An Interview with Mason Alum and Incoming Editor of *The Journal of Applied Psychology*, Dr. Gilad Chen

Author: David M. Wallace

Dr. Gilad Chen, chaired professor at the University of Maryland’s Smith School of Business and graduate of the George Mason I/O program, assumed duties as the Incoming Editor of The Journal of Applied Psychology on January 1st. He kindly joined me for an interview to answer a few questions regarding his new role.

**DW:** So what exactly does the “incoming” editor do?

**GC:** The editor serves a six-year term, and mine began this past January, 2014. However, given the

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Letter from Your I/ON Editors

Author: Yan Dong & Kristen Gilson

With the end of a tough and long winter, we are proud to present the spring issue of the I/ON in the 2013-2014 academic year. We would first like to congratulate Mason I/O program for ranking among the top I/O programs (5th in overall and per capita productivity and 3rd in productivity

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MASON I/O among Top Programs in Research Productivity!

According to a piece in the January 2014 issue of The Industrial Organizational Psychologist (TIP), the Mason I/O program is among the top 8 programs in each of the categories of research productivity provided. Of particular note, our program is ranked 5th in overall and per capita productivity and 3rd in productivity based on presence at the SIOP conference. Congratulations and thanks to all of the current and former faculty and students who keep us so productive!


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A Conversation with Our Guest Speaker, the Wise Dr. Paul Muchinsky

Author: Daniel Shore

The question was posed to the room of Mason students and faculty: If a paper entitled, ‘What is Wisdom?’ was submitted to a top I/O journal, would it be desk-rejected as a layer of icing spread on top of folk psychology, or desk accepted as the greatest idea since sliced bread? Those in attendance appropriately chuckled at the question, but everyone understood the dilemma at hand.

The idea of studying wisdom as a construct in I/O was the topic of an invited talk at Mason by Dr. Paul Muchinsky—author of the widely-used textbook, “Psychology Applied to Work,”
It’s Been A Year! Perspectives from First-year Students

Authors: Jennifer Green, Mark Gould & Kathleen Keeler

Jennifer Green

My first year at Mason has really exceeded my expectations. Before the school year began, the IOPSA student representatives sent the incoming class questionnaires to introduce themselves. It was great to learn about my cohort, and when we arrived at the start of the semester, I knew we would be a fun group. We all have very distinct personalities, but together, we understand each other and our strengths and weaknesses. This creates a comfortable classroom atmosphere and allows for intriguing class discussions. And it’s a great group to do activities with outside of school.

I have come to realize that I will never have to worry about a lack of research projects here at Mason. The issue is actually that there are too many! Working on methods projects with Jose, personality strength research with Reeshad, and cyber security team analyses on the DHS contract, I have learned so much about the aforementioned topics as well as the art of conducting research. Beyond the faculty on these projects, the more tenured graduate students have provided me with so much help and advice that has immensely contributed to my success.

Mark Gould

If I’m being honest, I was anxious about starting the program. Actually, if I’m being truly honest, extremely nervous is more apt to describe how I was feeling. More than anything, it was the fear of the unknown. I wasn’t sure about how a lot of things would shake out. . . how I’d acclimate to a new home, what the program and people would be like, and if I’d get an internship were chief among my concerns.
(See Chen, page 1)

ongoing flow of manuscripts, there is a one-year period when the Outgoing Editor (Dr. Steve Kozlowski) is still going to handle, with the Outgoing Editorial Team, any manuscripts that are still in the review process (i.e., manuscripts submitted up until December 31, 2013). Beginning January 1, 2014, the Incoming Editorial Team has begun handling all newly submitted manuscripts.

**DW:** Is there anything that you are really hoping to accomplish with JAP over the next 6 years?

**GC:** The journal is in good shape, so I don’t think it needs a revolutionary change. That said, I do want to make it a little broader in terms of making stronger connections to other areas of psychology and to the organizational sciences. If you think about JAP, it really is a bridge journal between the psychological and organizational sciences, and as a bridge I want to strengthen not just the middle part but the ends as well (so to speak). So we will look at articles that integrate developments in the basic fields of psychology like cognitive psychology, social psychology, and even cognitive neuroscience with work related phenomena on one hand, and then also make better connections to new organizational phenomena and even organizational level outcomes that have bases in psychology on the other hand.

