Presidential Address

Author: Hannah Markell

On behalf of the current Industrial Organizational Psychology Student Association (IOPSA) board members, I want to warmly welcome all new and returning GMU I/O students and faculty! I hope that you all had restful yet productive summers (tough to strike that balance!) and feel ready to tackle the coming academic year together. I also want to extend special congratulations to our recent MA and PhD graduates who have now begun (or are now beginning) their new careers. You have all made your mark on the program and we miss you already!

I would be remiss without thanking the outgoing IOPSA board, lead by our past president Ho Kwan Cheung. Balca planned an amazing SIOP reception in Anaheim, and Laura worked hard to update the database.

(See Address, page 2)

Letter From the I/ON Faculty Advisor

Author: Lois Tetrick

Welcome to the Fall issue of the I/ON! The I/ON is created, edited and published by the graduate students in the Industrial and Organizational Psychology program. I have the privilege of providing advice as needed, which given their professionalism and enthusiasm about sharing developments in our program is a fun and

(See Letter, page 2)
From the Desk of the I/O PhD Director
Author: Seth Kaplan

Hello, everyone, and welcome back to what promises to be a wonderful year for our program! I am especially pleased to be welcoming all of our incoming graduate students. I’m sure this is an exciting time for you as you embark on a new chapter of your personal and professional lives. Just remember...if you have questions, you can always go to Éden! ☺ Kidding! The faculty and students are here to help as you make this transition. All of the faculty have an open-door policy, and we encourage you to come meet with us soon.

I also want to use this as an opportunity to provide some updates about exciting things happening in our program. First, in terms of our undergraduate program, we recently launched both a concentration in work and organizational psychology for psychology majors and also a minor in IO psychology for non-psych majors. Both programs already are quite popular. That is a testament to our faculty and graduate students who teach these classes! Also, owing to these programs, we have had an increasing number of undergraduate students attending our weekly brownbags...which has been awesome. Let’s just try not to scare them away when the discussion turns to something like range restriction corrections!

Also, we have been working hard to continue to develop our alumni network. We had several social get-togethers last year, and I’m sure we’ll expand upon that this year. We have alumni running firms, serving as editors of major journals, and helping to lead IO/HR practices in federal government agencies. We are very proud of our alumni, and we hope you will keep in touch with the program!

The I/ON is Pleased to Welcome the Incoming Class of 2016.
Meet Our New Students on Page 8!
Interviews with the Recent Distinguished Alumni Award Winners
Authors: Leah Alley & James Wilcox

For the past decade and a half, the IOPSA Distinguished Alumni Award has been bestowed upon those Mason I/O alumni who exemplify best practices in research and applied realms, contribute to the development of current students, and remain involved and active with IOPSA and professional associations. The winners of this award are paragons of the Mason I/O program virtues. They represent what current students should aspire to be, and there is much insight that can be gleaned from these individuals.

This year, as per tradition, two alumni were honored with this award at Mason’s SIOP reception. The winners this year were Dr. Jen Gibson, and Ms. Kathy Stewart. We were fortunate enough to have the opportunity to converse with both distinguished alumni for this edition of the I/ON. Enjoy!

Kathy Stewart, M.A.

Kathy Stewart is a Mason alumna who earned her M.A. in Industrial/Organizational Psychology in 2008. She started her career with Gallup supporting employee and customer engagement efforts for clients in the private sector. Later, she moved on to Fields Consulting Group in McLean, VA, where she developed and administered promotional assessment centers for police and fire departments.

Kathy is currently a Personnel Research Psychologist at U.S. Customs and Border Protection (CBP), where she develops entry-level and promotional assessments for frontline positions in the agency. She is currently leading the development of a new competency-based promotional process for the agency’s Air Interdiction Agents and Marine Interdiction Agents.

Kathy has been active in the I/O community as the former Secretary and the current Treasurer of the Personnel Testing Council of Metropolitan Washington (PTCMW), as a committee chair for the International Personnel Assessment Council (IPAC), and as a contributor to SIOP, AOM, and IPAC conferences. She has provided presentations and participated in panels describing her career path and experience to local I/O students at George Mason University, the University of Maryland Baltimore County, and the George Washington University.

ION: In your career, you’ve had the opportunity to work in various domains in both the public and private sectors. What are some of the challenges and rewards...

(See Interviews, page 12)
I also want to recognize the tremendous productivity of our faculty and students last year. Faculty received funding from agencies including the Department of Homeland Security, the Army Research Institute, and the National Science Foundation. They also found time to serve on editorial boards of top journals and, of course, to achieve excellence in the classroom. Meanwhile, students published papers in top journals and landed prestigious academic and applied positions. I am very proud to be part of such a program with such achievements. Even more so, though, I am very proud (and very happy!) to be part of a program with such a supportive and collaborative climate. I believe I speak for all the faculty in saying that we love to come to work each day – and that is because of the students with whom we work. So, thanks and have a wonderful year!

Faculty Lab Updates

Below are updated summaries detailing the present and planned research/activities for each of our GMU I/O Faculty labs!

Reeshad Dalal

Our lab is currently tackling several projects related to person-situation interactions, with a specific focus on personality strength, situational strength, and the development of video-game-like behavioral assessments of personality. We are also tackling several projects related to judgment and decision-making, with a specific focus on decision-making skill (competence) and style, advice giving and taking, and the judgment technique known as "policy capturing." Yet other projects involve work withdrawal and behavioral assessments of "systems thinking." Methodologically, these projects include experience sampling studies, meta-analyses, policy-capturing tasks, computerized behavioral tasks, and of course conventional surveys.

