Welcome Back!

The start of the new fall semester means a year-end newsletter for the Social/I-O Area in the Department of Psychology at Northern Illinois University.

In this issue, you’ll find highlights from the area, including faculty and alumni updates, the current student roster, and updates on research and applied activities. Included is a list of publications and presentations for the 2016/2017 academic year.
Greetings!

I just recently stepped in as the Social-I/O Program Director (Area Coordinator) and I am very much looking forward to the opportunity for growth. The Social-I/O Program at NIU has a very talented and productive group of faculty and students, and I am delighted to represent them (and occasionally ask them to attend meetings).

Let me first send a big “Thank You” to our previous Program Director, Dr. John Skowronski. His high standards for productivity and dedication to high-quality graduate education are clearly reflected in the success of our students. I see a little bit of “Dr. J” in the literature review or method section of every student thesis and dissertation in our program—a testament to his impact on future scholars and practitioners. Thanks, John, for all of your hard work and taking such good care of our students.

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.

We already have a great work environment (one of the reasons I came to NIU). However, we are always looking for ways to improve. I plan to spend some time this year talking with our students and faculty to identify ways to make our work environment even stronger.

Please take a moment to check out our latest Program Highlights and the amazing accomplishments of our area faculty and students.

Have a super day!

Dr. Alecia Santuzzi
Lisa started off the summer in Dublin, Ireland, where she had the opportunity to serve as a discussant on an Aging at Work symposium highlighting a lot of exciting work on the topic from both Europe and the States. She and Kurt traveled to several places in Ireland, and though it was a wonderful trip she does not recommend driving in Ireland if you don’t want to be scared out of your wits, and is happy she lived to tell about it! This summer kicks off Sabbatical 2017 for Lisa (officially taking place in fall), and she is looking forward to balancing lots of writing with lots of fun and more travel (including Hawaii, Sicily, and a few cities in Germany). She is currently focused on the beginning stages of writing a book prospectus for a practice-focused book on the aging workforce. Some highlights since her last newsletter blurb include kicking off the graduate student-alumni mentoring program, giving another terrifying but successful Ignite presentation, guest editing a special issue of Work, Aging and Retirement, presenting a critical look at generational differences in the workplace, and finally wrapping up her mentoring grant with ARI.

Brad traveled extensively this summer. He embarked on a family trip to Yosemite and took a research trip to Vancouver to collect data on extreme rituals at an Edgewalkers gathering.
“It was my first experience gathering data in a locale that required me to sleep in a tent. Fortunately, I had a fantastic team of people with me, including Jennifer Erickson, Ellen Lee, Paul Sarun, and Michael Nazario. Jen did a great job organizing and leading the research, and Ellen did a great job keeping us alive in pretty rustic conditions.”

Brad’s latest presentations and publications include:

John has had a busy year publishing and presenting research, aside from passing down the torch as area coordinator. Some of his research highlights for the year include:
Lacie’s most exciting news is that she has been awarded tenure and promotion to Associate Professor starting in Fall 2017. She looks forward to basking in the glory of tenured life, which ironically means a higher workload due to big kid responsibilities. Earlier this year, she also took on an Associate Editor role at the journal *Stress & Health*, and has been highly involved in two leadership positions in the Society of Occupational Health Psychology. She’s also had a very productive year working with students from the Occupational Health & Stress Laboratory. Lacie has also been productive with her work recovery time. She loves hiking adventures with her husband (Nick) and son (Brendan); this past year, they visited Hawaii in January and Scotland in June.

