

A bronze statue of a man in a wide-brimmed hat and overalls, walking and carrying a bag, set against a background of trees and a clear sky. The statue is positioned on a stone base, and the man is depicted in a dynamic, forward-moving pose. The background shows a clear blue sky and green foliage.

Meet the Team



Allyson Finken
Editor/Head Design
Ally is a 3rd year graduate student working under Dr. Lori Snyder



Samantha Elliott
Editor
Samantha is a 3rd year graduate student working under Dr. Michael Mumford



Michelle Todd
Editor
Michelle is a 4th year graduate student working under Dr. Michael Mumford

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Kelsey Medeiros
Executive Committee
Kelsey is an assistant professor of psychology at the University of Texas at Arlington. Jump to the life events to see where Kelsey is headed next!



Kimberly Nei
Executive Committee
Kimberly works at Hogan Assessments



Amanda Allen
Executive Committee

Meet The New Faces



Katie Holloway

Katie is from Dallas and completed her undergraduate degree at the University of Texas at Dallas. Her research interests include diversity, discrimination, and creativity. In her free time, Katie enjoys exploring the outdoors with her dog, cooking, and playing video games.



Divya Patel

Divya is from Atlanta, Georgia and received her bachelors degree in psychology from the University of Georgia. Her research interests broadly include leadership and emotions in the workplace. In her free time, she enjoys spending time with family/friends and reading.



Alex Brunot

Alex is from central Oregon and obtained his undergraduate and master's at Oregon State University. He has researched a variety of things from interpersonal sensitivity to the use of intuition in decision making. His current research interests are in leadership and how emotions can alter the perception of a leader. Alex enjoys a good game of tennis and working on his beloved car.



Tanner NewBold

Tanner is from Salt Lake City, Utah and completed his undergraduate degree at Westminster College. His research interests include leadership, creativity, motivation, and ethics. He enjoys sports and played collegiate basketball in undergraduate. Tanner and his wife, Danielle, got married in 2015. Two years later, they had a son who is now 18 months old. They look forward to a few more years in Oklahoma.



Samantha England

Samantha is from New Jersey and attended the Pennsylvania State University for her undergraduate education. Her research interests include creativity and leadership. In her free time, she enjoys listening to podcasts and reading true crime novels.



Mark Fitchel

Mark is from Plano, Texas. He completed his undergraduate degree at The University of Oklahoma. His research interests include leadership, creativity, and ethics. In his spare time, Mark enjoys watching movies and playing video games and board games. Mark has been to over 35 different countries.





Introducing the New Psychology Department Chair

Eric Anthony Day

The University of Oklahoma

We interviewed Dr. Day to see what led him to become department chair, what he hopes to change, and what he hopes to gain from this experience.

What interested you about becoming department chair?

Shortly after Jorge announced he was stepping down, the department faculty met with the college dean to discuss our search for the next chair. At that meeting, someone asked the dean to describe how the job as department chair has evolved in recent years and how it would continue to evolve. Without hesitation the dean said “development” has increasingly become an important part of a chair’s responsibility. Immediately I said to myself, “We need this. We haven’t really done anything in this regard ever. I don’t know anything about it, but I’d sure like to give it try!” Prior to that moment, I never gave much thought to being a department chair or any kind of an administrator. I enjoy teaching, working with students, and collaborating on research. That is why I chose an academic career over one in industry.

Across the nation we have witnessed decreases in funding for higher education coupled with growing concern in the general public about higher education’s role and responsibility in society. We need to build strong relationships in our local communities and more broadly with businesses and organizations in the public and private sectors to ensure we are staying current and innovating. We need to continually ask ourselves how can we put our students in a stronger position to be successful and how can we elevate our research to have greater impact.

Relationships with alumni are critical to development. We need your input. We need your help. We need you as partners.

What are your goals for the psychology department?

There are many, but here’s two. One, see #1 above. I want to create an OU Psychology network that connects our alumni, students, faculty, and staff. I’d like to leverage our alumni and create of board of advisors.

Two, our department has begun to strategically transform itself into one of the nation’s top Applied Psychological Science and Teaching Departments. Our long-term plan is to grow our existing strengths and to transform the department into a powerhouse of multidisciplinary transformational Applied Psychological Science and Teaching. While this strategic transformation involves many facets, hiring new highly talented and highly motivated faculty is crucial. My goal is to hire at least one new tenured or tenure-track faculty each year I am chair. I say this with the full realization that I do not control OU’s budget. Nevertheless, I will work my tail off to advocate for our department in this regard.

What changes have you already implemented in the psychology department?

We now have a social media presence! If you’re not already, please follow us on Facebook at OUDeptPsych and connect with us on LinkedIn. If you prefer Twitter and Instagram, you can find us there as well.

Karaoke nights at NY Pizza!

We now have a more formal designation of program coordinators for each of our graduate programs. I meet with them several times a year to better coordinate our graduate programs and make progress toward our strategic transformation. In particular, we are now benchmarking ourselves to several other R1 universities. We have identified about a dozen metrics that we will use to track our productivity and inform future strategic decisions. We’ve added several new clinical psychologists to our adjunct faculty and in the process we’re expanding the number of more clinically-oriented course offerings to our undergraduate curriculum.

Oh, and karaoke nights at NY Pizza!

What has been your favorite part about being department chair thus far?

I feel more connected to everyone, especially the staff and the students and faculty in the other graduate programs. I really enjoy seeing what the staff do to help everyone and learning more about what folks are doing in their research and teaching. I’ve also enjoyed getting to know the chairs, administrators, faculty, and staff in other departments. I definitely feel a stronger connection to OU in general.

Karaoke nights at NY Pizza!

What do you hope to personally gain from being chair?

Patience, better listening skills, and a stronger sense that I am helping others.

Faculty Research Updates

Dr. Lori Snyder was recently awarded a \$1.7 million, 5-year grant by the National Institute of Health to continue studying the factors influencing scientific research careers among American Indians



8 What is the scope of the grant?
The project aims to study factors that affect academic perseverance and career success in biomedical and behavioral research careers among Native American undergraduates, using qualitative and quantitative methods.

What made you interested in this project?
OU is one of the top institutions in the country in terms of the number of bachelor's degrees awarded to Native American students. However, the rate of Native American students majoring in STEM and the overall graduation rate for Native American students are both lower than other groups. We believe there are many opportunities for providing support and eliminating barriers for Native American students interested in STEM, and we seek to locate the best ways in which to make these changes.

What preliminary results have you found thus far?
Native American students arrive to college with less preparation in science and math and lower math self-efficacy, but their levels of identity as a scientist and interest in research are equivalent to other students, and their perceptions of science careers in terms of benefits, barriers, and coping skills are equal as well. Factors associated with family life, such as having children and being highly involved in Native American culture appear to be more highly associated with determining choice of major, due to the impact of balancing school with the demands of other areas of life.

What impacts and outcomes do you think will stem from this grant?
Because of the lack of basic research on the experiences of Native American students, the findings of our study are likely to identify lever of change, such as policies and programs that address the challenges of balancing demands from various components of life, which may lead to increased engagement and persistence of Native American students in STEM majors.

The University of Oklahoma

What is the scope of the contract?

Despite the U.S. Army's institutional training efforts to address negative Soldier attitudes and behaviors such as bullying, cyberbullying, incivility, social undermining, and various kinds of intolerance, these problems still persist. This project focuses on developing planning and assessment tools as job resources for Junior NCOs (Squad leaders and Team leaders) to help them identify problem behavior, select appropriate interventions, and assess the efficacy of those interventions. We have collected over 400 critical incidents from both Junior and Senior NCOs to identify NCO perceptions of 1) how they define these kinds of negative behaviors, 2) interventions currently used to address different negative behaviors, and 3) diagnostics or other information NCOs use to determine if interventions have been successful.

What made you interested in this project?