**DW:** Has anything really surprised you in your short term as editor so far?

**GC:** Well I had served a six-year term as an Associate Editor at JAP during which I learned most of the process, but not all. So there have not been any major surprises thus far (knock on wood). JAP is a major operation — there’s always something going on. I don’t think it’s really a surprise, but it’s been challenging to manage as I expected.

**DW:** You’re the chair of the Management & Organization Department in Maryland; you’re the Incoming Editor of JAP; you’re on the board of the Academy of Management Journal; and you’ve

(See Chen, page 12)
and a faculty member in the Bryan School of Business & Economics at the University of North Carolina in Greensboro. Dr. Muchinsky’s plan for the discussion was to publicly debut and discuss “wisdom” in an effort to further define the concept and test the waters for its viability as a research topic.

As he sat in his proverbial rocking chair, he explained that his own experiences led him to the realization that there was a difference between wisdom and pure cognitive ability.

“I’m not as book smart as I once was, but I see connections between things that can only come from experience and having lived a long time.”

It was surprising to him, though, that the literature did not reflect this idea, considering “wisdom” has been a popular concept for quite some time—his favorite examples being from the text of the Bible (e.g., the Three Wise Men; the wisdom of King Solomon) and also from well-known cultural examples. One cultural example was so kindly acted out for us, as Dr. Muchinsky briefly transformed into Bela Lugosi’s Dracula and used his thick Transylvanian accent to recite, “For one who has not lived even a single lifetime, you’re a wise man.”

And while none of the students or faculty in attendance had yet lived even a single lifetime, by the end of the talk, we’d provided an enlightening perspective on the elusive construct: wisdom seems to be the result of an interaction between life experiences and seeing the connectedness between those experiences. This led Dr. Muchinsky to establish two important ideas: first, that “wisdom is more complex than simply serving as a synonym for the well-studied construct of intelligence”; and second, that “wisdom involves not only learning from your experiences, but also being able to articulate what you learned to help others.” The final result of the discussion was a nomological network (see picture below) of related constructs that may inform future research on wisdom—research that Dr. Muchinsky said he would gladly be involved with if students were inspired to join him in this potential line of research.

I had a chance to gather some additional wisdom from Dr. Muchinsky after the talk and came away with what could be the start of his new must-be syndicated advice column:

**Wisdom for students**—“I wasn’t very wise in my own grad school behavior, because only after collecting all the data for a study did I present my idea to my committee as a really nifty, wonderful doctoral dissertation, and I was devastated when they rejected it.”

**Tip #1: propose and then collect.**

**Wisdom for faculty**—“You will really miss the intellectual stimulation that graduate students provide when you no longer have them in your life.”

**Tip #2: never retire.**

**Wisdom for himself**—“After the talk, Dr. Cortina came up to me. He suggested that we run something like a ‘third-level confirmatory analysis’ on the Wisdom model, but upon seeing the blank look on my face, he quickly realized the upper limit of my analytical ability is long division.”

**Tip #3: leave immediately after the talk is over.**

**Wisdom for non-academics**—“Order a Lomeli-Shore Double Muchinsky (see the October 2013 TIP ‘The High Society’ column for the recipe) next time you’re out for a drink.”

**Tip #4: help spread Dr. Muchinsky’s fame.**

It was a wonderful opportunity to have Dr. Muchinsky come and share his wisdom on “wisdom”. Wiser words have never been spoken, and we are excited to see where this line of research goes from here! ●
I imagine that this isn’t an uncommon situation for most incoming students, so I hope that by sharing my experiences maybe someone can be spared a little anxiety.

During my first semester, I had a bad case of impostor syndrome. I was sure I was only here as some kind of fluke and I wouldn’t be able to hack it. Thankfully, I was wrong. The professors have been nothing but encouraging, honest in their expectations, and have treated everyone as adults. I was a bit intimidated at first by the second-year Masters and Ph.D. students, but thus far they have been some of the most fruitful sources of information and guidance I have encountered. As for my cohort, I really couldn’t be happier with the caliber of the people around me.