Graduate students driving or helping with these projects include Balca Bolunmez, Jen Green, Alan

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Top 5 Apps For Grad School

Author: Sam Dubrow

I think most of the program would consider me the “app guru.” They’d also probably say I go a bit overboard with my apps. Whether your favorite slogan is “there’s an app for that” or you take all of your notes by hand and keep an old-fashioned pen and paper calendar, all you need is to find something that works for you. For those of you looking for a few tips to get organized, here are the top 5 apps I think you need to survive your first year of graduate school!

I’m new to the app world:

1. **Evernote:** In college I took all of my notes in Microsoft Word. They were all named “10/16 notes” or something horribly generic, and the only way to search through them would be to match the dates with the syllabus for each class. It was a nightmare. Evernote changed that forever. Evernote is pretty simple - it lets you take notes. The magic of Evernote is its search function. Need to write a literature review on teams? Simply search for “team” and it’ll give you every time you’ve mentioned the word before.
   *Cost: Basic is free, and you can get Premium for less than $6/month*

2. **Todoist:** There are dozens of to-do list apps out there, but I love this one. Todoist allows you to create normal task lists, plus you can create projects (e.g. Teaching, Classes, Research), and filters that let you only look at what’s due this week or this month. It also gives you the ability to set priorities and will integrate with all of your other favorite apps.
   *Cost: Basic is free and you can get Premium for $3/month. I definitely suggest Premium for this one.*
Tomassetti, Vias Nicolaides, Zitong Sheng, Samantha Dubrow, Wenmo Kong, MJ Kolze, Amber Hargrove, and Dave Wallace. Graduate students from other areas of psychology (specifically, Human Factors and Applied Cognition) and other universities, recent alumni, undergraduate students, and colleagues from academia and industry are also actively involved in various projects.

I'm very grateful to the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) for funding some of the above projects. For more information (over a longer timeframe) about the lab's work, please see https://sites.google.com/site/reeshaddalal/reeshaddalal-research.

Lauren Kuykendall

Several of our current projects focus on understanding the role leisure plays in promoting worker well-being. Xue Lei and I are working on understanding how different types of leisure activities promote different aspects of well-being and identifying situational and individual factors that explain workers' leisure choices. Randy Vander Molen and I are examining whether and when the lack of leisure time impairs well-being. I am also working with several students to develop scales to better capture various aspects of workers' leisure experiences. Apart from the work on leisure, Balca Bolunmez and I are also working on a project identifying malleable individual characteristics that can be cultivated to achieve better work-life outcomes.

Seth Kaplan

Our lab conducts work in two major areas. First, we study and try to enhance employee well-being, focusing on topics such as the meaning of work, workplace emotions, positive psychology, and relevant individual differences. For instance, Amber Hargrove currently is writing a paper about frustration and anger at work – how do they relate to each other and to outcomes like counterproductive behavior? In her dissertation project, Carolyn Winslow is translating work on affective forecasting into the IO domain. In another project, Xue Lei is exploring “downtime” at work – what do employees do during this time and how do those choices impact their subsequent well-being and performance? Recently, Marty Biskup (with Ashley Membere’s help) conducted a meta-analysis comparing emotions at work versus away from work. Meanwhile, Randy Vander Molen is examining whether employers accurately can judge the Dark Triad traits through people’s social network pages. In addition to this work, we also conduct research on teams operating in high reliability and/or extreme scenarios. In one project, we are investigating how the communication among trauma teams before the patient arrives relates to subsequent teamwork and patient outcomes. We also are conducting a study looking at the communication patterns of mine rescue workers as they try to rescue trapped miners. As you can tell, I’m incredibly fortunate to be surrounded by such clever and hardworking students who make me look good!

Eden King

The Workplace Diversity Research Group is continuing to conduct research that builds understanding of the experiences of diverse workers and strategies for improving these experiences. This year, we will be working on projects related to bias against working mothers and ex-convicts, faultlines in diverse teams, and diversity training. We’re always open to new ideas and members!

Lois Tetrick

My research group continues to develop and conduct research projects in the areas of Occupational Health Psychology (OHP) and Understanding the Employee-Organization Relationship (EOR). Within OHP, we are continuing a project on the work-family interface,
which we intend to extend from a North American cultural perspective to South American and Asian perspectives. We are analyzing data from 200 working couples extending the job demands – resources model to include parallel process in the family domain. Additionally, we are examining the theoretical relations between safety climate and health climate. We are also continuing to develop our research ideas in the areas of workplace safety and successful aging in the workplace. Within the EOR, we will be extending the literature on the psychological contract and its effects on such individuals’ and organizations’ creativity and innovation, productivity, and health.

Stephen Zaccaro

The ZLAB is currently working on several projects relating to leadership, teams, multiteam systems (MTSs), creativity, and adaptive thinking. We have ongoing projects on MTSs in science and cybersecurity domains. For example Laura Fletcher, Samantha Dubrow, and Steve have partnered with Richard Klimoski to study team/MTS assembly and processes in multidisciplinary science collectives at George Mason. We are also working on plans to extend these themes to emergency response and NASA MTSs. Additionally, Laura, Samantha, and MJ Kolze are working on two meta-analyses, one related to multilevel leadership, the other to culture. David Wallace and MJ are working on projects related to leadership memes, leader development, and motivation. Emily Medvin is working on her dissertation which is focusing on telework, leader-member exchange (LMX), and organizational citizenship behaviors (OCBs). Finally, Wenmo Kong and Francis Kim are conducting a lab study on adaptive performance. We are excited to take on new lab members this semester to help us with these projects!