The Army is tremendously committed to developing leadership at every level and in every individual, something that is quite unusual for most organizations. Combining planning and social-interactional elements of leadership is interesting in that these are two areas not often combined, but that together have potential to do more than standard bullying or intolerance training.

What impacts and outcomes do you think will stem from this contract?

We think that there will be some interest by junior NCOs in using the planning and assessment tools we are developing. Our next step is to plan for a validation study within combat and non-combat platoons to assess the reliability, validity and usefulness of what we have developed. Raising better awareness Dr.tools for doing so are some goals of this project. Ultimately, we envision this as a planning process that could be integrated into an app that NCOs could access anywhere on a laptop or phone.

9

Dr. Shane Connelly: Assessing and monitoring Soldier attitudes and interactions: A planning skills approach for small unit Army leaders





Dr. Michael Mumford: Army Collective Planning

10

2019 | Newsletter

What is the scope of the grant?
To test collective planning models using simulations games and to assess the applicability of those models to Army operations in the field, and to validate a collective leadership model.

How did you become involved in this project?
We did the initial work on collective leadership models for the Army some time ago and I've been working with Fran at Binghamton for 40 years.

What preliminary results have you found this far?
Collective planning model works bang-up! Basic findings include -- teams work better with multiple leaders as opposed to single leaders, effective collectives criticize each other, and can be used for both business and Army planning.

What impacts and outcomes do you think will stem from this grant?
The Army will likely change its officer educational system.



The University of Oklahoma's I/O Program received some impressive accolades in the latest round of SIOP rankings!

#18

Top 20 PhD Overall Based on Student Rankings

#7

Rankings of Program Culture Based on Student Rankings

#6

Programs Ranked by Raw Interdisciplinary Publication Counts

#8

Programs Ranked by Raw I/O Publications Count

Landers, R. N., Armstrong, M. B., Helms, A. B., & Epps, A. N. (2018). The interdisciplinarity of I-O Psychology PhD programs and faculty. *The Industrial-Organizational Psychologist*, 55(4).

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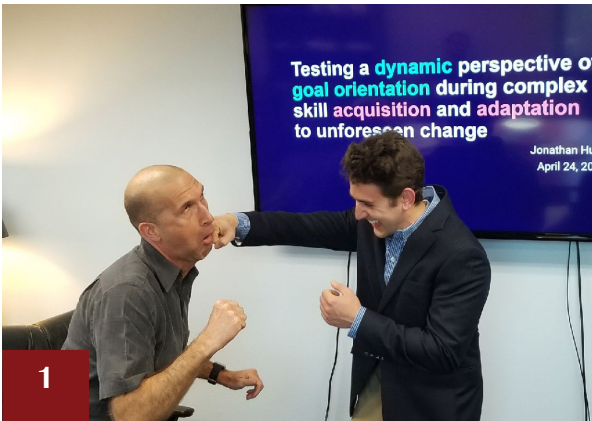
2019 | Newsletter

Theses Proposals

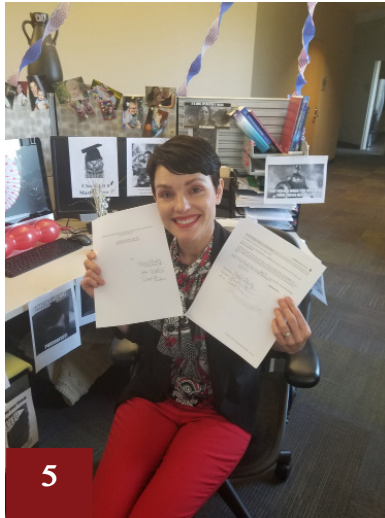
Theses Defenses



Allyson Finken
Advisor: Lori Snyder
Title: Demands, Resources, and Outcomes for College Students with Children



Tanner Newbold
Advisor: Michael Mumford
Title: The Effects of Understanding Key Stakeholder Mental Models on Leader Creative Performance



Masters of Science

1. Jonathan Huck
Advisor: Eric Day
Testing a dynamic perspective of goal orientation during complex skill acquisition and adaptation to unforeseen change

4. Samantha Elliott
Advisor: Michael Mumford
Considering the exceptions: How should leaders think about experience?

2. Robert Martin
Advisor: Michael Mumford
Errors in creative problem-solving: Identify, deliberate, and remediate

5. Chanda Sanders
Advisor: Shane Connelly
Loosening the Emotions that Bind - Mindfulness and Ethical Decision-Making

3. Kelsey Richels
Advisor: Eric Day
Keeping Calm and Carrying On: Relating Proactive Personality, Affect Spin, and Affect Pulse to Learning and Adaptive Task Performance



Samantha England
Advisor: Michael Mumford
Title: The Effects of Understanding Key Stakeholder Mental Models on Leader Creative Performance

Mark Fitchel
Advisor: Michael Mumford
Title: Goal Analysis Training: Contextual Influences on Leadership Performance



Dissertation Proposals

Dissertation Defenses



Brett Torrence
Advisor: Shane Connelly
Title: Emotional Complexity and Leadership: How Dispalys of Complex Emotions Influence Leadership Effectiveness

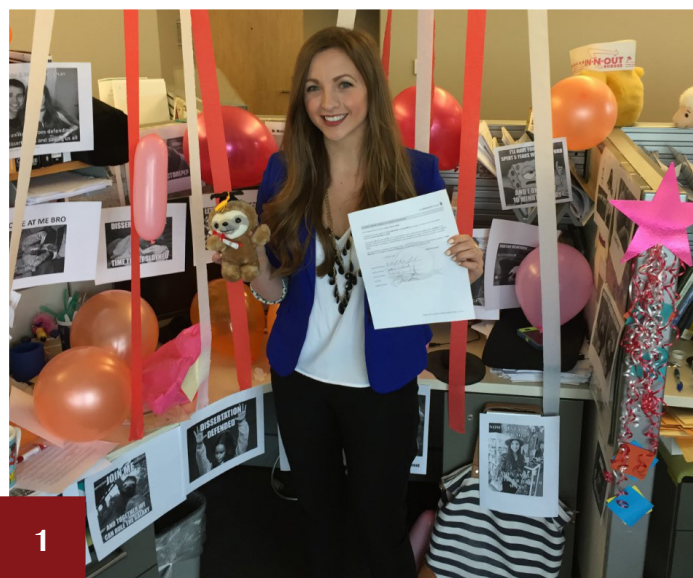
Joseph Westlin
Advisor: Eric Day
Title: Stimulating Exploration in Complex Task Learning via Pre-Practice and Intermitten Knoweldge Enrichment



Cory Higgs
Advisor: Michael Mumford
Title: What's the Problem: Social Mechanisms Underlying Causal Transference in Leader-Follower Relationships



Erin Michelle Todd
Advisor: Michael Mumford
Title: Understanding Idea Evaluation: The Impact of Leader Feedback and Compensatory Strategies



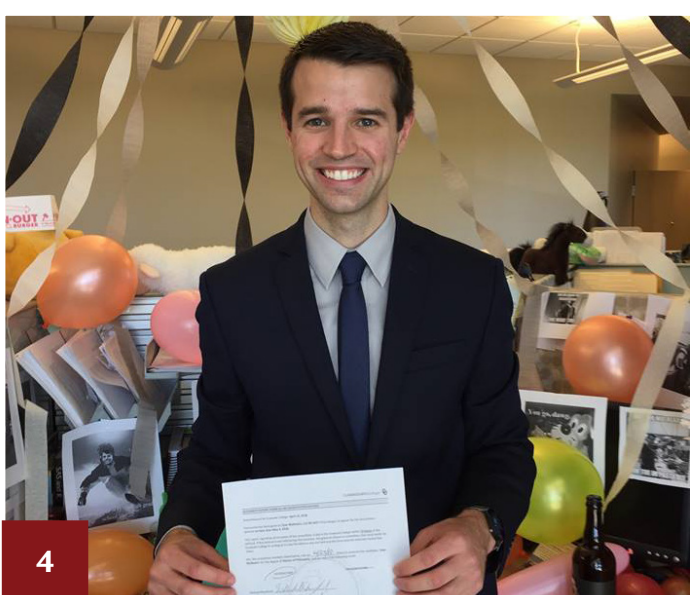
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Doctor of Philosophy

1. Tristan McIntosh
Advisor: Michael Mumford
Taking the Good with the Bad: The Impact of Forecasting Timing and Valence on Idea Evaluation and Creativity

2. Christopher Nguyen
Advisor: Eric Day
Learning Not to Take the Bait: An Examination of Training Methods and Overlearning on Phishing Susceptibility

3. Li Lin
Advisor: Lori Snyder
Interest and Intention in STEM Fields: Applying Latent Growth Modeling

4. Tyler Mulhearn
Advisor: Michael Mumford
Reflecting on the Past and Looking Towards the Future: The Effects of Case Analysis and Outcome Valence of Forecasting

Generals Defenses



Megan Turner



Ashley Jorgensen



Jessica
Johnston-Fisher



Michelle Todd



Cory Higgs



Jonathan Huck

Congrats Grads



What's Next?