It isn’t a secret that GMU’s I/O program has alums in practically every consulting firm, government agency, and business in the area that has any interest in I/O topics. Students here are immensely lucky to be able to draw upon the resources and opportunities that the ties between the program and these organizations allow. Fall and summer internship opportunities come in over the listserv in a steady stream from a wide variety of organizations. Personally, I have been fortunate enough to get an internship with PDRI. The team I work with has been guiding a large government organization through a substantial transformation to their administrative functions. My fellow GMU intern and I have been involved in creating deliverables, developing benchmarks, and consolidating tremendous amounts of organizational information into more readily consumable forms. It has been interesting learning about the considerations that have to be made and the sheer amount of work it takes to help steer an organization onto a new, better course.

Of course there are always things one can, and sometimes rightfully should, worry about, but I’m happy to say that as I have lived, learned, worked here I have found that most of my fears were unfounded. The area has everything you could hope for, the program and people are top notch, and the internship opportunities are plentiful and highly beneficial.

Kathleen Keeler

My first year as an I/O graduate student has been great. I graduated from GMU almost a year ago. While I knew that the course work and the research demands would be more challenging than in undergrad, I didn’t expect my experience as a graduate student would be too different from my undergraduate experience. Thankfully, I was wrong.

My experience as an I/O grad student has been very rewarding, due largely in part to the people in the program. I never really felt connected to the university until entering the I/O program. The program feels like a family, and I enjoy the camaraderie and friendship. My first year has also brought a new challenge – teaching. Since the fall semester, I have been a teaching assistant for the School of Management’s Intro to Organizational Behavior course, and it has been a great opportunity to experience both the I/O and the business school worlds.

Lastly, my involvement in the research on campus has been invaluable. I’ve enjoyed working on a wide variety of research projects with the faculty from quantitative issues in counting degrees of freedom in SEM to identity management strategies for revealing religious identity in the workplace to the consequences of listening to music at work.

The I/O program is lucky to have faculty that encourage their students to explore their own research interests, no matter how different their ideas may be from mainstream I/O topics. All in all, it’s been a wonderful first year, and I look forward to what challenges may come in my second year as an I/O grad student.
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<tr>
<th>Mason’s 2014 SIOP Conference Contributions</th>
<th>Thursday, May 15, 2014</th>
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<tr>
<td><strong>Kozlowski, S. W. J., Hobbs, B., Salas, E., &amp; Klimoski, R. J.</strong> (2014, May). In F. Chiocchio (Chair), <em>Challenges facing project teams: Towards a specific research agenda.</em> Panel Discussion 11:00am – 11:50pm Room 323B</td>
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<tr>
<td><strong>Brummel, B. J. (Host) &amp; Dalal, R. S. (Host).</strong> (2014, May). <em>Opportunities for I/O psychology in cybersecurity research.</em> Roundtable Discussion/Conversation Hour 1:30pm – 2:20pm Room 324</td>
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### Friday, May 16, 2014