Jose Cortina

The moderated mediation paper with Sam Holland and Daniel Shore is now officially in press at ORM. The degrees of freedom paper with Jen and Kate will be officially in press any day now. The data for the restricted variance interaction paper with Kate and Wenmo is collected and mostly analyzed. The paper on variance of moderators in meta analysis with Hannah and Xue is coming along great and will be submitted to SIOP. The paper with Hannah and Jen on testing latent variable interactions in Onyx is under review at SEM. For some bizarre reason, my students feel compelled to do non-methods research (I know, right??), and they all seem to be collecting data. Wenmo on adaptive expertise, Kate on the effects of music, Jen on personality strength, just to name a few.

WANTED: Alumni Mentors
Author: Stephen Tyler

As you likely know, GMU maintains a great relationship between current and past students in the Industrial-Organizational Psychology program. A large part of this connection is due to the alumni mentor program, where current graduate students are paired with GMU I/O alumni who are presently working in the field of I/O. Alumni have invaluable experience and information that can be passed on to GMU’s graduate students. This commitment is very flexible, in that it can include as little as one call a semester, or even monthly conversations between the alumni mentor and student mentee. It’s completely up to you and your mentee. Correspondence can be entirely virtual (i.e. email, phone, or skype) or in-person if you’d prefer (and are able to), so again I want to highlight the flexibility of this program. Please let me know if you would like to participate as a mentor, and help the next generation of GMU’s I/O psychologists! Feel free to send me an email at your convenience: styler5@gmu.edu
A Day in the Life of a Mason M.A. Student

Author: Angelica Garza

A day in the life of this Mason I/O Masters student is exciting! Similar to most students, my average day consists of a balance between working, studying, and enjoying personal relationships. That being said, I think every person has their own unique experience and would describe their “average day” very differently. I am delighted to share my personal experience and impart any knowledge learned over the course of my past year at Mason.

It is no secret that graduate school is expensive, and the fact is that most Master's students have to work in order to financially support themselves. However, in addition to the financial need, holding an internship while completing a Master’s degree offers an extremely valuable opportunity for students to gain applied experience, practice research skills, work on a variety of projects, and promptly put their classroom education to use! Since beginning the program at Mason, I have held two internship positions: research assistant at the U.S. Army Research Institute, and human capital intern at FMP Consulting. Comparatively, these organizations are very different from one another, and as such, I have been able to enjoy diverse and rich experiences in both the research and applied consulting worlds. On an average day, I spend a number of hours working on deliverables, participating in project meetings, and developing creative and tailored client solutions. I love the work that I do at FMP Consulting, as I get to collaborate with a great team of intelligent people who care about providing our clients with the best service possible. I highly recommend that Master’s students take the time to find and apply for an internship experience that will serve their career development. Having an internship has allowed me to put the concepts I learn in the classroom into perspective, by understanding how these ideas transform into real, applicable solutions. In addition, I have begun to learn skills on how to establish, develop, and grow a relationship with a client, which is something I believe cannot be taught in a classroom, but through observation and practice.

Outside of practicing I/O through school and work, I like to explore the surrounding area! I moved from my hometown in Texas just before beginning the program at Mason, so the DC area is completely new to me. While it doesn’t happen every day, I like to set aside time to hang out with my partner and good friends at local breweries, participate in run clubs and other outdoor events, and check out various festivals. Even if the DC area has been home to you for a while, there are still a ton of great activities to enjoy no matter how new or old the experiences are to you: visiting national parks, trying new foods or drinks, watching stand-up comedy, going to a music venue, joining a Segway tour… Work-life balance is important! Finding the right way to prioritize the weight of your responsibilities with your personal needs is essential, and it takes time. Everyone has a distinct system that works for them, so be sure to let yourself discover your own. Make friends with your cohort! Your peers are future colleagues who will eventually become important people in your career. Lastly, enjoy the time you have in the program. It goes by very quickly, so learn all that you can and enjoy a breadth of experiences!

Have you thought about posting something in The I/ON?

Maybe you should! After all, The I/ON:

- Has a total readership of 900+ (and growing)
- Is read by academics and practitioners alike, including 200+ department heads

Interested? Contact your I/ON Editors at: IONNewsletter@gmail.com for more details!
The ION Would Like to Welcome the Incoming Class of 2016

New Doctoral Students

Lydia Craig

My name is Lydia and I'm excited to be joining the I/O program! I am from Suttons Bay, MI, a tiny town on the coast of Lake Michigan. I am a recent graduate of Macalester College where I studied Neuroscience and Psychology. During my time at Mac, I worked in the Cognitive Psychology lab and Animal Behavior and Cognition Lab. For my honor's project, I studied the physiology of canine aggression. I know, very related to I/O psych! I spent the summer after my junior year at GMU through the APA's Summer Science Fellowship and worked in Jane Flynn's lab. Through the fellowship, I learned more about I/O psychology and the research going on at Mason. My research interests include employee satisfaction, fulfillment, and emotions in the workplace. For fun, I enjoy yoga, hiking, going to concerts, and playing with my niece and nephew.

Carol Wong

Hi everyone! My name is Carol. I was born in California and grew up in Hong Kong. I received my BS in Psychology from University of California, San Diego. After graduation, I worked at the UCSD Eating Disorders Clinic as a Human Resources Assistant and also helped with outreach event planning. My current research interests include emotions in the workplace, job stress and work-life balance. I am a pop culture enthusiast who loves coffee, watching (and re-watching) movies and trying out new things. I am excited to move across the country and experience "real winter" in Fairfax. Looking forward to meeting everyone soon!

Ze Zhu

I grew up in Beijing, China. After four years of training in the undergraduate psychology program at Beijing Normal University, I attended my master’s program and chose industrial and organizational (I/O) psychology as my major. My research at Beijing Normal University focused on occupational health in general with a particular emphasis on recovery, well-being, self-regulation and emotions. In my free time, I like painting, reading, cooking and playing table tennis. I look forward to joining the program and meeting all of you in person.