Tyler Mulhearn

I/O Psycholoist
Neuostat Analytical Solutions, LLC
St. Louis, MO

Li Lin

Talent Management Senior Analyst
PepsiCo
Purchase, New York

Christopher Nguyen

Data Scientist
LMI
Washington, D.C.

Tristan McIntosh

Ethics Research
Washington University School of
Medicine
St. Louis, MO



SIOP 2019

APRIL 4-6
Washington, DC
Gaylord National
Resort and
Convention Center



**SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY**

SCIENCE FOR A SMARTER WORKPLACE

See what current and former students are up to at SIOP!

- Allen, J., Blackman, G., & Sanders, C. (April 2019) Learning about ethics and ethical decision making: Time for some BINGO! Alternative-type session to be presented at the 34th annual Society for Industrial and Organizational Psychology Conference, National Harbor, MD.
- Carr, A. E. (chair), Brodbeck, C. M., Mecca, J. T., Clark, K., Lam, A. F., Mahl, D., & Unger, S. (2019, April). Championing pre-hire assessment use internally: Voices from the field. Symposium to be presented at the 34th annual Society for Industrial and Organizational Psychology Conference, National Harbor, MD.
- Dennis, S., Hardy, J. H., III (April, 2019). IGNITE panel with data: Myth vs. Reality in candidate reactions: What really matters. IGNITE session submitted to the Society for Industrial and Organizational Psychology's 34th Annual Conference
- Gonzalez-Morales, G., Chris, A.C., Baranik, L., Connelly, S., Johnston-Fisher, J.L., Elliott, S., Torrence, B.S., Turner, M.R., He, Y., Miner, K.N., Mumford, M.D., Snyder, L.A., Cole, A., Fogg, C., Hayes, L. (April 2019) Using micro to macro perspectives to advance mistreatment research and practice. Symposium to be presented at the Society for Industrial and Organizational Psychology conference, National Harbor, MD.
- Griffith, J. A., Medeiros, K.E., & MacDougall, A. (April 2019). The academic job market. Doctoral consortium panel session at the 34th annual meeting for the Society of Industrial and Organizational Psychology. National Harbor, MD.
- Higgs, C. A., Todd, E. M., Mumford, M. D. (April, 2019) Fantasy and responsiveness: The impact of charismatic and pragmatic leadership. Poster to be presented at 34th annual Society for Industrial and Organizational Psychology Conference, National Harbor, MD.
- Huck, J. T., Day, E. A., Jorgensen, A. G., Westlin, J., & Richels, K. (April, 2019). Multilevel effects of goal orientation during skill acquisition and adaptation. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Johnson, L., Hardy, J. H., III (April, 2019). Symposium on best practices for running a research lab using graduate and undergraduate research assistants. Panel presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Johnston-Fisher, J. L., & Snyder, L. A. (2019, April). Culture and academic entitlement predict perceptions of incivility towards faculty. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Johnston-Fisher, J. L., Elliott, S., Torrence, B. S., Turner, M. R., Vowels, C., Snyder, L. A., Mumford, M. D., & Connelly, S. (2015, April). A planning approach to managing incivility in small groups. In A. C. Chris & M. G. Gonzalez-Morales (Chairs), Using micro and macro perspectives to advance mistreatment research and practice. Symposium conducted at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Jorgensen, A. G., Day, E. A., Huck, J. T., Westlin, J., & Richels, K. (April, 2019). A dynamic, self-regulatory examination of emotions and complex task learning. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Lin, L. & Snyder, L. A. (2019, April). The impact of interest in physical sciences over time: Applying latent growth models. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- MacLaren, N. G., Kulkarni, A., Cao, Y., Yammarino, F. J., Dionne, S. D., Sayama, H., Mar-

See what current and former students' are up to at SIOP!

- tin, R. W., Todd, E. M., Standish, C., Mulhearn, T. J., Mumford, M. D., & Connelly, S. (April, 2019). Speaking time and leader emergence in initially leaderless groups. Poster to be presented at 34th annual Society for Industrial and Organizational Psychology Conference, National Harbor, Fort Washington, MD.
- Martin, R. W., Todd, E. M., Standish, C., Mulhearn, T. J., Mumford, M. D., Connelly, S., MacLaren, N. G., Kulkarni, A., Cao, Y., Yammarino, F. J., Dionne, S. D., & Sayama, H. (April, 2019). Network communication as a predictor for collective leadership. Poster presented at 34th annual Society for Industrial and Organizational Psychology Conference, National Harbor, MD.
- McIntosh, T. J., Watts, L. L., Mulhearn, T. J., & Medeiros, K. E. (2019, April). Antecedents of professional misconduct: Situational constraints and personal biases. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Medeiros, K. E., Crayne, M., Griffith, J. A., & Antonik, C. (April 2019). Hit me with your best plot: Presenting science with impact. Interactive session accepted for presentation at the 34th annual meeting for the Society of Industrial and Organizational Psychology, Washington, D. C.
- Mulhern, T. J., McIntosh, T. J., Watts, L. L., & Medeiros, K. E. (2019, April). Ethical issues are closer than they appear: A pilot training on ethical blindspots. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Natale, A. N., Patel, K. R., Rothstein, E. G., & Watts, L. L. (2019, April). Strategic planning for firm innovation: Strategic planning processes and constraints. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Richels, K., Jorgensen, A. G., Huck, J. T., Day, E. A., & Westlin, J. (April, 2019). Relating proactive personality and affect variability to adaptive task performance. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Sloan, M., Mecca, J. T., Carr, A. E., & Hardy III, J. H. (2019, April). Examining assumptions in applicant dropout. In J. Jaber & S. Dennis (Chairs), IGNITE panel with data: Myth vs reality in candidate reactions: What really matters. Symposium to be presented at the 34th annual Society for Industrial and Organizational Psychology Conference, National Harbor, MD.
- Todd, E. M., Martin, R. W., Standish, C., Mulhearn, T. J., Connelly, S., Mumford, M. D., Kulkarni, A., MacLaren, N. G., Cao, Y., Yammarino, F. J., Dionne, S. D., & Sayama, H. (April, 2019). Planning as a predictor of effective collective leadership. Poster presented at 34th annual Society for Industrial and Organizational Psychology Conference, National Harbor, Fort Washington, MD.
- Torrence, B. S., Turner, M. R., Ness, A. M., Brunot, A., & Connelly, S. (2019, April). Sensitivity to moral intensity: Development and validation of a moral intensity scale. Poster presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
- Turner, M.R., Torrence, B.S., Connelly, S. (April 2019) Negative motivation as a facet of OCB withdrawal. Poster to be presented at the Society for Industrial and Organizational Psychology conference, National Harbor, MD.
- Watts, L. L., Gray, B., & Medeiros, K. E. (2019, April). Presentation + mashup: Side effects in I-O psychology research and practice. Alternative session presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

OU Reception

Catch up with current and former students while enjoying finger foods and beverages

Friday April 5, 2019

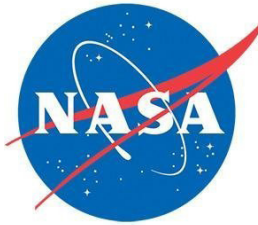
8 - 10 PM

Granite City Food and Brewery
200 American Way, National Harbor,
MD 20745

Contact Kelsey (Kelseymediros@gmail.com
Amanda (aallen@eei.org), or Kimberly (knei@hoganassessments.com) with any questions!