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<td><strong>Casper, W. J., Hammer, L. B., King, E. B., &amp; Matthews, R. A.</strong> (2014, May). In M. D. Agars and K. A. French (Co-Chairs), <em>We have work-family needs too!: Considering neglected populations.</em></td>
<td>Panel Discussion</td>
<td>9:00am – 10:20am</td>
<td>Room 323B</td>
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<tr>
<td><strong>Klimoski, R. J. &amp; Foster Thompson, L.</strong> (2014, May). In R. Klimoski (Chair), <em>Learn About the SIOP Organizational Frontiers Book Series.</em></td>
<td>Special Events</td>
<td>11:00am – 1:50pm</td>
<td>Room 305B</td>
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<td><strong>Bliese, P., Cortina, J. M., Morgan, W. B., Oswald, F., Putka, D., &amp; Rogelberg, S.</strong> (2014, May). In S. Tonidandel (Chair), <em>The promise and perils of big data in I-O Psychology.</em></td>
<td>Panel Discussion</td>
<td>12:00pm – 1:20pm</td>
<td>Room 311</td>
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<td><strong>Acree Adams, K., Dalal, R. S., Lualhati, J., &amp; Whetzel, D.</strong> (2014, May). In J. N. Kurtessis and E. J. Robinson-Morral (Co-Chairs), <em>For your eyes only: I-O application to insider espionage.</em></td>
<td>Panel Discussion</td>
<td>12:00pm – 1:20pm</td>
<td>Room 314</td>
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<td><strong>King, E. B.</strong>, Wessel, J. L., Martinez, L. R., Johnson, N. S., &amp; Ball, J. (2014, May). In S. L. Fisher (Chair), <em>Gender beyond the binary: Implications for I/O research and practice.</em></td>
<td>Panel Discussion</td>
<td>2:00pm – 3:20pm Room 323B</td>
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<td>Nicolaides, V. C., Winslow, C. J., &amp; Cortina, J. M. (2014, May). <em>Predicting employee attendance and attendance consistency.</em></td>
<td>Poster</td>
<td>2:00pm – 2:50pm Ballroom C</td>
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<td><strong>Zaccaro, S. J.</strong> (Discussant). (2014, May). In N. Moye (Chair), “Recasting” leader development: Motivating and enabling self-directed, experiential learning.</td>
<td>Symposium/Forum</td>
<td>2:00pm – 3:20pm Room 317A</td>
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<td>Schmit, M., <strong>Kurtessis, J. N.</strong>, Morgan, D., &amp; Sady, K. (2014, May). In M. J. Schmit (Chair), <em>SIOP-SHRM Science of HR Series: Promoting I-O Psychology to HR.</em></td>
<td>Special Events</td>
<td>2:30pm – 3:20pm Room 318A</td>
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<td><strong>Saturday, May 17, 2014</strong></td>
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*Thanks to Melanie Schukrafft for compiling this list of GMU contributions to the 29th Annual SIOP Conference.*


O'Brien, K. R., Hebl, M., & King, E. B. (2014, May). Gender differences in ability to decline requests in the workplace. In M. S. Stockdale and K. A. Sliter (Co-Chairs), (Not) movin’ on up: Dilemmas in women’s career advancement.


**PTC/MW Spring Schedule**

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<tr>
<th>Topic</th>
<th>Presenter</th>
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<tr>
<td>Leaving an I-O Footprint on Business: Strategies for Leveraging I-O Competencies to Make Profound Impacts on Organizations</td>
<td>Dr. Rich Cober (Marriott International)</td>
<td>April 9, 11:30am-1:00pm</td>
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<td>Insights from the NYC Firefighter Exam Court Case</td>
<td>Dr. Joel Wiesen (Applied Personnel Research)</td>
<td>May 21, 11:30am-1:00pm</td>
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<td>Using Big and Small Data to Make Better People Decisions</td>
<td>Dr. Andrew Biga (JetBlue Airways)</td>
<td>June 11, 11:30am-1:00pm</td>
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* Thanks to Amber Hargrove for compiling this table for PTC/MW Spring Schedule.
Some Advice. . .
Second Year Students Quotes

It is this time of the year again! Our second-year students are receiving their M.A. degrees this coming May and many of them will leave the program and start their new journey. Let’s hear what they would like to say to the current and incoming students.

“One thing that stands out about any program is the quality of its faculty. What struck me about the I/O faculty at George Mason was their commitment and dedication to this program, their dedication to the students, and the amount of work they put into ensuring that we succeed. My advice to new students is to take advantage of these resources as they have a large impact on your success during and after grad school.”

- Celise Remy - Lewis

“When thinking about getting involved in multiple research projects, maybe it is better that these projects are at different stages (e.g. developing research questions, collecting and analyzing data, writing up, etc.) or you play different roles in them (e.g. leading, supporting, etc.).”

- Zitong Sheng

“Sometimes we could get "stuck" in the I/O world, forgetting that the skill set, experience, and knowledge we have gained from this program (classes, projects, and research) could fit beyond just I/O jobs. Keep your mind open.”

