more gooey on the inside than they appear on the outside.”
- “John has a special ability to make you realize both how smart you are and how smart you’re not.”
- “So, although John influenced and challenged me in many ways at NIU, the two things I’ll never forget are: 1) if you can’t find the effect, try a bigger hammer, and 2) when it comes to analyzing research designs find the hole, and attack, attack, attack.”
- “I always hear his voice in the back of my head whenever I’m writing, especially when I put prepositions at the end of a sentence. This is sometimes followed by a memory of when I met with him before beginning grad school when he told me something to the effect of ‘I may think I’m a good writer, but grad school will improve my writing skills and I’ll look back at my undergrad writing and realize it’s crap.’”
- “I learned not to drink the theoretical Kool-Aid. When proofreading, to try reading the document backwards. Oh, and that things take about 10 times longer than you think they will.”
- “He will fight tooth and nail for people, even if he has nothing to gain from it. I’ve seen that happen to a couple of people and I’ve always really respected him for that. Really hard exterior but he actually cares about everyone. And he’s made my writing better.”
- “John’s courses have had a notable effect on my research that I know will persist long after I graduate. I’m forever grateful for John’s knowledge, high standards, authenticity (low self-monitoring), and obvious dedication to his students and his work.”

Good luck in retirement, Dr. Skowronski!
Kathryn Klement ('17) gave an honors lecture at Bemidji State University on her One Ring theory (linking purity culture and rape culture), got her fixed-term contract at BSU renewed for another year, published an article based on some of my dissertation data in Sex Roles, presented at MPA (and got stuck in Chicago for a week because of a blizzard), and received the SPSP Teacher-Scholar Travel Award for the conference in Portland, where she’ll be co-hosting the Sexual Violence Preconference.

She also became a Fellow for the Institute of Academic Feminist Psychologists (and presented at the conference this summer in Miami), became a peer reviewer for Quality Matters (online teaching evaluation), and earned the QM Teaching Online Certificate, and became a faculty advisor for the Phoenix, BSU's queer student organization. Kathryn says, “One of my former lab RAs at NIU created this quilt square of me (right) for a woman scientist quilt, which is one of the most awesome things to happen to me.”

Meg Huntoon Lindeman ('17): Since graduating a year ago, my husband and I have moved to Europe. We enjoy traveling the continent whenever we have time to spare. Publications are still slowly trickling in from work I started while at NIU allowing me to keep my foot in the academic door. Currently, I work as an Army Education Counselor on a post near our house in Germany to fund our travels.

Sarah Carr (Bailey) ('16): I have been a Selection and Assessment Specialist with the State of Wisconsin's Department of Administration since June 2017. My role focuses on assessment development and implementing best practices in the selection process. Most of all, I got married in September 2018 to Mabel! We live in Madison, WI, and love taking our dog on walks around the neighborhood.

Robert Pulvermacher ('16): I developed an internal personality measure for a Fortune 500 company as a consultant, lead the development of a selection assessment in combination with a governmental agency for a high-risk occupation, got a top secret with polygraph security clearance which is now useless, lead the development and implementation of personality and intellectual assessments at a technology company, moved to DC and drank out of the Stanley Cup at a bar, and won 3/4 fantasy football leagues but lost to Dr. J in the finals in the fourth GODDAMIT.
Bettina Zengel ('16): The last year has been about a lot of changes for me, both professional and private. While I am still at the University of Southampton, I am now actively searching for a more permanent position. I've been through a few interviews already, but the right place has not materialized yet. Otherwise my research on mnemonic neglect, the fading affect bias and nostalgia continues. Maybe there is more to tell next year when the dust has settled a bit.

Ed Hansen ('14): I am enjoying my fifth year as a Specialized Teaching Faculty member at Florida State University, and this summer I had the wonderful opportunity to teach a four-week course in London focusing on various aspects of social identity. On an exciting personal note, my wife Megan and I are expecting our first baby (a boy) in April 2019!

Chelsea Oyer (Woodcock) ('12): I am continuing to develop and deliver internal leadership development training to all the leaders throughout my organization.