Alumni - Applied Projects



Lauran Blackwell Landon (2010)

I “provide scientific expertise and hands-on research and development for the NASA Human Research Program’s Human Factors and Behavioral Performance Element Team Risk Portfolio (i.e., the Risk of Performance and Behavioral Health Decrements Due to Inadequate Cooperation, Coordination, Communicatio, and Psychosocial Adaptation with a Team).” (1)

Andrew Vert (2011)

“OCM activities for a variety of organizations. Assessment development for medical personnel for the DoD. Job analysis for a large financial institution.”

Jennifer Griffith (2013)

UNH ADVANCE grant applies bystander intervention training to academic “workplaces; PIRC is direct application of training for sexual harassment and assault prevention.” (2)



Zhanna Bagdasarov Sahatjian (2014)

“In December 2018, along with a colleague, I conducted a Civility Training for a large raisin processing company. I relied on training techniques learned from Drs. Mumford and Connelly to develop and deliver the training program.”

James Franklin Johnson (2014)

“Program manager for the Air Force Work Interest Navigator (AF-WIN) vocational interest project to improve enlisted/officer selection and classification. Currently leading USAF efforts to develop, deploy, and refine enlisted and officer vocational interest tools to match enlisted recruits and officer cadets/candidates to good-fit career fields. The enlisted AF-WIN has provided vocational interest feedback to more than 116,000 prospective recruits on Airforce.com since public launch on 1-May-2018.”

Derek Mracek (2015)

“I’ve been applying deep learning capabilities to pre-employment assessment. In particular, the heat mapping of words to illuminate the type of artificial intelligence used to automated ratings one would find in an assessment center or qualitative data.” Additionally, “I focus primarily on developing simulations and scoring for open-ended pre-employment simulations. Candidates type and talk their way through a day-in-the-life and I’m the guy

that evaluates their responses using NLP. In particular, Deep Learning.”

Will Taylor (2016)

“Currently I’m working on a nationwide survey of emergency, trauma, and transport nurses to understand challenges of the field along with the outlook of the industry and other aspects of the job.”

Logan Steele (2017)

“I teach a class on evidence-based management, and we use a lot of I/O concepts to solve problems in the local business community. All my students work in teams of 3 to 4, and they complete a semester-long project that has the following structure: (1) talk to a manager at a local business, (2) agree on a problem that needs to be solved, (3) collect data to ensure that the problem is well understood, then (4) propose a solution for solving the problem. My students have done things like job analyses and structured interviews. They also draw on the I/O literature to offer insights into best practices with respect to performance appraisal, providing incentives, and recruitment.”

Logan Watts (2017)

“Several other alumni from the OU program and I teamed up to administer an ethical assessment tool we developed for managers at a Fortune 100 company. Exciting stuff!” (3)

Tristan McInstosh (2018)

“Various applications of RCR/ethics concepts (e.g., culturally equitable RCR education, sharing qualitative data ethically, ethical disasters in medicine) using various tools (e.g., cognitive think aloud interviews, focus groups, survey methodology).”

Tyler Mulhearn (2018)

“I am currently leading a project involving the development of a new assessment for Air Force personnel. We are still in the early stages of the project, so there will be more information to come!”

Li Lin (2018)

“One project that I am working on requires the investigation of knowledge, skills, and certifications that are required for different occupations (e.g., delivery drivers). My team makes strategic recommendations to the stakeholders by demonstrating that many skills are shared across different job roles, and that the business can benefit from having a cross-training of skills across different roles.” (4)

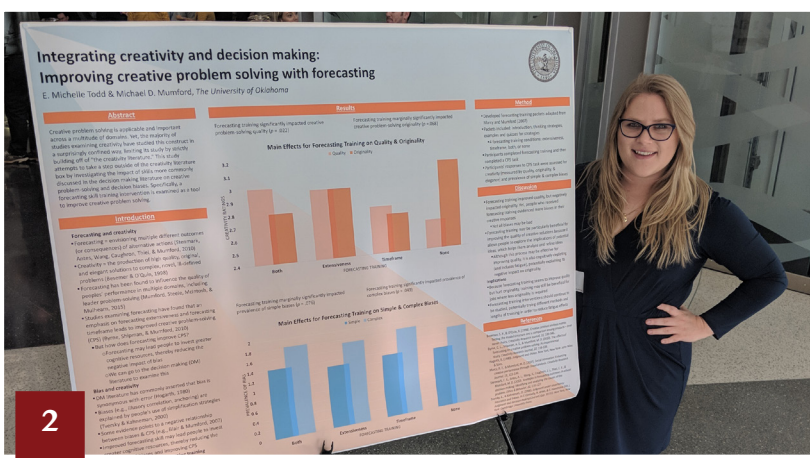


PEPSICO



Awards

Recent Grants



24 **Zhanna Bagdasarov Sahatjian**
2018 Provost's Award for Promising New Faculty! (1)

Erin Michelle Todd
Awarded \$150 for second-place best poster at the University of Oklahoma Graduate College's Research and Creativity Day!(2)

Jay Hardy
2018 Oregon State COB Deans Fellowship (\$16,000 incentive award in support of research activities)!(3)

Joseph Westlin
Psychology Department Graduate Student Teaching Award! (4)

Chase Thiel
Outstanding Junior Faculty Research Award, College of Business, University of Wyoming! Faculty Award for Outstanding Research, College of Business, University of Wyoming! (5)

Shane Connelly
Regents' Award for Superior Research and Creative Activity!



Lauren Blackwell (1)
Monitoring Emergent Duress Under Long-Lasting Allostasis" (MEDULLA), Funding Source: DARPA Amount: \$227,000

Logan Watts (2)
ing Adults
Funding Source: National Space Biomedical Research Institute Amount: \$100,000

Kelsey Medeiros (3)
An ethical leadership assessment center: Assessing and developing moral person and moral manager dimensions
Funding Source: SIOP Amount: \$9500

Jennifer Griffith (4)
Development of People Analytics Curriculum for Organizational Behavior
Funding Source: Peter T. Paul Fund for Innovation grant Amount: \$12000

NSCOR for Evaluating Risk Factors and Biomarkers for Adaptation and Resilience to Spaceflight: Emotional Valence and Social Processes in ICC/ICE Environments
Funding Source: NASA Amount: \$4,000,000

Multi-Team Systems: Facilitating Unified Systems of Interdependent Organizational Networks (FUSION).
Funding Source: NASA Amount: \$992,000

Mental Model Convergence Cycles: Cognitive and Social Network Effects
Funding Source: Army Research Office Amount: \$400,000

NASA's Behavioral Core Measures (BCM) Cognition Battery vs WinSCAT: Validation, Norming, and Intra-individual Differences Across Cognitive Domains of Two Spaceflight Cognitive Assessment Tools in Higher Function-

Unethical Leader Behavior: How Framing Influences Follower (Un)ethical Decision Making & Behavior
Funding Source: Peter T. Paul Fund for Innovation grant Amount: \$4000

Life Events



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Jonathon Halbesleben (2003)
Appointed Interim Dean of University of Alabama College of Continuing Studies in November, 2018. (1)

Laura Sohl-Smith (2005)
I am in the middle of my 5th year at the Oklahoma Center for the Advancement of Science and Technology. I have also just begun a distance learning program for scientific illustration.