Michael Schulman

Michael Shulman grew up in Brooklyn, NY, a busy neighborhood with ample opportunity for ball playing, staffing lemonade stands and other noble pursuits. Instead he squandered his early years thinking and reading books beyond his age level. Even higher education could not make Michael see the error of his ways, and he spent a few years, including a year abroad in Israel, earning a bachelor’s degree in Talmudic Law. When he later found himself in possession of a second degree, this time a bachelor’s degree in psychology from Touro College, he admitted his thirst for education would always overshadow his interests in tech, music and photography. Resigned to a life of growth and learning, Michael took up positions as lead editor for Touro’s psychology journals and as a researcher at both Baruch College and a rabbinical seminary. He began asking questions such as “How does leadership inspire us? How do teams and multi team systems empower productivity? How does corporate culture direct employee thinking? And why does Starbucks charge $5.95 for a cup of coffee?” Soon even his jobs as researcher and editor could not feed his addiction for knowledge, and he accepted his place in

(See Incoming Class, page 9)
George Mason's I/O PhD program, thinking he would at least be among others with a similar problem.

**New Masters Students**

**Timothy Burgoyne**

Hello everyone! My name is Tim Burgoyne, from North Wales, Pennsylvania, a suburb of Philadelphia and I’m very excited to join George Mason this fall! I graduated from Penn State this past spring with my BA in Psychology. Some of my IO experiences there included acting as an assessor in the first year of a developmental assessment system. My research interests are very broad at the moment but to name a few, they include leadership, creativity, motivation, and decision making. In my free time, you can find me angrily yelling at the T.V. on football Sundays (I’m an eagles fan…). I also like to run and lift weights and read books. Looking forward to meeting everyone!

**Yingyi Chang**

Yingyi Chang is a first-year master student in Industrial and Organizational Psychology. She is interested in academic research, and she now specified her interest in diversity topics in the I-O psychology area. She received her Bachelor’s degrees in both Psychology and Communication Studies from the University of Iowa. While studying abroad in the US, she did a second study abroad in the UK in her junior year. She completed two independent studies when she was there. One study is about Foreigners in the UK, and the other is about comparisons of Industrial/Organizational psychology between the UK and the US. During her undergraduate study, she worked for two psychology labs, which are Judgment, Decision, & Social Comparison Lab, and Clinical-Cognitive Science Lab. She also finished two psychology studies, which were Body Accessibility for Different Targets in Current Society, and Cross-Cultural Study of the Wishful Thinking Effect. She also attended and presented her studies at several psychology conferences, such as Midwestern Psychological Association (MPA), and Society for Personality and Social Psychology (SPSP). She also had served as the secretary of the Iowa Chapter of Psi Chi and Vice President of Iowa Student Psychology Association (ISPA).

**Christian Dobbins**

Hi everyone! My name is Christian and I am from right outside of Philadelphia. I completed my undergraduate work at Loyola University in Baltimore, where I received my degree in psychology and was involved with a research team examining minority leadership. After graduation I left the U.S. to spend two years teaching at a university in Thailand. I have had some incredible opportunities to indulge my wanderlust all over Asia, and am excited to return stateside to once again become a student. I hope to carry over my hobbies by eating, hiking, and exploring my way around the NOVA area. My research interests are varied and include leadership development, employee selection, and team effectiveness (especially within cross-cultural contexts). I can't wait to meet all of you!

**Xinyu (Judy) Hu**

Hi I am Judy! I just graduated from Wake Forest University (Go Deacs!) with double major in Psychology and Mathematical Statistics. During undergrad, I have also conducted a research in emotions and dance. My research interests are quite broad, including emotions at workplace, leisure activities, employee well-being, and work-life balance. I am originally from Hangzhou, China.
After spending last couple of years in NC, I am in love with the South. But I am excited to move up and explore more in the DMV area. For my hobbies, I am a hip-hop dancer/choreographer. Occasionally I do some concept videos (a few are on YouTube). I also like to listen to the music, cook, watch movies, TV shows and watch basketball games! Can’t wait to meet you all in GMU!

**Kayla Pomeranz**

Hi all! I'm Kayla and hail from Poquoson, Virginia, a tiny town right on the southeastern coast of the state. I graduated from the University of Virginia with a bachelor's in Psychology and Spanish in December 2015 and most recently worked for Standard & Poor's Global Market Intelligence in Charlottesville as a research editor. While an undergrad, I worked in a social psychology lab at UVA, an IO lab at Old Dominion University, and a lab at UVA's Darden School of Business. My current research interests include employee-job fit, creativity in the workplace, and leadership development. In my spare time, I enjoy martial arts, any kind of exercise, writing, photography, reading anything I can get my hands on, finding great shawarma places, and occasionally, sleeping.

**Malyn Pope**

Hi everyone! My name is Malyn Pope and I am from Columbia, SC. I earned my BA in Psychology at Winthrop University in Rock Hill, SC. My hobbies include reading, playing/watching sports, working out, and talking to people. My research interests are barriers to women and minorities in the workplace, situational impact on job performance, and mood and emotion. I am looking forward to moving to the DMV area, and meeting everyone.