Kristina Matarazzo ('11): I am a Talent Management & OD Specialist at Exelon. I had my second child last June.

Evelyn Comber ('11): I was promoted to Associate Director of Student Affairs Assessment here at NIU doing assessment for the Division of Student Affairs. I am also continuing my private practice as a Licensed Clinical Professional Counselor, part-time.

Pamela Baumer ('11): In the past year I have been published as the lead author on a book chapter: Baumer, Dennis, & Estrada (2018). Needs, Services Received, and Outcomes of Adolescents and Young Adults in Substance Use Disorder (SUD) Treatment in C. Leukefeld and T. Gullotta (Eds.) Adolescent Substance Abuse: Evidence Based Approaches to Prevention and Treatment (2nd Edition). Springer, New York, NY. I also got a new job (starting January 2019) as a Research Associate with HumRRO. I'm very excited to redirect my research skills back to I/O psychology!

Stephanie Marberry Keller ('07): My husband and I had our daughter, Madison Jean Keller, born on 8/30/17. We love being parents to our active little one! I recently accepted a job with the Federal Reserve Bank of Atlanta and will be working as a Director of Organizational Development starting on January 21. So, we have been packing up and trying to sell two households to make the big move to Atlanta over the holidays. My mom is coming with and selling the house she has lived in for over 40 years! It will be quite the adventure for all of us and just in time for the Chicago winter. Wish us luck!

Cory Scherer ('06): Cory Scherer has been named the Interim Director of Academic Affairs at the Penn State Schuylkill campus.

John-o Kulas ('02): Changed jobs - now at Montclair State University.

Neil Christiansen ('97): Professor of Psychology at Central Michigan University, I-O Psychology Program Director, and SIOP Fellow.

Yohsuke Ohtsubo ('00): A post-doc student at my lab and I published a social psychology textbook for Japanese students. It is written in half English and half Japanese. It was published from Yuhikaku, a Japanese publisher (sorry that the information in the link is written in Japanese). You can take a look at sample pages here.
Jolene Skinner (’09): I continue to lead the Amazon Connections team for AWS. We are still a newish product at Amazon and learning how we can use daily insights to create broader organizational insights and help managers improve the experience for their teams. I also joined the SIOP Women’s Inclusion Network Leadership team for the 2018-19 year.

Cindy Cerrentano (’09): Hi Friends! I recently accepted a position at Park University (Parkville, MO) as an Associate Professor of Psychology. In addition to teaching, I am developing a master's level Industrial-Organizational Psychology program to be offered solely online. What I am most excited about is that our program will focus on social-justice issues in the workplace. Other than that, I was able to meet up with Kristina Matarazzo-Moran, Lisa Finkelstein, and Ahna Holzinger-Nichol for breakfast at a random restaurant in the middle of nowhere on a recent trip to Chicago.

John Edlund (’08): I have had six papers get published or become in press; I have also extensively worked on my forthcoming edited book entitled "Advanced Research Methods for the Social and Behavioral Sciences". On a personal note, we have been continuing to camp throughout the country in our RV and I have enjoyed watching my children grow up and further develop their own unique personalities :-)

Jill S. Budden (’07): I started and completed a User Experience (UX) design program to transition into UX research. I finished the program in late May, put together a portfolio of work, enjoyed Chicago summer, and applied to jobs. In September I accepted a 9-month contract position with Pearson's AI Products & Solutions' Cognitive Computing group in Boulder, CO as a Quantitative UX Researcher where I, broadly speaking, research and design AI-Human interaction. By the end of December 2018, I will be converted to a full-time position as a Senior Data Scientist - UX. The head of my group is a cognitive/computational psychologist, which is a really great change for me! It was hard to leave Chicago, but I'm sure I'll be back. If you are interested, see the following articles: [1] [2].