Blaine Gaddis (2005)
In August 2018, moved to Seattle to join the Talent Identification team under the Learning & Talent Management organization.

Tamara Friedrich (2010)
My husband, Chris, and I were excited to welcome our son, Felix Christopher Bailey, on November 10th, 2018. (4)

Lauren Blackwell Landon (2010)
I'm expecting baby #2 in April 2019!

Darin Spencer Nei (2011)
I visited my 20th country as part of my job at Hogan as a Senior Consultant, working with International Distributors in Europe, Middle East, and Africa. (3)

Kimberly Nei (2013)
Darin and I went to the Orange Bowl to cheer on the Sooners! (4)



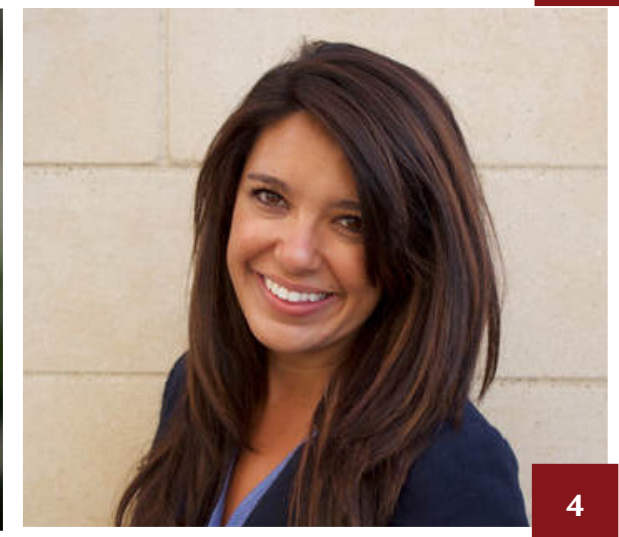
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4

Jennifer Griffith (2013)
In the fall of 2018, I was appointed Faculty Fellow at Prevention Innovations Research Center (PIRC), a stand-alone research center operated in conjunction with the University of New Hampshire. PIRC is an internationally recognized collaborative of researchers who employ data driven solutions for the prevention of sexual and relationship violence and stalking. My specific role there focuses on prediction and prevention of sexual harassment & assault in the workplace. (1)

James Franklin Johnson (2014)
Promoted to Senior Personnel Research Psychologist at the Air Force

Personnel Center, Strategic Research and Assessment Branch, USAF.

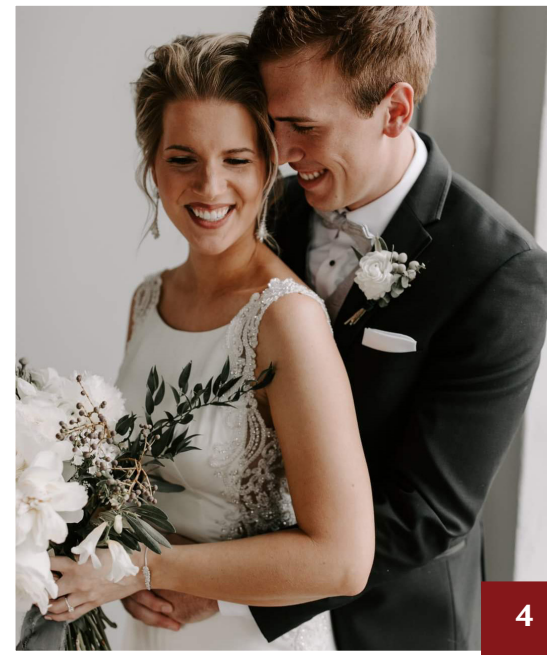
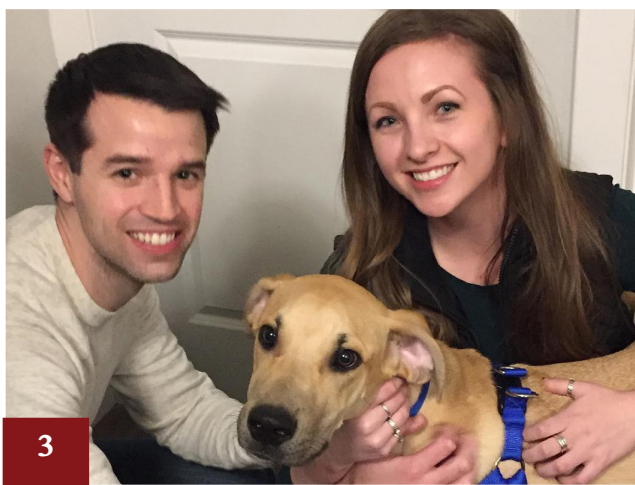
Derek Mracek (2015)
I moved from Cleveland to Minneapolis where Shaker has some new office space. (2)

Jay Hardy (2015)
Baby Girl Summer Mae Hardy born at noon on my birthday, 11/30/2018. (3)

Kelsey Medeiros (2016)
I'll be joining the faculty as an Assistant Professor of Management at the University of Nebraska Omaha beginning Fall 2019!! (4)

Life Events

Recent Publications and Presentations



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Tyler Mulhearn (2018)

I started a new job as an I/O Psychologist for Neurostat Analytical Solutions, LLC, a contractor for the United States Air Force School of Aerospace Medicine. Tristan and I moved to a new city (St. Louis). We love checking out all of the great restaurants and free events! Tristan and I adopted a dog in January! His name is Walter, and he is a Great Dane/Lab mix. He loves meeting all of the dogs and people in our apartment complex and going on long walks on the St. Louis University campus. He also likes to watch TV and make wookie sounds. (3)

Brett Torrence (5th year)

Rachel Britton and I got married in November 2018! (4)

Erin Michelle Todd (4th year)

Began an internship at Exaptive Inc. in Oklahoma City that builds software and conducts research on team formation, networks, creativity, and innovation.

Chanda Sanders (4th year)

I was selected to be a committee member as the the student resarcher on SI-OP's Committee for the advancement of Professional Ethics (CAPE).

Allyson Finken (3rd year)

I adopted an Australian Shepherd puppy, Bailey, last summer (2018)! (2)

Colleen Standish (2nd year)

I got married July 2018! (1)

Allen, A.D. & Michel, R.P. (2018, July). Developing an ADA reasonable accommodation process for pre-employment testing. Tutorial presented at 2018 IPAC Conference, Alexandria, VA.

Bagdasarov, Z., Connelly, S., & Johnson, J. F. (accepted). Denial and empathy: Parners in employee trust repair? *Frontiers in Psychology: Organizational Psychology*. doi:10.3389/fpsyg.2019.00019

Bagdasarov, Z., Martin, A. A., & Buckley, M. R. (2018). Working with robots: Organizational considerations. *Organizational Dynamics*. doi:10.1016/j.orgdyn.2018.09.002

Bowler, W. M., Paul, J., Halbesleben, J. R. (in press). LMX and attributions of organizational citizenship behavior motives: When is citizenship perceived as brownnosing? *Journal of Business and Psychology*.

Buckley, M. R., Wheeler, A. R., & Halbesleben, J. R. B. (2018). Research in personnel and human resource management, Volume 36. Bingley, UK: Emerald.

Connelly, S. & Turner, M.R. (2018) Functional and dysfunctional fear at work: Dual perspectives. In Lindebaum, D., Geddes, D., Jordan, P. (Eds.) *Social functions of emotion and talking about emotion at work* (pp. 127-154) Cheltenham, United Kingdom: Edward Elgar Publishing.

Connelly, S., & Torrence, B. S. (2018). The relevance of discrete emotional experiences for human resource management: Connecting positive and negative emotions to HRM. In M. R. Buckley, A. R. Wheeler, & J. R. B. Halbesleben (Eds.), *Research in personnel and human resources management*, Vol. 36 (pp. 1 - 49). United Kingdom: Emerald Publishing Limited.