Her research highlights include:
- Receiving an Early Career Achievement Award for contributions to the science of occupational health psychology
- Receiving an Instructional Resource Award from the Society of Teaching Psychology
- Publishing book chapters on sleep and unethical behavior and sleep and work well-being
- Five journal publications in 2016 and six publications in press with six graduate students and two undergraduate students
- Six presentations with students at the Midwestern Psychological Association and Work, Stress, and Health
- Receiving a NIU Summer 2017 Research & Artistry Award to provide funding for an upcoming work stress intervention study focused on sleep and exercise habits
- Publishing blogs in Psychology Today on emotional labor and breaks
- Publishing an article in the Good Company Newsletter on meeting management and abusive supervision.
- Getting media coverage in Time magazine on a recent study published in Journal of Applied Psychology

This year, Alecia conducted research on the experiences of managing invisible disabilities in the workplace. The study involved semi-structured interviews and quantitative surveys to examine workers experiences with disability, their decisions to disclose at work, and health-related consequences of disclosure. The data collection was led by Rob Keating and Jesus Martinez, and was funded by the NIU Research and Artistry program. Although most of the year has been focused on disability, she continued collaboration with NIU Career Services to examine the consequences of evaluative concern in job search experiences on career adaptive behaviors. She also continued collaborative research funded by the National Institutes of Health, U.S. Department of Education, and Society for Human Resources Management. Alecia had her first sabbatical in the spring of 2017 and spent most of that time writing grant proposals to fund her research on disability in the workplace. She continues to serve as Director of Research Methodology Services for NIU, and began her tenure as area coordinator for the Social-I/O Program in July, 2017.

Amanda:

The book that I was writing entitled *Literacy Beyond Text Comprehension* (with Anne Britt and Jean-Francois Rouet--I am third author) is out in print! We have also published an article in Educational Psychologist that reviews the basic model.

I have also been working on a NASA-funded project with libraries, focused on how to promote patrons' interest in earth and space science. In addition, Meg Huntoon Lindeman, Sarah Coley, and I wrote an invited chapter for a book focused on the science of interest.

Our chapter outlined a model of how individual interest functions to sustain a person’s engagement and re-engagement with a topic of interest.

It has been a busy year!
Updates From Alumni
past graduates keep us apprised of their goings-on

Stephanie Marberry, ‘07
Professional updates: I started a new position with Rush University Medical Center and was promoted to the Manager of Talent Management in December 2016. I currently oversee a small team to manage the annual performance review, goal setting and talent review process for the organization.
Personal updates: My husband and I went on our honeymoon in September/October, which was a two-week trip to Italy (Venice, Florence and Rome) and Greece (Santorini and Athens). We had an amazing time. Now we are expecting our first child, a baby girl, in August.

Jessica Hartnett, ‘09
I came into the Fall 2016 semester recently tenured and advanced to the rank of Associate professor at Gannon University in Erie, PA. I leave the Spring 2017 semester looking forward to my sabbatical in the Fall. I will spend the sabbatical writing a book about teaching Statistics classes using lots on internet/pop culture resources. And those ideas are found in my blog about teaching statistics: http://notawfulandboring.blogspot.com/
Life is good. The photo at left features my two sons, Nico and Artie, at the Erie Zoo.

Ed Hansen, ‘14
I finished my third year as a teaching faculty member in the Psychology Department at Florida State University, and I received a student-nominated "Transformation Through Teaching Award." However, my biggest news is that I got married on May 27th to Megan Deichen. We live in Tallahassee, FL, and she is finishing her Ph.D. in Social Work.

Dayla Randoph, ‘08
Stepped into a new role at Advocate Health Care (March 2016). (Been with Advocate for over 11 years now. Started as an intern while completing my program at NIU). I am now Vice President for the Learning Institutes for the organization. It is a corporate role and it is oversight for all of the learning and development components of the organization, including Organizational Learning, Learning Technology, Workforce Development, Simulation, Patient Experience, and I have a matrix relationship with Clinical Development.

Bettina Zengel, ‘16
After receiving her PhD in December 2016, Bettina is now a Research Fellow with CRSI at University of Southampton (UK).

Sarah Wood, ‘06
Sarah was recently promoted to full professor within the Psychology department at the university of Wisconsin-Stout.