Tim D. Ritchie (’06): Hello, NIU Social I-O Folks! 2018 has been an interesting year. I am proud of the following publication that blended fading affect bias research with clinical ideas about eating disorder symptoms. It was a labor of love, and at times bewildermend. One coauthor was a former MA student from Limerick Ireland, and the other was a former BA student from Saint Xavier University. As always, JJS brought cohesion to the manuscript. When you have a moment, check it out here. Through 2018 my job as a department chair in the second term has led me deeper into Institutional Research, student retention analysis, HSI Title V grant proposal planning, multiple faculty hiring committees across the college, creating new undergrad programs, assisting the new university President, Provost, and college Dean. I'm on the Faculty Affairs Committee. If you don't know what that is, don't look it up. Just wait and find out—an ironic effect of thought suppression should begin any time ;-) I look forward to seeing some [many?] of you in early December.

Jill Kickul (’98): Jill Kickul is a Professor in the Lloyd Greif Center for Entrepreneurial Studies and Research Director of the Brittingham Social Enterprise Lab. She was recently elected as President of the United States Association for Small Business and Entrepreneurship and was also elected to serve as Chair of the research committee of the Entrepreneurship division of the Academy of Management.
Our Recent Graduates

**Michael Wagner ('18)** earned his PhD. in August 2018. He is currently seeking a salaried position. Michael is grateful he is alive in well enough health. He lives with his girlfriend in Harvard, IL. He is happy to have a roof over his head this month and enjoys playing tabletop and computer games.

Sarah Coley ('18): I'm continuing to work at Accreditation, Assessment and Evaluation at NIU and loving it! My post-dissertation newfound free time is going toward sharpening my professional skills. I'm grateful to everyone in the Psychology Department for all the lessons and opportunities they provided to me. Thank you! Some advice: Take care of yourself during your grad school journey! Try using time management to avoid overexertion, but if it comes to it, DO NOT ignore any signs that you're stressing yourself too much! If you take good care of yourself, then you'll have your entire professional life to do everything you set out to accomplish.

Ellen Lee ('18) successfully defended her dissertation, graduated, got a job as a visiting assistant professor at Ripon College in Wisconsin, and then got offered a tenure-track position at Ripon College to begin fall of 2019.
Meet Our New Students

Kevin Casey (2018)

1. Home is where my katie is. Although we have a gorgeous home on 3 acres right on the edge of DeKalb/Sycamore, we have also lived in a tiny home in the middle of the cold-blasted prairies of Alberta. “Home” is about where we are together, and less about a location or building. We are undecided where we will move after I'm done. Maybe back to southeast Ohio (which is stunningly beautiful), down into North Carolina, or back to Canada (unless a northern wall also gets built). I've even toyed with buying a travel trailer and touring the country for a year.

2. I work in Brad's lab. It was that or garden and enjoy my retirement. So... yeah.

3. I'm pretty single-minded in my desire to explore and understand consensual negotiated inegalitarian relationships. However, most classes I've taken so far have led me to bump into adjacent topics that I really want to explore and must force myself to ignore. How does the evolutionary explanation of sex differences in jealousy explain swingers? (Thanks Brad) What role does cognitive dissonance have in sadism and masochism? (Thanks Amanda) I'm going to very diligently fail to pursue research in those areas despite the enormous draw.

4. I'm super-handy, so building, electrical, painting, fixing. I love video games and have to force myself not to play all semester. katie and I love to travel and teach about Authority Transfer, and we run a monthly discussion group here in DeKalb. We love hikes, biking, kayaking. We are recently becoming gym rats - there more days than not, plus as many yoga classes as we can fit. We LOVE boardgaming.

5. What are your goals—as a researcher for your career? I'd really like to strip away all the BDSM/kink and find the core relationship style of Authority Transfer, then distill that into a comprehensive description of tools and benefits that can be translated into non-Authority Transfer romantic relationships, and perhaps other relationships (more generally). I might end up teaching a class or two at some tiny community college near wherever katie and I end up - just for fun. Mostly I want to sit at home, do amazing research, publish a small forest worth of articles, and write a few books that change lives.