Connelly, S., & Turner, M. R. (2018). Functional and dysfunctional fear and work: Dual perspectives. In D. Lindebaum, D. Geddes, and P. J. Jordan (Eds.), *The social function of emotion and talking about emotion at work* (pp. 127-153). Cheltenham, UK: Edward Elgar Publishing.

Cooper, A., MacDougall, E. A., Coyle, P., & Bagdasarov, Z. (August, 2018). Examining OCB motive profiles and links to the "dark side" of OCB in working adults. Paper presented at the 78th annual Academy of Management Conference, Chicago, IL.

Dutta, T., Watts, L. L., Medeiros, K. E., McIntosh, T. J., & Mulhearn, T. J. (2018, August). The impact of age and gender on biases in ethical decision making. Poster presented at the 2018 International Personnel Assessment Conference (IPAC), Alexandria, VA.

Elliott, S. N. (2018, February). Witnessing incivility in teams: The impact on creative performance and team satisfaction. Poster presented at the Annual Conference of Industrial Organizational Psychology and Organizational Behavior (IOOB), Tulsa, OK.

Eubanks, D. E., & Friedrich, T. L. (2019, June 1). It's payback time! Reactions to feedback on creative ideas. Poster to be presented at the 19th congress of the European Association of Work and Organizational Psychology, Turin, Italy.

Eubanks, D. L., & Kiefer, T. (2019, May 31st). Implicit teacher theories: A hidden gender bias in higher education. Oral presentation at the 19th congress of the European Association of Work and Organizational Psychology, Turin, Italy.

Friedrich, T. F. & DiazGranados, D. (2018, April 21). Clarifying ambiguity: Reviewing key types and proposed outcomes. Paper presented at the 33rd annual meeting for the Society for Industrial and Organizational Psychology, Chicago, IL.

Griffith, J. A., Baur, J. & Buckley, M. R. (in press, accepted July 2018). Creating leadership pipelines: Applying the real options approach to leadership development in organizations. *Human Resource Management Review*.

Griffith, J. A., Gibson, C., Medeiros, K. E., MacDougall, A., Hardy, J., & Mumford, M. D. (2018). Are you thinking what I'm thinking?: The influence of leader style, distance, and leader-follower mental model congruence on creative performance. *Journal of Leadership and Organizational Studies*, 25(2), 153-170.

Hadjicosta, K. & Friedrich, T. L. (Accepted for publication, expected 2019). Creativity and innovation in the context of firms. In Mumford, M. D. (Ed.) *Creativity and innovation in organizations*. Book to be published in the Society for Industrial and Organizational Psychology Frontier Series.

Hardy III, J. H., Day, E. A., & Steele, L. M. (in press). Interrelationships among self-regulatory

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Recent Publications and Presentations

ry processes: Toward a dynamic process-based model of self-regulated learning. *Journal of Management*. DOI: 10.1177/0149206318780440

Hardy, J. H., III, Day, E. A., Arthur, W., Jr. (in press) Exploration-Exploitation tradeoffs and information-knowledge gaps in self-regulated learning: Implications for training and development. *Human Resource Management Review*, Special Issue: Advancing Training for the 21st Century.

Higgs, C., McIntosh, T., Connelly, S., & Mumford, M. (2019). Self-focused emotions and ethical decision-making: Comparing the effects of regulated and unregulated guilt, shame, and embarrassment. *Science and Engineering Ethics*, 1-37.

Johnson, J.F., Bagdasarov, Z., Connelly, S., & Johnson, G. (2018, April). How leaders influence follower cognition and ethics using targeted strategies. Poster presented at the Society for Industrial and Organizational Psychology 33rd Annual Conference, Chicago, IL.

Johnson, J.F., Romay, S., & Barron, L.G. (2018, April). Validation of the Air Force Work Interest Navigator (AF-WIN) for military classification. Poster presented at the Society for Industrial and Organizational Psychology 33rd Annual Conference, Chicago, IL.

Johnson, J.F., Romay, S., & Barron, L.G. (2018, May). Benchmarking ASVAB (MAGE) requirements across career fields. Symposium presented at the Department of Defense Human Factors Engineering Technical Advisory Group 72, Hurlburt Field, Okaloosa County, FL.

Johnson, J.F., Romay, S., Barron, L.G., & Weissmuller, J.J. (2018, October). Vocational interest and the Air Force Work Interest Navigator (AF-WIN). Symposium presented at the 60th International Military Testing Association Conference, Kingston, Ontario.

Klabzuba, A., Beechly, L.H., Longabaugh, J. R., McEntire, L. E., Mecca, J. T., Nei, D. S., & Strange, J. M. (2018, April). Are the robots taking over? Assessments in the digital age. Presented at the 32nd-Annual Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Kluemper, D., Bowler, M., Taylor, S., Bing, M. & Halbesleben, J. R. B. (in press). Decomposing the reciprocal nature of workplace mistreatment: A social network perspective. *Journal of Applied Psychology*.

Kukenberger, M., Farro, A., Griffith, J. A., & D'Innocenzo, L. (March 2019). Shared leadership performance relationships Trajectories as impacted by team interventions and members' collective personalities. Invited presentation at the 27th Annual Kra-vis-de-Roulet Leadership Conference. Claremont, CA.

Landon, L.B. (2018, April). Marrying io psychology and physiological factors: The influence of sleep and fatigue. Chair of symposium session at the 33rd Annual Society for Industrial/ Organizational Psychology Conference, Chicago, IL.

Landon, L.B. (2018, July). In A. Lungeanu (chair), Modeling space teams: Leveraging computational tools to solve long hard problems (about teams). Discussant of symposium session at the 14th annual conference for the Interdisciplinary Network for Group Research, Bethesda, MD.

Landon, L.B., & Barrett, J.D. (2018). Team Emergent States and Outcomes. In B. Kanki, J.-F. Clervoy, G.M. Sandal (Eds.), *Space safety and human performance* (pp. 225-227). Oxford, UK: Elsevier.

Landon, L.B., & Barrett, J.D. (2018). Team Resilience. In B. Kanki, J.-F. Clervoy, G.M. Sandal (Eds.), *Space safety and human performance* (pp. 213-224). Oxford, UK: Elsevier.

Landon, L.B., & O'Keefe, W.S. (2018). Team training is a go: Team training for future space-flight. In J. Johnson, R. Sottolare, A. Sinatra, & S. Burke (eds.), *Building intelligent tutoring systems for teams: What matters* (pp. 279-298). Emerald Publishing Limited.

Landon, L.B., Rokholt, C., Slack, K.J., & Pecena, Y. (2018). NASA Selection Methods. In B. Kanki, J.-F. Clervoy, G.M. Sandal (Eds.), *Space safety and human performance* (pp. 734-740). Oxford, UK: Elsevier.

Landon, L.B., Roma, P.G., & Whitmire, A. (2018, April). Team-level effects of sleep and fatigue: Wake up, researchers! Presentation at the 33rd Annual Society for Industrial/ Organizational Psychology Conference, Chicago, IL.

Landon, L.B., Slack, K.J., & Barrett, J.D. (2018). Teamwork and collaboration in long-dura-

tion space missions: Going to extremes. *American Psychologist*, 73(4), 563-575. <http://dx.doi.org/10.1037/amp0000260>

Lin, L., Lee, T., & Snyder, L. A. (2018). Math self-efficacy and STEM intentions: A person-centered approach. *Frontiers in Psychology*, 9.

Litwiller, B., Taylor, W. D., & Steele, L. M. (April, 2018). What should an organization do to improve employee sleep?. In L. Blackwell Landon's (Chair), *Marrying I/O psychology and physiological factors: The influence of sleep and fatigue*. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology in Chicago, IL.