**Karyn Warner**

Hello Everybody! My name is Karyn and I was born in Louisiana but raised in Texas. To answer a few questions, yes, we ride our horses to school and in order to graduate, we have to recite all the lines of the Pledge of Allegiance as well as the Texas pledge. In order to get our driver’s license, we have to take a picture with our ten-gallon hat and you can ask any Texan, yes, we are the best country in the world. Beyond that, I graduated from Louisiana State University-Baton Rouge with a BS in psychology and double minors in sleeping and trashy reality TV. My research interests include hiring and selection and work-life balance and my hobbies include writing, reading and keeping my plants, Vienna and Takoma, alive (yes, they are named after the Metro stops). I absolutely love playing video games, fattening up my roommates with Southern cooking and learning about new things and new people. I can’t wait to meet y’all very soon!

**Samuel Robinson**

Hey everyone! My name is Sam Robinson and I grew up in Bristol, Virginia. I recently graduated from Virginia Tech with a BS in Psychology and a minor in Philosophy. Most of my research has been focused on team cohesion and leadership emergence, so I’m hyped to join Mason’s MA program to experience other aspects of I/O! I’ve worked as a barista, lifeguard, Spanish tutor, and a data analyst, and I am currently completing an internship in HR recruiting. I’m a huge fan of hiking, food, video games, movie watching, and traveling. I’m truly looking forward to meeting you all!
Veronica Passarelli

Hello all! My name is Veronica Passarelli, and I am from the southwest suburbs of Chicago. I just graduated from Indiana University Bloomington with a BS in Psychology and a business certificate through the Liberal Arts and Management Program. While at IU, I worked in the Hirt Social Psychology lab studying motivation, depletion, self-handicapping, and mood effects on creativity. I spend my free time making and listening to music, hiking, reading, and eating. I can’t wait to move out east and start at GMU!

I have the simple stuff down, and want to take it a step further:

3. Google Inbox: Gmail has probably been bugging you for months to “Switch to Inbox” but you’ve said to yourself, “Nah, I don’t like change and I’m good with the good ol’ tried and true Gmail.” Well, coming to grad school is the perfect time for a change! Inbox let’s you Snooze your messages for later and will let you set bundled so all of your emails from your advisor will show up in one place. My favorite part of Inbox is the “trips” function. When you get an email confirmation about a flight, it will automatically add the flight to Trips and give you real-time information on the status from the gate to whether the flight is on time. This is a great way to plan for Winter vacation!

   Cost: Free!

4. Trello: Task lists are great, but they don’t show you the big picture. A Trello board will help you lay out all of your projects and see what stage they’re in (e.g. Literature review, data collection, writing, published). It’s a good goal to have one or two projects in each stage at any given time so you keep your pipeline moving!

   Cost: Free!

I want to go above and beyond:

5. Mixmax: Every time you get a Newsletter or an email from a Sales representative, the company or person gets a notification when you open it. Yep, you may think that’s a bit creepy. But imagine if you had the power to know when your professors, classmates, and students were reading your emails, so you could know when and how to follow up with them. Mixmax is incredible. In addition to tracking email opens some of its features include setting up reminders if someone doesn’t reply to an email after a given amount of time, easy meeting scheduling, and an ever-useful “send later” button for your emails. Working on a project with 10 other people? Mixmax lets you make lists of your contacts so you won’t ever forget to include someone again!

   Cost: If you invite 7 people (they don’t have to sign up) it’ll upgrade you to a premium version for free. Totally worth it.

BONUS!

Spotify for Students: I’m sure I don’t need to convert you to this life-changing music app - but here’s some great news! If you’re a student, you can get full access to Spotify for only $4.99/mo!!

IOPSA would like to invite all I/O graduate students and alumni to our weekly guest lecture series, Brown-bag!

Every Wednesday from 1:30-2:45pm in Robinson A 101
you’ve experienced in your different positions?

**KS:** Working in private sector external consulting firms provided me with a great opportunity to work with a variety of clients on many different types of projects. I was able to learn a little about a lot of different industries, such as hotels, pharmaceutical companies, and global manufacturing companies. I think this was both a challenging and rewarding aspect of this work – the variety in clients always kept things new and exciting, but I was never involved long enough to get a real depth of knowledge in any particular industry. When I transitioned to a consulting firm that specialized in police and fire promotional exams, I began to develop a real understanding of these jobs. Transitioning to an internal consulting firm has been a great experience in that I focus on a small number of occupations of which I now have a much deeper knowledge, but of course that does limit the variety. What I enjoy most is being in the same agency as my “clients” now. I get to see how my efforts in training, test development, surveys, etc. are helping my coworkers, and by being so close I can better identify where future work may be needed.

**ION:** How do you feel your experience at Mason has prepared you for your career?

**KS:** The education I received at Mason was truly a great foundation upon which I’ve been able to start building my career. In addition to the theoretical knowledge and research skills I gained from all of my classes, the more applied projects in classes like selection, training, and psychometrics were invaluable to me as I started interviewing for and beginning new jobs with very little job experience. I remember being asked about my experience conducting job analyses, and being able to clearly explain the process and importance, as well as provide the example of what I had done in my selection class. Meanwhile, I had absolutely no experience conducting one in a job setting. I have interviewed people who respond to a question like that with a simple “I haven’t done one.”

**ION:** What is your favorite aspect of your current position at CBP?

**KS:** Conducting a job analysis never gets old when you are studying extremely interesting and fast-paced occupations, and the jobs we study at CBP are just that. It’s nice to take a break from the daily spreadsheets and travel to the southwest border to do a ridealong in a helicopter. Of course it helps you gain a greater understanding of the position, but as a bonus it happens to be incredibly fun as well. In addition, I do love the mission-orientation in the public sector, and the feeling that I am really contributing to an extremely important charge.