Cody Gibson (2018)

1. Greenwood/Shreveport, LA
2. Brad, currently only in Brad's lab but planning to get involved in others.
3. Research interests include the dark triad/tetrad, humor, ingroups/outgroups, statistics, and the list keeps growing.
4. I don't know if grad school leaves a lot of time for hobbies. I mostly watch a few episodes of a show or a movie or I play a video game if I find some extra time.
5. I suppose one goal I have is to answer the questions I have about our everyday lives and the people with whom we interact. It's hard for me to name a more concrete, career-oriented goal at this point in time, since one appealing part of this program is the ability to explore I/O psychology further. While I have given thought to becoming a professor and researcher, a more applied avenue like consulting also interests me.
Xinyu (Judy) Hu (2017)

1. I am originally from Hangzhou, China, where I will always call home.
2. I am currently working with Alecia on several projects related to telepressure, and with Brad on a dataset augmentation project. I am also working with Dr. Lacie Barber (who sadly had recently left the NIU social-I/O program), and several other outside collaborators on occupational health psychology, which is my primary research interests.
3. My ongoing research focuses on the two topics: 1) role of technology in the workplace in relation to employee health, and 2) nonwork domains/life roles (i.e., leisure) and their impact on worker’s well-being.
4. For my own leisure, I like to cook, taking dance classes, and watch some television shows.
5. My goal is to continue contributing to research in I/O and OHP in the future.


1. Hawthorne, New Jersey!
2. Alecia Santuzzi. Mostly involved with the IEM lab but working on projects in the sneetches lab.
3. Oh geez...so my research interests range a ton. But I'm mostly interested in team dynamics and what can help with performance, along with assessments, hi-pos, and interpersonal ongoings
4. Uhhhh I work out!! I do love photography I just haven’t gotten around to doing much of it lately.
5. My goals....I’d like to become an external consultant. Right now I’d like to be in the assessment side especially for executives and executive coaching. I’d like to work with not only clients but all the data behind it to continue collaborating with friends who go into academia and be able to have the real data from companies and discover better connections. Eventually I would hope to open my own small consulting firm and die happy.

Audra Jensen (2017)

1. I grew up in Wisconsin, but for the six year preceding my enrollment at NIU, I called Lafayette, Louisiana my home.
2. I came to NIU after receiving my M.S. in Psychology from ULL to work with Amanda Durik on motivation research.
3. My research interests cover things an individual can do to increase performance and achievement outcomes. I conduct research in motivation, curiosity, interest, mindset, competency, potential, performance, and more. I am involved in M.I.C. lab and the Sneetches lab.
4. Outside of grad school, I enjoy board games, local events, and fitness activities at the gym and outdoors.
5. I hope to continue research as the main focus of my future career.

Joy Pawirosetiko (2017)

2. I came to NIU to work with Brad. I'm also involved in Alecia's and Lisa's labs.
3. I'm currently interested in survey methodology (and its psychological impact on participants), survey responding behavior, psychometrics, statistics, and more!
4. Yes! I love to cook, bake, read (I finally started reading the Harry Potter series!), and play badminton.
5. I'm not sure yet. I'm still figuring this out.
Ruth Imose: Over the past year I completed an internship with Vantage Leadership Consulting and a summer position with Johnson & Johnson in the HR department. I have really enjoyed getting these applied experiences and recently began an internship with McKinsey & Company Consulting doing People Analytics. Academically, I published a theory paper based on some work from my thesis and am venturing further into that area with my dissertation. Currently, working on my proposal and hoping to get that completed within the next couple of months.

Rushika De Bruin: I was really glad to defend my thesis and propose my dissertation during the last year. I have been presenting my academic and applied work at different conferences and recently got my thesis finally accepted for publication! I’m looking forward to defending my dissertation in a few months and getting on the job market.

Jesus Martinez: The 3 P’s of my graduate school experience: 3) Presented two posters at SIOP, 2) Proposed my thesis and started data collection, 1) Proposed to my girlfriend.