Robert Pulvermacher, ‘16
Robert recently presented at a “bunch” of conferences and obtained a new job. He also boasts of finally beating Witcher 3, winning his fantasy football league, and having once slept for 16 consecutive hours.
Updates From Alumni

Evelyn Comber, ‘11

As a result of reconfiguration due to the Program Prioritization that NIU undertook, I am now the assessment person in Student Affairs who helps the twelve NIU SA departments to coordinate departmental/interdepartmental assessments, evaluation and data reporting for dissemination. Part of my new role is assisting to facilitate implementation, analysis, and distribution of results from surveys and other assessment to identify unmet needs, evaluate the effectiveness of initiatives, document departmental reporting and track trends. I’m located in the Campus Life Building, room 230 - stop in to say hello!

Debora Jeske, ‘11

Having taken on a position as Lecturer in Human Resource Management in 2015 in Scotland, I moved to the Republic in Ireland in September 2016. I now work as a Lecturer (Assistant Professor) in Work & Organizational Psychology at University College Cork. This new role matches my NIU I-O background.

In my new role, I am also the co-director of an MA program in Work and Organizational Psychology/Behavior. So 6 years after leaving NIU as a freshly minted PhD, I am now also teaching I/O (work and organizational) psychology in Ireland.

Boris Baltes, ‘98

Co-Editing, with Cort Rudolph and Hannes Zacher, a forthcoming book on Work Across the Lifespan by Elsevier: (http://workacrossthelifespan.weebly.com)

Listed in the top 2% of I/O authors cited in I/O textbooks. The study, by Herman Aguinis, examined what sources (e.g., scholarly journals, edited books, popular press publications), items (i.e., articles, book chapters, books), and authors are most frequently cited in I-O psychology textbooks.

The paper was recently published in Industrial and Organizational Psychology: Perspectives on Science and Practice.

Amy Martin, ‘13

I received a tenure-track appointment at Rockford University this year!! I got a paper published and attended several conferences. I bought my first house in June! I went to China for 3 1/2 weeks this summer for vacation.

Recent research:


Paper presented at the 2016 annual meeting of the IERC Focus on Illinois Education Research Symposium, Bloomington, IL.

Jason Raad, ‘13

Jason was recently a post-doctoral fellow at the Center of Innovation for Complex Chronic Healthcare at the Edward Hines Jr. VA Hospital studying psychosocial outcomes after traumatic injury (specifically spinal cord injury and traumatic brain injury). He also received funding from the Neilsen Foundation, the Paralyzed Veterans of America and the VA to do this work. He will be presenting work at the Paralyzed Veterans of American (PVA), Association of Spinal Cord Injury Professionals (ASCIP) and the American Congress of Rehabilitation Medicine (ACRM). Jason also has two publications in press.
Kristian Veit, ‘06

Promoted to full professor at Olivet Nazarene University. Served as a chapel speaker at Olivet Nazarene University in the fall of 2016. Presented two papers (Preference for consistency and affective-cognitive consistency across ten attitude objects and The impact of a syllabus quiz on course and teacher perceptions) at the Midwestern Psychological Association. Will be presenting a poster (Examining the relationship between preference for consistency and affective-cognitive consistency) at the APA convention.

John Edlund, ‘08

Published a review of the sex differences in jealousy literature in Advantages in Experimental Social Psychology. Published an additional manuscript on the sex difference in jealousy in Social Psychology. Published two other assorted manuscripts. Was invited to join the Society for Experimental Social Psychology. Finally, I am editing a forthcoming book tentatively titled Advanced Methods for the Social Sciences.