- Xi (Lynn) Chen

“Teaching my own class has made me appreciate those students who opt to participate after I pose a question that goes unanswered for an extended period of time. This has changed my in-class perspective insofar as it has made me more likely to participate in response to such questions (despite being a relatively introverted person!).”

- Carolyn Winslow

“There can be a lot of resource availability in the program, so new students should take advantage of those resources and make the best use of this.”

- Andreina Daza

“Even though your first year may be a whirlwind, take the time to create and nourish social connections within your cohort and with those who are farther along in the program. When things get stressful (and they will), the best antidote will be connecting with others. Providing a sanity check or an understanding ear to one another, talking with someone who has already jumped a hurdle you face, and having others share in the excitement of a new research idea are invaluable.”

- Amber Hargrove

The George Mason statue on the National Mall
Featured Alumni: Where Are They Now?

Landon Mock

Graduation Year: 2010 from M.A. program

I graduated with my MA from Mason in 2010. Since then, I have worked at the U.S. Office of Personnel Management (OPM) as a Personnel Research Psychologist. I research and provide guidance to Federal agencies on personnel assessment methods and best practices, conduct job analysis studies, and train human resources staff, managers, and job seekers. In my spare time, I run a college alumni chapter and participate in about half a dozen social sports leagues.

Joe Caramagno

Graduation Year: 2010 from M.A. program

I have worked at the Human Resources Research Organization (HumRRO) for eight years starting as a Research Assistant with zero experience and progressively taking on greater responsibility and completing more complex tasks. I attended the I/O Psychology program at GMU with the Class of 2010, receiving my Master of Arts in June of that year. Since graduation, I have had the opportunity to conduct a variety of applied research projects including test development and validation; performance assessment and evaluation; occupational, job, and practice analyses; job and career fit analyses; and leadership development and evaluation (among many others). My work covers a lot of ground and varies considerably from month to month (sometimes from day to day). I frequently apply my I/O education to solve complex personnel and organizational management problems using advanced analytic techniques and tools (e.g., multivariate and logistic regression). While at HumRRO, I have been fortunate enough to work with highly competent and supportive colleagues who helped me develop critical research and consulting skills, such as writing macros and using the OMS function in SPSS, writing proposals, managing projects, and leading teams. I currently live in Alexandria because it’s awesome and I still use my GMU travel mug from time to time.

Crystal Harold

Graduation Year: 2005 from Ph.D. program

Aside from foundational I/O knowledge, that of course is critical for teaching and research, GMU’s I/O program instilled an enthusiasm and motivation for research. I think this sincere enthusiasm for conducting research that advances the field is evidenced by the sustained high-level research activity of the faculty, current students, and alumni (in both academia and practice). I’m always impressed by the number of alumni publications and conference presentations that I regularly see, as well as a strong presence in leadership positions throughout the Society. GMU’s climate was one of the primary factors that influenced my decision to join the program. There was (and still is) an excitement and energy among the student body that I have yet to see at many other places.

In addition to instilling a commitment to remain research active, my time as GMU also reinforced the importance of pursuing research questions that offer practical value. I’ve really internalized the importance of balancing both the science and practice components in my research, as well as my teaching. Finally, the network that I was able to develop at GMU has strongly contributed to my

(See Alumni, page 12)
research successes. Many of my publications are the result of collaborations with some of my former faculty and/or classmates. I suppose I’d be remiss if I didn’t mention that some of closest friends (including my husband) are also my former classmates! The faculty had a knack for accepting good people that made my time in graduate school pretty great. Most of all, I really value those connections that I made as a result of my time at GMU.

I do try to adhere to some of these principles, but it’s not as simple as it can appear in an academic article. It’s more nonlinear and recursive, but it does work. And I do think a lot of what we study in work psychology and related fields is very relevant, and being department chair and being on more the administrative side of science, I feel like we can really rely on what we study. It does help us be more effective and work better with others.

DW: What about the reverse? Has your applied work as a consultant and an administrator informed your academic research?