Courtney Thomas: In the last year, I finished my thesis data collection after doing extensive pretesting and measure development for a new implicit social cognition measure of age metastereotypes. I received an NIU graduate student leader award on campus. I also was able to present at SIOP again on the use of ageist jokes and MPA on the effects of mentoring, and on the meta-analytic effects of discrimination. I received my first publication, a book chapter on age bias in the workplace, that I cowrote with Lisa and Elizabeth Hanrahan and recently submitted another chapter with John. Oh, and the best thing to happen, was that I passed comprehensive exams!
Amanda (Mandi) Conlin: In the last year, I have begun focusing my time and energy on applied work experiences. I have facilitated work stress and recovery themed workshops for JobsPlus, a professional development group at NIU, and published a work stress and recovery article on Psychology Today that was cited in Fast Company. I also started interning at Ferguson Partners, an executive consulting firm. Recently, my internship resulted in a full-time job offer as a Senior Associate. In that role, I conduct executive leadership assessments, develop, and execute on proposal plans for multi-phased leadership projects, and lead internal research projects for Ferguson Partners. I have also started writing my dissertation. For this project, a client organization from Ferguson Partners is sharing their field data (employee performance data), in return for a series of workshops I will conduct for the senior leadership team regarding how their leadership can impact the organization's work life balance culture.

Jasmin Martinez: Within the past year, I defended my thesis and began work on a dissertation. I am now working toward publishing my thesis and drafting a proposal. Professionally, I also started and completed a year with an internship at Vantage Leadership Consulting, which has allowed me to travel, practice individual assessment skills, and attend networking events. With this experience, and advice given me by my wonderful alumni mentor, Dr. Dayla Randolph, I hope to expand my applied and professional repertoire in the coming year.

Elizabeth Hanrahan: Dissertation on high potential employees is underway! I've been working full-time as a consultant at Vaya Group (external management consulting firm) for over a year now & it's been really fun spinning all those plates! I get to do really cool stuff like CEO candidate assessments, coaching managers to success, and running validation studies. The #BHAG for 2019 is to defend & finally get those 3 letters I can put in my Outlook signature.

Xinyu (Judy) Hu: I presented for the first time at SIOP in a symposium on leisure, vacation, and well-being. I completed my master's degree (in a year!), with my thesis on active leisure and well-being. I attended an interdisciplinary forum on service management, where I got to work with many experts in various disciplines to craft a conceptual paper on human resources management in healthcare. I also helped Jobs Plus program on campus to design a new series of professional development workshops on occupational health psychology, which will begin in spring 2018!

Arielle Rogers: Over the past year, I finished collecting data for my dissertation project and submitted several articles for publication. I also wrote a book chapter on sleep and job performance and completed an internship with Amazon's Talent Assessment team. I look forward to defending my dissertation and graduating in the upcoming year!

Audra Jensen: Technically, I got my masters 8/4/17 from ULL (that is in the time limit!), started a PhD program at NIU, and completed my 1st year project.

Jen Erickson: Accepted to the APA Division 44 Consensual Non-Monogamy Task Force Inclusive Education Campaign.

Rob Keating: Defended master's thesis spring 2018, received a Department of Navy research internship and worked for the Department of Defense summer 2018, delivered a symposium presentation of thesis data at the 2018 Academy of Management Annual Meeting in Chicago, and won 2018 best thesis award at NIU.

Joy Pawirosetiko: I successfully proposed my master's thesis on survey responding behavior! I also gave my first paper talk at MPA 2018 on findings from my first-year project.
Using knowledge acquired in the classroom, graduate students in Northern Illinois University’s (NIU) Psychology department have found a way to give back to nonprofit organizations across the country while gaining consultation experience.

Through a project called the Volunteer Program Assessment (VPA), students are able to provide nonprofit organizations with a type of personnel assessment service that many organizations would otherwise be unable to attain.

VPA is an innovative volunteer survey system developed through the partnership between the University of North Carolina – Charlotte (UNC Charlotte) and the Humane Society of the United States. VPA helps volunteer-driven, nonprofit organizations gauge the attitudes and effectiveness of their volunteer staff. To date, most VPA clients have come from animal and animal-related organizations, though VPA has slowly expanded to include clients from museums to homeless shelters.