Timothy Ritchie, ‘06

After my third year as the department chairperson at Saint Xavier University, I earned tenure as an associate professor, and was recently reelected for another term as chair. I am in heading into my third year as the co-chair of the Institutional Review Board. The past year I have focused on collaborative research with my former doctoral student and colleagues in Ireland and England. Recently, we published two manuscripts about heroism in the Journal of Humanistic Psychology. More recently, I was invited to serve on the inaugural editorial board of the journal Heroism Science. We have a revise and resubmit offer to publish about courage and bravery in the journal's first volume. I continue to collaborate with my former NIU doctoral adviser, Prof. John Skowronski, and post-doc adviser, Prof. Constantine Sedikides; in 2016 we published two articles in the journal Memory, and we have a few more manuscripts to prepare and submit for review this year. In the classroom, I continue to teach undergraduate statistics, research methods, physiological psychology, and this semester I will co-teach a new course on heroism. As a relatively new homeowner my wife and I enjoy time together at home taking care of our two rescued cats, Livia and Bubba, and we work in the garden and grill food, as the weather permits.
Updates From Alumni

Sarah Bailey, ‘16
As Director of Assessment at the University of Wisconsin-Madison School of Pharmacy (go badgers!), Sarah helped develop a culture of assessment by improving how the School collected and used data. In late Spring 2017, an I/O opportunity came up at the Wisconsin Department of Administration in downtown Madison that she couldn’t pass up. She started there in June as a Senior Selection and Assessment Specialist for the Human Resources team. She now develops and validates selection systems for various positions in civil service. So far it’s been a good fit for her stats geekery and continuous improvement interests. This year, she also played her first game of roller derby (and didn't die!) and adopted Leo, the smartest, cutest dog in the world.

Cory Scherer, ‘06
The 2nd edition of my book Pollyanna’s Revenge will be coming out in the fall. I have been named Editor in Chief at Psychological Reports. I have been named Assistant Director of Academic Affairs at Penn State-Schuylkill. My oldest daughter, Emelia, danced in a parade and show at Disneyworld. Below is a picture of my wife, Jen, my children, Emelia, Allison, and Elijah and I at Hogwarts at Universal Studios.

Cindy Cerrentano, ‘09
Hi Y’all, my partner Jill and I adopted a lab mix named Cocoa Bean (pictured below) this year! She's our little nugget. I've just accepted a position as the Dean of Instruction at Metropolitan Community College, Penn Valley in Kansas City and will be leaving Chicago next month. I will miss the faculty, staff, and students at Harold Washington College very much but I am excited for my new adventure. This also means I am stepping off of the Chicago Industrial Organizational Psychologists (CIOP) board, which has been a wonderful experience. Keep an eye for the Consulting Challenge next year as CIOP is trying to pair up with SIOP Chicago!
Meg Huntoon Lindeman, ’17

This year has been an exciting one for me both professionally and personally. I successfully defended my dissertation and graduated from the program. I am excited to continue working with my NIU collaborators, and look forward to wrapping up our ongoing projects in the near future. On a personal level, my husband is returning to active duty with the Army and we will be relocating to Germany in a few short months.

Chris Budnick, ’17

Christopher completed his Ph.D. work in the last year. He is excited to begin his tenure-track assistant professorship at Southern Connecticut State University. He wishes all remaining program members the best!

Camille Lee, ’17

Camille recently successfully defended her dissertation, and is working as Vice President at Ferguson Partners Leadership Consulting Group.

Kathryn Klement, ’17

I was on the academic job market for the first time this year (in the midst of finishing my dissertation, which was awesome!), and I secured a VAP at Bemidji State University. I’ll be back on the market in the fall, but hopefully, I’ll get a tenure-track position. I also had a stellar group of undergraduate RAs in my lab this year, and we submitted a paper for publication based on a project we worked on in the lab.

Elora Voyles, ’17

Elora C. Voyles is a new I/O faculty member at SIUE. She has also completed her doctorate in Social and Industrial/Organizational Psychology at Northern Illinois University. Her research interests broadly examine interpersonal perceptions in the workplace and factors that enable success at work. More specifically, her current research focuses on age metastereotypes at work and the relationship between interview anxiety and performance. Her work has been published in journals such as: Career Development International, Industrial and Organizational Psychology: Perspectives on Science and Practice and Work, Aging and Retirement. In addition to publishing, Elora regularly presents research at annual conferences including Society for I/O Psychology (SIOP) and the Midwestern Psychological Association (MPA). Elora also has applied experience with job analysis, recruiting and interviewing, and employee performance appraisal.