MacDougall, A. E., Bagdasarov, Z., & Buckley, M. R. (accepted). Watering the organizational landscape: Meeting employee needs through HRM flexibility. In R. R. Sims & S. K. Bias (Eds.), *Human resource management issues, challenges and trends: Now and around the corner*. Charlotte, NC: Information Age Publishing.

MacLaren, N. G., Cao, Y., Kulkarni, A., Yammarino, F. J., Mumford, M. D., Dionne, S. D., Sayama, H., Connelly, S., Mulhearn, T. J., Martin, R., Todd, E., & Bosco, F. A. (2018, April). Agent-based model parameter estimation and variable reduction using metaBUS: An application to a collective leadership model. Poster presented at 1st annual Northeast Regional Conference on Complex Systems, Binghamton, NY.

McIntosh, T., Higgs, C., Mumford, M., Connelly, S. & Dubois, J. (2018) Continuous evaluation in ethics education: A case study. *Science and Engineering Ethics*, 24, 727-754.

McIntosh, T., Mulhearn, T., & Mumford, M.D. (2019). Taking the good with the bad: The impact of forecasting timing and valence on idea evaluation and creativity. *Psychology of Aesthetics, Creativity, and the Arts*.

Medeiros, K. E., & Griffith, J. A. (accepted, August 2018). #ustoo: How IO psychologists can extend the conversation on sexual harassment and sexual assault through workplace training. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Medeiros, K. E., & Rice, O. P. (April, 2018). Why are you doing that?: Exploring motivations for CSR engagement. Poster presented at the 33rd annual conference of the Society for Industrial-Organizational Psychology, Chicago, IL.

Mulhearn, T. J., Watts, L. L., McIntosh, T. J., & Medeiros, K. E. (2018, April). Measuring biases in ethical decision making: A novel approach to studying ethics. Poster presented at the 33rd annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.

Mumford, M. D., & Mulhearn, T. J. (2018). Leading creative research and development efforts: A literature review and proposed framework for the engineering domain. *Proceedings of the Institution of Mechanical Engineers, Part C: Journal of Mechanical Engineering Science*.

Mumford, M. D., Higgs, C., Todd, E. M., & Martin, R. (in press). Leading creative groups: What must leaders think about? In P. Paulus and B. Nijstad (Eds.), *Group creativity*. Oxford University Press.

Mumford, M. D., Martin, R., & Elliott, S. (2018). Creative thinking processes. In R. Aldag (Ed.), *Oxford research encyclopedia of business and management*. Oxford, UK: Oxford University Press.

Mumford, M. D., Martin, R., Elliott, S., & McIntosh, T. (2018). Creative failure: Why can't people solve creative problems. *Journal of Creative Behavior*.

Mumford, M. D., Martin, R., Elliott, S., & McIntosh, T. (2018). Creative thinking in the real world: Processing in context. In R. Sternberg & J. Kaufman (Eds.), *The nature of creativity* (pp. 147-165). Cambridge, UK: Cambridge University Press.

Mumford, M. D., McIntosh, T., & Mulhearn, T. (2018). Using cases to understand expert performance: Method and methodological triangulation. In K. Anders Ericsson, Hoffman, R. R., Kozbelt, A., & Williams, A. M. (Eds.), *The Cambridge handbook of expertise and expert performance*. New York, NY: Cambridge University Press.

Mumford, M. D., Todd, E. M., & Higgs, C. (in press). Leading for innovation: Exercising influence by setting and adapting constraints. *Business Creativity and the Creative Economy*.

Recent Publications and Presentations

- Mumford, M. D., Todd, E. M., & Higgs, C. A. (in press). Eminence and genius in the real-world: Seven critical skills that make possible eminent achievement. *Journal of Genius and Eminence*.
- Mumford, M. D., Todd, E. M., Higgs, C., & Elliott, S. (2018). The skills needed to think creatively: Within-process and cross-process skills. In R. Reiter-Palmon, V. L. Kennel, & J. Kaufmann (Eds.), *Individual creativity in organizations* (pp. 129-152). London, UK: Academic Press.
- Mumford, M. D., Todd, E. M., Higgs, C., & Martin, R. (in press). What is needed to think creatively? Knowledge and skills. In M. Mumford (Ed.), *Creativity and innovation in organizations*. Frontiers series.
- Mumford, M.D., Yammarino, F.J., Connelly, S., Mulhearn, T.J., Martin, R., Todd, E., Durban, C.J., Dionne, S.D., Sayama, H., MacLaren, N.G., Cao, Y., & Kulkarni, A. (October, 2018) Collective planning in military organizations: Initial findings. Presented at Society for Organizational Behavior Conference.
- Nei, D. S. (2019). From assessment to competencies: Getting more out of your data. Paper presented at the Association for Test Publishers - Middle East and Africa Conference, Abu Dhabi, U.A.E.
- Nei, K. S., Foster, J. L., Ness, A. M., & Nei, D. S., (2018). Rule breakers and attention seekers: Personality predictors of integrity and accountability in leaders. *International Journal of Selection and Assessment*, 26(1), 17-26. DOI: 10.1111/ijsa.12201
- Ness, A. M. & Connelly, S. (2018). The role of emotions and cognitive bias in ethical decisions. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Rothstein, E., Patel, K. R., Giorgini, V. D., Steele, L. M., & Watts, L. L. (April, 2018). The facilitative effects of competition, workload, and timeframe on planning. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology in Chicago, IL.
- Sgobba, T., Landon, L.B., Marciacq, J.-B., Groen, E., Tikhonov, N., & Torchia, F. (2018). Selection and training. In B. Kanki, J.-F. Clervoy, G.M. Sandal (Eds.), *Space safety and human performance* (pp. 721-728). Oxford, UK: Elsevier.
- Snyder, L. A., Pendley, J., Lin, L., Johnston-Fisher, J. Finken, A., Dabdoub, A., & Spicer, P. (2018, September). Examining pathways of Native American students to STEM. Poster presented at the inaugural Oklahoma Women Impacting STEM & Entrepreneurship (OK-WISE) Conference, Oklahoma City, OK.
- Steele, L. M. (in press). Temporal dynamics of creativity and motivation: What we know, what we don't, and a few suggestions for filling the gap. In M. D. Mumford (Ed.) *Frontier series on organizational creativity and innovation*.
- Steele, L. M., & Vandello, J. A. (in press). When training backfires and what can be done about it. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Steele, L. M., Hardy III, J. H., Day, E. A., Watts, L. L., & Mumford, M. D. (in press). Navigating creative paradoxes: Exploration and exploitation effort drive novelty and usefulness. *Psychology of Aesthetics, Creativity, and the Arts*.
- Steele, L. M., Hardy III, J. H., Day, E. A., Watts, L. L., & Mumford, M. D. (November, 2018). Navigating creative paradoxes: Exploration and exploitation effort drive novelty and usefulness. Paper presented at the 2018 Meeting of the Southern Management Association in Lexington, KY.
- Steele, L. M., Hardy, J. H., III, & Day, E. A., Watts, L. L., Mumford, M. D. (in press). Navigating creative paradoxes: Exploration and exploitation effort drive novelty and usefulness. *Psychology of Aesthetics, Creativity, and the Arts*
- Steele, L. M., Johnson, G., & Medeiros, K. (accepted). Revisiting the creative self-efficacy construct: Evidence for the differential validity of its generative and evaluative processes. *Personality and Individual Differences*.
- Steele, L. M., Watts, L. L., & den Hartog, D. N. (April, 2018). Transformational leadership and innovation across cultures: A meta-analysis. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology in Chicago, IL.
- Strasbaugh, Connelly, Turner, & Torrence (2018). The relationship of anger and anxiety to idea generation and idea evaluation: What leaders should know. Paper presented at the 2018 Annual Meeting of the Southern Management Association, Lexington, KY.
- Sullivan, T., Allen, A.D., Bedwell, S., Chang, T., & Puente, K. (2018, July). A motivated panel on motivating subject matter experts (SMEs). Panel session presented at 2018 IPAC Conference, Alexandria, VA.
- Sullivan, T.S, Lee, A, Taylor, W. D. (2018, July). So you want to learn how to develop a situational judgment test (SJT)? Tutorial conducted at the International Personnel Assessment Council Conference, Alexandria, VA.
- Tam, A., Eubanks, D. E., & Friedrich, T. L. (Accepted for publication, expected 2019). Leader decision making capacity: An information processing perspective. In Mumford, M. D. (Ed.) *Leader thinking skills: Capacities for 21st century leadership*. Book to be published by Taylor and Francis.
- Tam, Shing Kwan, Eubanks, D. L., Friedrich, T. L. (forthcoming) *Leader decision making ability: An information processing perspective*. Taylor & Francis.
- Taylor, W. D. (2018, July). Finding the elephant in the room: On what to do (and not to do) in obtaining feedback from your internal and external clients. Panel discussion to be held at the International Personnel Assessment Council, Alexandria, VA.
- Thiel, C. E., Bonner, J., Bush, J., Welsh, D. (2018). Everyday moral heroes reappraise: Moral engagement in the face of unethical social influence. Paper presented at the 77th annual Academy of Management Conference. Chicago, IL.
- Thiel, C. E., Griffith, J. A., Hardy III, J. H., Peterson, D. R., & Connelly, S. (2018). Let's look at this another way: How supervisors can help subordinates manage the threat of relationship conflict. *Journal of Leadership & Organizational Studies*, 25, 368-380.
- Theil, C. E., Hardy, J. H., III, Peterson, D. P., Welsh, D., Bonner, J. (2018) Too many sheep in the flock? Span of control attenuates ethical leadership. *Journal of Applied Psychology*, 103, 1324-1334.
- Thiel, C. E., MacDougall, A. E., & Bagdasarov, Z. (2018). Big (benevolent) brother: Overcoming the drawbacks of employee monitoring through ethical administration. *Organizational Dynamics*. doi:10.1016/j.orgdyn.2018.08.001
- Todd, E. M. & Mumford, M. D. (2018). Integrating creativity and decision making: Improving creative problem-solving with forecasting. Poster presented at the Graduate Student Research and Creativity Day 2018, Norman, OK.
- Todd, E. M., Higgs, C. A., & Mumford, M. D. (2018). Bias and bias remediation in creative problem-solving: Managing biases through forecasting. *Creativity Research Journal*. doi: 10.1080/10400419.2018.1532268
- Torrence, B., Connelly, S. Turner, M. R., & Stasbaugh, K. (2018). Emotion regulation profiles: Antecedents and outcomes. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Turner, M. R., Torrence, B., Srasbaugh, K., Sanders, C., & Connelly, S. (2018). Intentional withdrawal of organizational citizenship behavior. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Turner, M. R., Watts, L. L., Steele, L. M., Mulhearn, T. J., Torrence, B. S., Todd, E. M., Mumford, M. D., & Connelly, S. (2018). How did you like this course? The advantages and limitations of reaction criteria in ethics education, *Ethics and Behavior*, 28, 483-496.
- Turner, M.R., McIntosh, T., Reid, S.W., Buckley, R.M. (2019) Corporate implementation of socially controversial CSR initiatives: Implications for human resource management. *Human Resource Management Review*, 29, 125-136.
- Turner, M.R., Torrence, B.S., Strasbaugh, K., Sanders, C., Connelly, S. (April 2018) Intentional withdrawal of organizational citizenship behavior. Poster presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL.
- Watts, L. L., & Barker, P. (in press). Meeting Galileo: Testing the effectiveness of an immersive video game to teach history and philosophy of science to undergraduates. *Transversal: International Journal for the Historiography of Science*.