VPA is provided at no charge to the organization and run by Industrial/Organizational Psychology graduate programs across the country. After finding success with their own program, UNC Charlotte extended the VPA program to affiliate schools who work independently. NIU first started their VPA program as a final project for an organizational training course, after which it was turned into a permanent fixture within the department. NIU has now been an affiliate since 2014 and has helped 54 organizations to date. It currently has a team of 10 graduate students, coordinated by Dr. Lisa Finkelstein.

Graduate students trained in the VPA process become consultants, who then work with clients to understand their organization’s unique strengths and weaknesses. The consultant then works with their client to plan evidence-based interventions for the organization.

The service predominantly relies on referrals and NIU’s VPA clients consistently provide enthusiastic feedback about the value of the assessment. As the program’s consultant base and client base grows, NIU VPA looks forward to connecting more with the DeKalb community.
Applied Experiences

Internships:

• Vaya Consulting Group, Assessment and Development Intern, Elizabeth Hanrahan
• Department of Navy, Applied Research Intern, Rob Keating
• Amazon.com, Research Science Intern, Talent Assessment, Arielle Rogers
• Ferguson Partners, Senior Associate, Amanda (Mandi) Conlin
• Vantage Leadership Consulting, Research Associate & Leadership Assessment Intern, Ruth Imose, Amanda (Mandi) Conlin, Arielle Rogers
• Johnson & Johnson, Human Resources Leadership Development Intern, Ruth Imose
• McKinsey & Company Consulting, People Analytics Intern, Ruth Imose

Contributions to Educational Advancement at NIU:

• Campus Workshop Facilitators:
  o “How to select and work effectively on teams,” Rushika De Bruin and Courtney Thomas
  o “Give me a break! Recovering from work stress: Why we need to do it and tips for recovery,” Arielle Rogers
  o “Development of an occupational health track for Jobs PLUS,” Xinyu (Judy) Hu
  o “Unmasked: Facing the imposter syndrome,” Alexandria (Alie) Brown, Rushika De Bruin, Xinyu (Judy) Hu, and Jesus Martinez
  o “Trained conversations on diversity and equity,” Office of Academic Diversity, Equity, and Inclusion, Ruth Imose
• Assistantship Placements:
  o Office of Accreditation, Assessment, and Evaluation, Rushika De Bruin
  o Office of Center for Human Capital and Leadership, Jesus Martinez

Contributions Beyond NIU:

• Volunteer Program Assessment, Consulting for nonprofit organizations.
• The Society for Industrial and Organizational Psychology United Nations (SIOP UN), Reducing Inequalities Committee
• Industrial/Organizational Psychology outreach at local community college, Rob Keating and Arielle Rogers
Area Highlights

(Top, Left to Right) Alexandria (Alie) Brown, Xinyu (Judy) Hu, Arielle Rogers, and (Bottom) Lisa Finkelstein at the 2018 Society for Industrial and Organizational Psychology (SIOP) Conference.

(Left to Right) Xinyu (Judy) Hu, Rushika De Bruin, Gary Latham (of University of Toronto), and Courtney Thomas at the 2018 Society for Industrial and Organizational Psychology (SIOP) Conference.

(Left to Right) Lisa Finkelstein, Xinyu (Judy) Hu, Alexandria (Alie) Brown, Rushika De Bruin, Courtney Thomas, and Kurt Kraiger (of Colorado State University) celebrating Lisa’s 50th birthday!

Amanda Durik celebrating her promotion to Full Professor! Congratulations, Amanda!

Lisa Finkelstein and Courtney Thomas at the 2018 Society for Industrial and Organizational Psychology (SIOP) Conference.
Area Highlights

Photos of John Skowronski in graduate school.

Evelyn Comber, Melissa Commissio, and Magdalena Farc.

Jesus Martinez dressed as John.

John’s graduate school advisor, Don Carlston.

Courtney Thomas and John Skowronski.

Brad Sagarin.

Rushika De Bruin and Jesus Martinez.


Cory Scherer and Jeremy Heider.