Joe Ammar

Joe’s accomplishments for the past year include: Top 50 contributor on Psychological Methods Facebook group. Most distinguished scholar in John’s Social Cognition course. Most incomplete online course credits on Coursera. Most annoying advocate for data science methods in Social/IO department. I also made a song in Spanish about Jesus [Martinez].
Current Roster

Jen Erickson
Coauthor on manuscript (under review, submitted to Journal of Sex Research); Kathryn is first author. Just returned from Vancouver for data collection on altered states of consciousness in extreme rituals.

Arielle Rogers
Over the past year I completed a consulting internship at Vantage Leadership in Chicago. I also proposed my dissertation, which takes a multimethod approach to the examination of relations among sleep and emotional labor. This June, I had the opportunity to present my research at Work, Stress, and Health in Minneapolis, MN.

Ruth Imose
I, VERY HAPPILY, finished coursework and recently began interning at Vantage Leadership Consulting, I presented some of my thesis project at SIOP and had submissions accepted at QUIS in Portugal and Academy of Management. Looking forward to checking off more doctoral requirements this year, proposing my dissertation sooner than later, and getting some manuscripts out for review.

Ellen Lee
Ellen successfully proposed her dissertation in March, 2017, and has published and presented a number of papers, including:

Lebena Varghese
I recently secured a Research Scientist position with the testing company-ACT! I am also hoping to defend my dissertation in the next couple of months.

Rushika DeBruin
Rushika was very glad to successfully propose her thesis during this past year and is super excited about defending it this upcoming semester. She is currently an intern for Jobs PLUS and absolutely loves the applied work. She’s continued work on negative evaluations within the workplace and is excited to see where things go.

Sarah Coley
This year, I got one new publication and successfully defended my thesis! I’ve also really enjoyed all the opportunities made available to me by my work at NIU’s Office of Accreditation, Assessment, and Evaluation.

Mike Wagner
I published my Master's Thesis in Consciousness & Cognition about social influence routes to false memory reports. I am finally making substantial progress on projects (false memory research) that I began early on in my graduate student career. I consider myself proficient in R for data management, processing/manipulation, simulation, and analysis. My dissertation has slowly begun data collection (with limited participants during the summer 2017 semester), but I am looking forward to full days of data collection during the fall and spring of this coming year. I also have my dissertation data processing code and analyses written and tested in R. My to-be dissertation defense document is formatted and has sections for inserting results and discussion, so I'm ready to go! Personally, my dog Oliver (cocker spaniel) is doing well. I have also gotten heavily involved in volunteer work in the Hoffman Estates/Schaumburg area.
Current Roster

Mandi Conlin
I proposed my thesis and transitioned into a hybrid internship role supporting two Leadership Consulting teams at Ferguson Partners.

Dexter Miksch
Academic Accomplishments: I've proposed my thesis and finished collecting data. At the time of the writing, I will be defending my thesis at the start of the fall semester.
Professional Accomplishments: I've started 2 different businesses, and because of a bit of luck and hard work, both are taking off.

Courtney Thomas
I successfully proposed my thesis and began collecting data for my multi-study project. I also attended, and presented in, my first SIOP.

Liz Hanrahan
Began dissertation work. Got an internship at Vaya Group. My brother got married, naturally The Wife attended with me. But, most importantly, got a kitten named Bruce, DUH. Bruce pictured right.