**ION:** What counsel would you give to master’s students who hope to have a successful early career, as you have?

**KS:** Think of everything as an opportunity to build your “brand” – the I/O community, while seemingly large, is actually quite small in that everyone seems to know everyone, especially in the DC area. Remember that every step you take at your job, no matter how small, could influence your ability to find new opportunities. In particular, in your internships and your first few years on the job, you will likely be the recipient of some less than glamorous assignments. If you are asked to pack and ship boxes, say “absolutely!” and while you’re at it, make sure you understand everything about what exactly it is you are packing away, and why. Keep an open mind and be willing to dive into any aspect of a project – you will find that it will help you gain a much greater understanding of your project and I/O work in general.

**ION:** Becoming involved in professional organizations can seem intimidating for many current students. In your career, you’ve been particularly active in several professional organizations. What advice would you give to students looking to plug themselves into local professional organizations?

**KS:** Start small - events sponsored by smaller organizations such as PTCMW or IPAC are a great venue for meeting new people. While it may seem awkward at first, I can tell you as a recipient of such an introduction that it does not at all seem awkward to the person to whom you are introducing yourself. It’s what we all had to do at first. Also, think about volunteering for one of these organizations. There is probably no professional organization around that doesn’t need more willing volunteers. I started out in PTCMW with very small tasks, such as putting together lists of PTCMW members presenting at SIOP for the PTCMW newsletter, and helping with event logistics.

(See Interviews, page 13)
Jen Gibson, Ph.D.

Jen Gibson is the Director of Science and Analysis at Fors Marsh Group, an applied research company that consults with organizations and government agencies to help them make research-backed decisions. In her more than twelve years of social science research experience, she has contributed significantly to the fields of Psychology and Statistics. She received a Ph.D. from George Mason in I/O Psychology, and a B.A. in Psychology from the University of Virginia. Her many accomplishments include publishing research in the Journal of Vocational Behavior, Military Psychology, and Social Science Computer Review, serving as a reviewer for several research journals, and instructing courses in statistics and psychological measures at Argosy University and George Mason University.

ION: Tell us a little bit about your job. What do you do on a daily basis at Fors Marsh Group?

JG: As the Director of Science and Analysis, I lead a multidisciplinary team focused on such areas as research methods and statistics, research ethics, and quality control for our client programs. I also manage internal training programs for Fors Marsh Group (FMG) staff. On a daily basis, my team and I consult with other FMG applied research teams on research design and statistical analysis and interpretation, and develop and maintain standard quality control procedures. I also serve as the Human Protections Administrator for FMG, overseeing our process for reviewing protocols involving human research participants.

ION: How did you get from being a George Mason I/O graduate to your current job?

JG: Simply put, through the George Mason alumni network. When I was finishing my dissertation, FMG and I connected through Mason graduates and students working at FMG. They were looking for a data analyst to fill a new position. I really enjoyed the variety of interesting work and having great colleagues, so 11 years later, I’m still here!

ION: What are some of the more challenging aspects of your job? And what about the more rewarding ones?

JG: Being involved in a lot of different research projects related to American elections, advertising effectiveness, youth polling, traffic safety and tobacco reduction, and keeping them all moving forward is a challenge. But it is worth the trade-off of having a lot of task variety. An aspect of my work that was initially more of a challenge was communicating with non-research audiences about technical research concepts. In graduate school, you spend more time discussing research with other researchers, and it takes time to learn how to make the same points with people of different areas of expertise such as advertising creative directors, government managers, and corporate lawyers.

ION: Our Distinguished Alumni award winners have a tradition of continuing to contribute to I/O research and practice in a meaningful way. How have you managed to balance your career while still conducting research and publishing? Why do you feel this is an important balance?

JG: I think it’s important for practitioners—as consumers of published research—to be aware of the academic literature, but also to present and publish when possible. Presenting and publishing for different audiences allows us to continue to contribute to scientific knowledge while keeping up professional skills and connections with our colleagues. I’m fortunate that research and publishing are an explicit part of my job. For example, a colleague and I recently had a paper accepted for publication at Social Science Computer Review based on a web survey we conducted for the Department of Defense. So for me, it’s a matter of identifying what manuscripts to develop and keeping a couple of papers in the pipeline at all times.

(See Interviews, page 16)
The I/ON: GMU’s I/O Newsletter

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Thank You, Sponsors and Alumni!

I/ON readers are probably very familiar with reading about IOPSA (Mason’s Industrial/Organizational Psychology Student Association) in our pages. What readers may not know is that, as a student association at Mason with a very limited budget, we depend upon donations to maintain many of our activities such as printing and distributing The I/ON. Fortunately, organizations

Tips and Tricks For New Students

Authors: Molly Kilcullen & Sam Dubrow

Editor’s Note: For this edition of the I/ON, we thought it would be helpful to have a tips column that featured advice that was specific to both Master’s and Ph.D. students. In the article below, Molly Kilcullen writes her tip column from the M.A. perspective, while Sam Dubrow write her tip column from the Ph.D. perspective. Hope this helps!

Welcome to the I/O program, new students!!!

I’m so excited to meet all of you! From personal experience, I know that graduate school can feel overwhelming and stressful at times, especially in the beginning. From finding a place to live, to making new friends, to selecting internships and research opportunities, life can get pretty chaotic. That’s why I’ve compiled a list of tips and tricks from my own experiences here at Mason. Hopefully they will be useful to you!

1. Try new things. It’s never a bad idea to try to expand your horizons. Try signing up for the PTCMW consulting challenge, Volunteer Program Assessment (VPA), or applying to local internships (ARI, FMP, AIR, etc.). Opportunities such as these are easy to find, can give you valuable experience, and are great resume builders! Also, try getting involved in professors’ research projects and attending multiple lab meetings in the beginning of the semester. You don’t have to commit to them immediately, but it is a good way to see what you might be interested in. Even if you end up not wanting to go into research, your experience in labs can help build strong relationships with the faculty and lead to recommendation letters and connections for future jobs.