John’s colleague, W. Richard Walker.

Alecia Santuzzi and Lisa Finkelstein.

Cody Gibson and Kevin Casey.

Dr. John J. Skowronski’s Retirement Symposium
Area Curriculum Vitae

Conferences Word Cloud
(Based on Conference Presentation Titles)

Publications Word Cloud
(Based on Publication Titles)
Blog Posts

(Left) Arielle writes about the consequences that illegitimate tasks can have on employees and organizations. Read more...

(Above) Arielle writes about work-life balance and offers tips for managers on how to manage work-life boundaries. Read more...

(Above) Arielle and Lacie (Larissa) write about the benefits and consequences of integrating and segmenting work and home boundaries and offer tips on how to achieve work-home balance. Read more...

(Above) Courtney and Lacie (Larissa) write about the impact that abusive supervisors can have on employees and the organization, and how to deal with an abusive supervisor. Read more...

(Above) Courtney and Lisa write about ageism in the workplace and what to do about. Read more...
HONORS AND AWARDS

Durik, A. M. (2018, July—2022, June) Grant for research on, “Developing a Generalized Storyline that Organizes the Supports for Evidence-based Modeling of Long-Term Impacts of Disturbances in Complex Systems,” with S. McGee (PI), and M. Anne Britt (Co-PI), National Science Foundation

Durik, A. M. (2018, January—2021, December) Grant for research on, “Teachers Learning to Facilitate Communication and Reasoning Through Inquiry with History and Social Science Sources” with M. A. Britt (PI) (Co-PI), McDonnell Foundation


Thomas, C.L. (2018) Kevin D. Knight Graduate Student Leadership Award Recipient, Northern Illinois University, DeKalb, IL.

Rogers, A.P. (2018) Society for Industrial and Organizational Psychology Dissertation Research Award ($3,00)

Rogers, A.P. (2018) American Psychological Association Research Award ($1,000)


Rogers, A.P. (2018) Work, Stress, & Health Student Research Competition Finalist

Rogers, A.P. (2018) Work, Stress, & Health Student Travel Award ($300)

PEER REVIEWED PUBLICATIONS

*Indicates undergraduate student author

2018


Area Curriculum Vitae


2017

Area Curriculum Vitae


BOOKS


BOOK CHAPTERS


Area Curriculum Vitae


CONFERENCE PRESENTATIONS 2018


Area Curriculum Vitae


Keating, R. T., Bermudez, R., III, & Santuzzi, A. M. (2018, April). Inclusion as a predictor of disclosure decisions at work: The roles of organizational support and perceived stigma. Poster presented at the 89th annual meeting for the Midwestern Psychological Association, Chicago, IL.


McCarthy, R. J. (2018, April). *Contextual factors that moderate hostile attributions.* A presentation at the annual meeting of the Midwestern Psychological Association, Chicago, IL.


Area Curriculum Vitae


Rogers, A. P., Barber, L. K., & Wilkes, S. M. (2017, June). Relations among telepressure, five-factor personality traits, and employee strain in a sample of university employees. Paper presented at Work, Stress, & Health, Minneapolis, MN.

Rogers, A. P., Wilkes, S. M., & Barber, L. K. (2017, June). Workplace interruptions in open office work environments: The interactive effects of extraversion and neuroticism on employee strain. Paper presented at Work, Stress, & Health (Student Research Competition finalist), Minneapolis, MN.

Sagarin, B. J., & Erickson, J. M. (2017, October). Charting the course of research on Master/slave relationships. Online workshop presented at the MsDs Convention.


Thomas, C. L. (2017, September). Work engagement: Let’s find the love. Presented at one of NIU’s JobsPlus Workshops, DeKalb, IL.

Area Curriculum Vitae

Thomas, C.L., Miksch, D., & Sagarin, B.J. (2017, April). Facebook jealousy: The role of attachment theory and evolutionary explanations. In Bergstrom, B. (Chair), Evolutionary psychology. Symposium conducted at the meeting of the Midwestern Psychological Association, Chicago, IL.

BLOGS