Robert Keating
I successfully proposed my M.A. study and am planning to defend early Fall 2017. I presented pilot study data for my thesis at SIOP 2017. Recently submitted two proposals to journals and am currently preparing my first-year project manuscript for journal submission. Was invited to Penn State Schuylkill, my undergraduate institution, to give a speech at the Alpha Sigma Lambda Honor Society Award Ceremony in July 2017. Psych 625 Social Cognition 2017 Psychojeopardy co-champion!! :)

Stacey Wilkes
Most of the past year has been spent working with Humana health insurance. I developed, administered, and generated feedback reports on personality questionnaires both for selection purposes and for internal employee development programs. I loved this job! I think contracting projects on the side will be a frequent fixture of my career moving forward. This past year has also marked my return to NIU after my leave. I taught Personality psychology, worked toward getting my thesis project published (finally accepted!), and rolling along with doctoral requirements. I look forward to the year ahead and to working with some new faces in the program!
Meet Jen
An interview with our sole new student from the 2016/2017 academic year

1. Jen, where do you call home?
I lived in Batavia, IL before I joined the Marine Corps. I moved around a lot as a kid so I guess that is the closest I have to a hometown.

2. Who did you come to NIU to work with? Which labs are you involved in?
I'm working with Brad Sagarin. So far that is the only lab I'm involved in but I'm hoping that will change.

3. What are your particular research interests?
I've been focusing primarily on altered states of consciousness in extreme rituals.

4. Do you have any hobbies outside grad school?
I enjoy hiking and anything that's out in nature, traveling (yay for road trips!), reading, and table top games.

5. What are your goals—as a researcher and for your career?
Ultimately I'd love to be a professor, teaching and doing research. I'd like to continue to researching extreme rituals, why people enjoy painful activities, and examining those who identify as a BDSM practitioner.
**Blog Posts**

**Why and How You Should Take Breaks at Work**

It's wise for employers to support brief rest periods too.

*Posted Apr 03, 2017*

By Amanda Conlin and Larissa Barber, guest contributors

Mandi and Lacie break down work breaks and their benefit to work performance.
Find their article:

**What the BDSM Community Can Teach a Kinky World**

The most important dirty talk happens before you have sex.

*Posted Feb 27, 2017*

By Guest Contributors Kathryn R. Klement and Brad J. Sagarin

Kathryn and Brad highlight the unique advantages that BDSM culture can teach the non-BDSM society.
Find their article:

**Why Reveal Your Disability or 'Hidden Identity' at Work?**

It may be best to talk to your boss about your disability.

*Posted Dec 18, 2016*

By Robert T. Keatino and Alecia M. Santuzzi

Rob and Alecia outline the dangers of keeping disabilities hidden and the steps employers can take to foster an inclusive environment.
Find their article:

**Courtney and Lisa flip the script on traditional views of ageism in the workplace.**

Find their article:

**The Ins and Outs of Ageism**

Younger workers can face age discrimination, too.

*Posted Jul 10, 2017*

By Courtney Thomas and Lisa Finkelstein, guest contributors
Arielle Rogers pens a resource for employers, titled, The Costs of Unnecessary and Unreasonable Work Tasks, in an APA newsletter. Find her article: http://www.apaexcellence.org/resources/goodcompany/newsletter/article/822

**Applied Experiences**

**Volunteer Program Assessment**

*Learn and Grow*

Using knowledge gleaned from the classroom, students have found a way to give back to nonprofit organizations while gaining consultation experience.

Within NIU’s Psychology department, a team of graduate students find a way to give back to nonprofit organizations while gaining consultation experience. Through a project called the Volunteer Program Assessment, students are able to provide nonprofit organizations with a type of personnel assessment service that many organizations would otherwise be unable to attain.

The Volunteer Program Assessment (VPA) is an innovative volunteer survey system developed through the partnership between 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 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 2013 and currently has a team of ten 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 VPA’s 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.
Area Curriculum Vitae

Publications


Barber, L. K., & Cucalon, M S. (in press). Modifying the Sleep Treatment Education Program for Students to include technology use (STEPS-TECH): Intervention effects on objective and subjective sleep outcomes. Stress & Health.


Presentations


Klement, K. R. (January, 2017). The impact of rape myths on processing sexual assault scenarios. In K. R. Klement (Chair), How rape myths support rape culture. Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.


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.


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.

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**Blog Posts & Newsletters**