2. Prioritize. Depending on what you get involved in, whether that is research groups, internships, or clubs, graduate school is going to be a busy time in your life. You’re going to have weeks when multiple deliverables are due and you find yourself getting overwhelmed. It’s important to be able to prioritize and organize. Personally, I find it helpful to make lists, note the most important things, and cross items off as you finish them.

3. Take advantage of your mentors! Your faculty advisors, alumni mentors, and student mentors are some of the most valuable resources you are given. Don’t be afraid to reach out and ask questions - that is what we are here for! From my own personal experience, my mentors were open to helping me with anything. From trying to decide what research or internships to get involved in, to managing classwork and making connections, senior students are always available and willing to help. Interacting with your student mentors can also be a great way to make friends and socialize in grad school, which leads me to my last piece of advice….

4. DON’T FORGET TO HAVE FUN! You’re here to learn and get your degree, but graduate school can also be a time in your life to make great memories! Don’t be afraid to reach out and make new friends. Attend social hours, potlucks, and join societies/clubs. Take advantage of our study abroad program to earn credits towards your graduation and also get the opportunity to see new places. Establishing a healthy work-life balance is the number one piece of advice that I can give you.

New students - welcome to Mason's I/O Program!
You’re in for a wonderful, exciting, and at times stressful year, so we’ve come up with a couple of tips to help you get through. Here are the top five things you need to know to survive your first year of graduate school:

1. Get organized (in a way that works for you). No one who knows me is surprised that this is my first point of advice. I love calendars, to do lists, apps, and anything that can help me get organized. That being said, I have some friends who keep all of their tasks straight with a mental list. Take the first few months to try a few different things and find what works for you. When in doubt, ask for advice.

(See TIPS, page 15)
2. Take advantage of DC! One of the most attractive things about Mason, besides the awesome faculty, incredible research opportunities, and wonderful students, is its location. We’re only 30 minutes from DC - my favorite city in the world - so take advantage of it. The museums are free, the parks and monuments are beautiful, and the internship and networking opportunities are unmatched.

3. Saying no is okay. Although I’m still learning how to follow this advice, it’s the best piece I’ve received. It’s much better to say "no" to a project up front than to disappoint a teammate just before the deadline. Also, you may find that a few publications that you can put all of your effort into will be more worthwhile than trying to juggle too many that never get completed.

4. Keep an open mind. My first week of graduate school I swore I was "going applied" - meaning I was not going to be a professor. By my second week, I had changed my mind. And, I might change my mind five more times. That’s okay! You reserve the right to change your mind about your research interests and your career path.

5. Exercise and eat well. Not to scare you, but the Freshman 15 isn't just for college. And, your general health is way more important than just a couple extra pounds on your body. Whether you need to make a meal plan and buy a Fitbit, or you just need to keep your health in mind, find what works for you to stay physically AND mentally healthy. Remember, graduate school is a marathon, not a sprint.

BONUS! Know your resources. We are lucky to have a large I/O Program, meaning everyone is an expert in something different. Whatever you're struggling with, there's someone to help you. Don't be afraid to ask around until you find the right resource. The senior students are here to help you.

Small Fish in a Large Pond

Author: Stephen Tyler

Editor’s Note: This piece is something that Stephen Tyler shared with us for this edition of the I/ON. He wrote it shortly after attending the PTC/MW Fall Event of 2015. We think there is some valuable advice that can be helpful to anyone new to I/O or networking. Enjoy!

I apologize for the cliché title, but I promise it’s perfect for this piece. Recently a few colleagues, classmates, and I attended a prestigious I/O event, and it dawned on us: we are damned new to this field. Some back story; I’m a first year master’s student, so of course I should’ve been aware of this fact, but after months of classes, it’s easy to forget how little you know. So, my fellow first-years and I listened to several talks about big data and the opportunities this will give us as I/O psychologists. This was just the first half of the event, and it was thoroughly enjoyable, but then came the two hours of networking with your “peers”.

It’s curious that the event coordinators labeled everyone as “peers”, because those in attendance ranged from proverbial babies (including myself) to heavy hitters with decades of experience in the field. I don’t know if you’ve ever discussed anything I/O with someone who’s been working in the field longer than you’ve literally been alive, but it can be intimidating! A fellow master’s student created a perfect analogy for this situation: “It’s like we’re trying to talk to these people about running, when we’re just learning how to crawl”. As a first year, I truly am just learning how to crawl through I/O topics. Coming into graduate school, I thought I really knew my stuff, but I quickly realized that wasn’t the case. As a first year you are nascent in the field, and “networking” with ultra-famous I/O psychologists can seem like a 5-minute obstacle course where you’re just trying to survive (or at least not belie how new you are).

The first conversation was tough. I was nervous I’d say something stupid, or lose my train of thought, or mess up somehow. But you get through...
it and you realize it’s not that bad. All of these I/O superstars were in your shoes once. They started as complete novices too, and once you realize that—things get a lot easier. It also doesn’t hurt that you’re talking to these people about their life’s work, which 99.99% of the time they’re more than happy to do. I’m not saying you shouldn’t try to be on your A-game, because you should. But you shouldn’t be terrified of not knowing something, or speaking incorrectly, because, just like you, the master I/O’s are human, and humans make mistakes.

I guess the point of this article is to acknowledge your nerves, but to also show you that you can overcome them. While being a small fish in a seemingly giant and highly educated pond can be scary, ultimately it’s a good thing. You’ve been thrown into this new world, and because you’re networking with bigwigs, you have virtually endless opportunity to grow, learn, and maybe even land an amazing job. Wouldn’t you rather be a small fish in a large pond than a large fish in a small pond? I know I would.