Recent Publications and Presentations



- Watts, L. L., McIntosh, T. J., Gibson, P. C., Mulhearn, T. J., Medeiros, K. E., Mecca, J. T., & Cohen-Charash, Y. (2018, October). Mild affective shifts and creativity. Paper presented at the 2018 Meeting of the Southern Management Association, Lexington, KY.
- Watts, L. L., Medeiros, K. E., McIntosh, T. J., Mulhearn, T. J., Patel, K. R., & Rothstein, E. (2018, April). Biases in ethical decision making: A nomological network. Poster presented at the 33rd annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.
- Watts, L. L., Medeiros, K. E., McIntosh, T. J., Mulhearn, T. J., Patel, K. R., & Rothstein, E. (2018, April). Biases in ethical decision making: A nomological network. Poster presented at the 33rd annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.
- Watts, L. L., Ness, A. M., Steele, L. M., & Mumford, M. D. (2018). Learning from stories of leadership: How reading short stories about personalized and socialized politicians impacts performance on an ethical decision-making simulation. *The Leadership Quarterly*, 29, 276-294.
- Watts, L. L., Patel, K., Rothstein, E., & Natale, A. (in press). How do leaders plan for firm innovation? Strategic planning processes and constraints. In M. D. Mumford (Ed.) *Frontier series on organizational creativity and innovation*. Taylor & Francis.
- Watts, L. L., Rothstein, E., & Patel, K. (in press). Multiple pathways to studying outstanding leadership: It's time to expand the methodological toolbox. In S. Hunter and J. Lovelace (Eds.) *Charismatic, ideological, and pragmatic leadership*. Taylor & Francis.
- Watts, L. L., Steele, L. M., & Mumford, M. D. (in press). Making sense of pragmatic and charismatic leadership stories: Effects on vision formation. *The Leadership Quarterly*. <https://doi.org/10.1016/j.leaqua.2018.09.003>
- Watts, L.L., Medeiros, K. E., McIntosh, T. J., Mulhearn, T. J., Patel, K. R., & Rothstein, E. (April, 2018). Biases in ethical decision making: A nomological network. Poster presented at the 33rd annual conference of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Welsh, D., Bush, J., Thiel, C., & Bonner, J. (2019) Reconceptualizing goal setting's dark side: The ethical consequences of learning versus outcome goals. *Organizational Behavior and Human Decision Processes*, 150, 14-27
- Williams, T.J., Landon, L.B., Vessey, W.B., Schneiderman, J., Seaton, K., Stanley, R., Kusmiesz, C., Tisson, J., Arias, D., Stranges, S., Dunn, J. (2018, May). Validation and norms of cognition and spaceflight assessments with senior military leaders. Presented at the Aerospace Medical Association Annual Scientific Meeting.
- Williams, T.J., Landon, L.B., Vessey, W.B., Schneiderman, J., Seaton, K., Stanley, R., Kusmiesz, C., Tisson, J. (2018, February). Winscat test-retest reliability in senior military leaders. Presented at the International Neuropsychological Society Meeting in Washington, D.C.
- Yammarino, F. J., Mumford, M. D., Dionne, S. D., Sayama, H., Connelly, S., MacLaren, N. G., Mulhearn, T. J., Cao, Y., Kulkarni, A., Martin, R., & Todd, E. (2018, August). Collective leadership and planning: Assessments via experiments and computational models. In R. Gottfredson (Chair), *Progressing the science of leadership through novel and innovative questions and assessments*. Symposium conducted at the 78th annual meeting of the Academy of Management, Chicago, IL.
- Yin, D., Vreede, T. de, Steele, L. M., & Vreede, G. J. de (January, 2019). Is the whole equal to the sum of its parts? Exploring the impact of inconsistency on perceived helpfulness of a set of reviews. Paper presented at the 52nd Hawaiian International Conference on System Science in Grand Wailea, HI.

If you have any questions, comments, concerns, or ideas for improving future issues of the newsletter, please contact the Editor, Allyson Finken, at allyson.j.finken-1@ou.edu. If you are interested in volunteering to take on a leadership role in the OU I/O Alumni Association, please contact the President, Kelsey Medeiros, at kelseymedeiros@gmail.com