GC: I’ve always tried to inform my research based on my own experiences and vicarious experiences – seeing what’s going on in the world. The fact that I’ve had more experience provides some additional insights, but I’ve always adopted that mentality of informing my research based on the academic research that’s been done – reading the journals and seeing what’s out there in the science – as well as what’s out there in the ‘real world’. So in that sense, I haven’t really changed my approach to research: the integration of scientific principle with observation of real world phenomena.

It’s an approach I learned pretty well at George Mason. I think that the orientation of the faculty there has always been one of integrating real world issues with real scientific research.

Early on when I started graduate school, one of my mentors – actually several of my mentors – but one in particular suggested that you should really rely

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on your experiences in understanding a phenomenon, if you have relevant experiences. As an example I was a competitive swimmer through college, and that helped inform my research on motivation in teams. Also I had expatriate-like experiences in terms of international adjustment (I was not born in this country), so that helped inform some of my research on expatriates and so forth. So that has always been something I have found helpful to inform the research. If you think about it that way, the challenges and experiences in working life can take you away from research but they also can inform it if you think and reflect about the phenomenon and then use research to understand it better.

**DW:** Was there anything you did in grad school that you didn’t think would be a big deal, but now you are glad that you had to do that, even though you didn’t want to at the time?

**GC:** Relative to other PhD programs that I have seen, both in psychology and in business schools, I always felt that at Mason we took a lot of classes – a lot more classes than other programs. Although at times that felt like more of a burden than help, looking back, I’m really glad I’ve taken so many classes. There were a lot of statistics classes that were really helpful – more so than many other PhD programs – but also courses in other areas of psychology – cognitive psychology, social bases, etc. I think that my attitude has always been that I don’t need to know how to defend everything that they teach me, but I want to get something out of each class and each seminar and I think that having that attitude really helped broaden my intellectual background. So at the time I felt overburdened, but in the end it made me a better scholar.

**DW:** How quickly did you get into research as a graduate student?

**GC:** We had a choice of either doing a masters thesis or having a paper in the ready to review phase. It was definitely helpful, but it was not necessary to have a formal requirement, because I was already submitting papers for review in my first year in graduate school.

So I had sort of the luxury of choosing among papers that were already ready for or under review to count towards my masters.

This is something a lot of PhD programs do. The idea is to get students involved in research right off the bat. Those who go to practice may view it differently than those who go to academia, but even in a research based program, even those who go to practice can gain a lot by adhering to this.

**DW:** Do you have any advice for current PhD students?

**GC:** This is something that I remember being told when I was a graduate student and a junior faculty, and it really is true: you are never going to know as much about the field as you do in grad school, especially when you are studying for comprehensive exams, and I think it’s really a good time to take advantage of it. It’s a really good time to develop a large knowledge and skill base that you will need as a practitioner or an academic or both. So I think it’s just taking advantage of that opportunity – having all of these resources around you: faculty and students and having the time to study and to learn. I know how busy students are and how much demand there is on their time, but those demands and time constraints don’t become any easier once you get a job. You never are going to have as much time to do research and to read as you do in graduate school, so taking advantage of it is really important.

**DW:** Anything else you’d like to add?

**GC:** I guess only saying that I have always appreciated the great education I got at George Mason. It’s a great program with great faculty and students. I’m very glad to see it has sustained itself as a very strong program over time. I’m happy to offer help to students if anything comes up. ●


When you see Yan Dong, please thank her for all of her work on this issue!

-Seth Kaplan, I/ON Faculty Advisor
Good News Corner:

Kristen Jones ('13 PhD) recently accepted a position as Assistant Professor of I/O Psychology at Washington State University, Vancouver.

Ashley Agerter Raitor ('09 MA), Jenna Bender ('12 MA), Alexis Gray ('12 MA), Sherean Miller ('01 MA), Maggie Moore ('07 MA), Ben Porr ('08 PhD), and Cristina Wilcox ('11 MA) authored chapters for a recent book by Federal Management Partners titled Human Capital Management: What Really Works in Government.