**ION**: How has your knowledge of I/O Psychology and your experience at George Mason continued to play a role in your career?

**JG**: One of the things that attracted me to FMG and my position here is that I can apply my I/O training and continue to add to my “professional toolkit.” Aspects of my I/O training that play a daily role in my work include using social science theory as a basis for research questions and hypotheses, designing and modifying psychometric measures, evaluating statistical power, and selecting statistical analyses that are appropriate for the questions of interest.

**ION**: What advice can you give to George Mason I/O students who are just beginning their careers?

**JG**: Three things: Seek out opportunities to do research in different disciplines, with different collaborators, and include applied research. Keep in touch with your classmates. And finally, pay attention in class.

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**Hey, Local Alumni!**

Join us each semester at our alumni happy hour to keep in touch with your former classmates and professors, connect with colleagues, and get to know our current students!
Memories from SIOP 2016: Anaheim
Good News Corner:

♦ Alumnus Adam Grim was promoted to the rank of Lieutenant Colonel in the U.S. Army early this June. He is currently assigned to the Department of the Army Staff in Crystal City working at the US Army Soldier for Life Program as the Employment Director, utilizing his I/O skills as he assists corporations who want to hire transitioning Soldiers, Veterans, and Military Spouses.

♦ Faculty member Lauren Kuykendall was one of 10 early career researchers selected to participate in the Summer Development Workshop for Well-Being Research in Bajos del Toro, Costa Rica this past June. This event, which was aimed at fostering interdisciplinary collaborations among well-being researchers, was part of The Happiness and Well-Being: Integrating Research Across the Disciplines Project, led by Dan Haybron of Saint Louis University. For more information on this project, visit the website at www.happinessandwellbeing.org.

♦ Current student Angelica Garza was a recipient of the Dean’s Challenge Award, representing the entire psychology department at Mason. In addition, she was one of the recipients of the Jane Haddad Diversity Award.

♦ FMP Consulting has been recognized as one of DC’s Top Workplaces for the 3rd consecutive time.

♦ Alumna Whitney Botsford Morgan welcomed baby girl Paige Evelyn Morgan into the world on April 21st, 2016.

♦ Alumna Kate LaPort has been promoted to Consultant from Associate Consultant this year at Aon.

♦ Current student Jacob Miller and his wife Sammi Miller welcomed Parker Miller into their family this summer.

♦ Recent Ph.D. grad Isaac Sabat has accepted an assistant faculty position in Industrial/Organizational Psychology at Texas A&M University.

♦ Recent Ph.D. grad Afra Ahmad has two pieces of great news that she would like to share with us. Following her Ph.D. graduation, Afra, her husband Ghufran, and her big brother Rehan welcomed Aleema Ahmad into the world on May 25th, 2016. They are headed off to Dubai as Afra will begin her position as Assistant Professor of Management at Zayed University in the Fall of 2016.

♦ Alumnus Qikun Niu received a full-time job offer from McKinsey & Company as a Junior Associate Consultant at McKinsey’s Shanghai office. He’s excited to share this news, and welcomes any questions anyone might have.

♦ Current student James Wilcox was also a recent recipient of the Jane Haddad Diversity Award.
Recent Mason Student, Faculty & Alumni Publications & Presentations


Wilcox, J., Tyler, S.W. (November, 2016). Improving program effectiveness by assessing the volunteer experience. Oral presentation to be given at the PATH International Conference and Annual Meeting, Williamsburg, VA.


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Thank you for all of the individual and organizational contributions to IOPSA!
Congratulations to our recent PhDs!

**Dr. Alex Lindsey**
*Dissertation*: Explaining for Whom, How, When, and Why Diversity Training Works

**Dr. Isaac Sabat**
*Dissertation*: Disclosure Inconsistencies: The Impact of Behavioral, Attitudinal, and Environmental Inconsistencies on Identity Management Outcomes

**Dr. Afra Ahmad**

Congratulations to our recent Master’s graduates!

Kristen Swigart  
Sarah Cogswell  
Lia Engelsted  
James Meaden  
Vicki Wang  
Chelsey Hartzler  
Alex Morris  
Charlotte Brock  
Jeanessa Gantt  
Jillian Gaetano  
Balca Bolumnez*  
Laura Fletcher*  
Ho Kwan Cheung*

*Master’s recipients who are currently in the Ph.D. program.
A Note from the Editors

As we near the end of these long summer days, we are proud to present the latest version of the I/ON to everyone! We would like to thank all of the individuals who have contributed to this publication by authoring articles, sending in pictures and cartoons, providing interviews, and answering all of the questions we had throughout this project. As past editors have commented, producing the I/ON is truly a task that requires diligent effort and remarkable time management. As such, it is wonderful that after nearly twenty years, the I/ON continues to be a fully student run publication. It has been an honor for us to have the privilege of creating this newsletter, and we are excitedly looking forward to continuing the legacy with the spring edition next year. Thank you!

From your I/ON Editors,
James Wilcox & Leah Alley
The GMU IOPS Picnic

Date: September 24, 2016
Time: 4pm - 7pm
Braddock Park Picnic Shelter
13451 Braddock Road
Clifton, VA 22024

We are looking forward to seeing students, faculty, alumni, and friends of the GMU I/O Program for a potluck picnic! Friends and alumni can come and enjoy while students and faculty will supply the food.

It is a great opportunity to catch up, network and socialize. We look forward to seeing you there!

Email Morgan Silvers at msilver6@gmu.edu with any questions.