Marissa Shuffler ('06 MA) recently received her PhD from the University of Central Florida and has joined the faculty of Clemson University as an Assistant Professor of I/O Psychology.

Eric Kidwell ('07 MA) began a new position at Deloitte's Organizational Transformation Practice in January.

PhD student Mengmeng Zhu became engaged to her boyfriend, Max Sher.

PhD student Cliff Haimann got engaged to his girlfriend, Anna Sims.

PhD candidate Tracy McCausland won the American Psychological Association Dissertation Research Award.

A recent study by Sooyeol Kim ('13 MA; PhD student at Kansas State University) and Qikun Niu (PhD student) was recently featured on the SIOP homepage and The Huffington Post. Sooyeol and Qikun will be presenting the study on employee smartphone breaks at the 2014 SIOP Conference.

Kate LaPort ('12 PhD) began a new position as an Associate Consultant at Aon Hewitt's Selection and Assessment Service Line in January.

PhD student Alex Lindsey received a SIOP Student Travel Award for the 2014 conference in Honolulu.

PhD candidate James Kurtessis and Kathy Stewart ('08 MA) became engaged. Here's to I/O romance!

Tine Koehler ('09 PhD) got tenure at University of Melbourne.

On January 13, 2014, Lindsay Horn ('08 MA) and her husband Zach ('08 PhD) welcomed their baby boy, Ethan Benjamin, into the world.

Kristen Jones ('13 PhD) recently accepted a position as Assistant Professor of I/O Psychology at Washington State University, Vancouver.

Ashley Agerter Raitor ('09 MA), Jenna Bender ('12 MA), Alexis Gray ('12 MA), Sherean Miller ('01 MA), Maggie Moore ('07 MA), Ben Porr ('08 PhD), and Cristina Wilcox ('11 MA) authored chapters for a recent book by Federal Management Partners titled Human Capital Management: What Really Works in Government.

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About GMU’s I/O Program

The Industrial/Organizational Psychology Program at George Mason University is housed in the Psychology Department. The department itself is a part of the College of Humanities and Social Sciences, Deborah Boehm-Davis, Dean. For further information on the I/O Program, please contact Dr. Lois Tetrick at ltetrick@gmu.edu or the graduate secretary at psycgrad@gmu.edu. Please also visit our website at http://www.gmu.edu/org/iopsa.

If you are GMU I/O Alumni . . .

We love to hear what you’re up to! Please keep us informed of your life changes, from your mailing address to SIOP fellowship nominations. If you are willing to be interviewed for our alumni column or wish to contribute to the newsletter in any way, please e-mail us at ydong2@gmu.edu (Yan Dong).

Website and E-mail for The I/ON

Current and past issues can be viewed at our website, http://www.gmu.edu/org/iopsa/thion.htm. For questions or comments, please contact us at ionnewsletter@gmail.com.

About The I/ON

The I/ON newsletter is published by graduate students of George Mason University’s Industrial/Organizational Psychology program. This newsletter is intended to serve as an impartial forum for information pertinent to the students and faculty of the program, as well as the general I/O community. We would like to thank the previous I/ON editors, Dr. Marisa Diana-Russo, Dr. Stephanie Payne, Dr. Lisa Boyce, Nikki Dudley, Mike Ingerick, Dr. W. Benjamin Porr, Deirdre Lozzi, Dr. Tiffany Bennett, Marissa Shuffler, Jordan Robbins, C. Brooke Orr, Jayme Pittsonberger, Elizabeth Conjar, Richard Hermida, Carrie Grimes, Irwin José, Phillip Gilmore, Kristen Jones, Alexis Gray & Kate Laport, Afra Ahmad, Alan Tomassetti, Nikki Giacopelli, & Sooyeol Kim.

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Please join us in tropical Hawaii for SIOP 2014!

Meet and mingle with George Mason University faculty, students and friends in Honolulu, Hawaii at the annual SIOP reception. Celebrate GMU’s own Jose Cortina as he begins his term as SIOP president!

Thursday, May 15, 2014, 6:30-8:30 P.M.
Hilton Hawaiian Village, Kalia Tower, Kahili Suite

See you there!