



I·O News

The official newsletter of the Industrial/Organizational Psychology Program at the University of Nebraska at Omaha



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From the Program Director

Greetings from the Industrial-Organizational Psychology department at UNO! As you can see, we are starting to have an annual newsletter – this is the second edition of our newsletter (the first one came out last year in 2010). This year I have been very busy with my research team continuing to study creativity. Currently studies are under way to look at perfectionism and creativity, the effect of problem construction in teams, idea evaluation in teams, and malevolent creativity.

Department and I/O area happenings

This year, the big news for the I/O program is the retirement of our own Jim Thomas. Jim will still be here for the next three years, but will only teach half time. Read more about this in this newsletter!

Students and faculty in our program have been busy with conference submissions, especially to SIOP, as it is in San Diego this year. You can see a list of the different presentations and publications in this newsletter. Speaking of SIOP, just a reminder that as always, we will have a fabulous get together. More information about this will be sent as we near the conference date. This year we had a nice home court advantage as Midwestern Academy of Management was in Omaha October 21-22. Students and faculty from the program presented multiple papers

that were well received by the over 200 attendants. Way to go!!!

I also want to update you about a new entity on campus “The Center for Collaboration Science”, which I am a part of. The Center includes faculty from multiple disciplines (Management, Information Science, Communication, and Public Administration) and focuses on research, both basic and applied, in the area of teamwork and collaboration. We have worked with many businesses and government agencies in areas such as facilitation and improvement of team work. We also host a half day conference every Spring. If you want more information, want to be on our mailing list (for speakers), or are interested in the conference, please e-mail me.

Another relatively new development on campus is a campus wide research day in which students, both graduate and undergraduate, have the opportunity to present their current research. This is a great opportunity for our students to show the great work they are doing and for the campus, and Omaha community, to see what we are all about! In addition, the department has instituted a research day as well, named after Dr. Deffenbacher who retired a couple of years ago. For those of you that are in Omaha, let me know if you are interested in attending.

We are making an effort to stay connected to you, our alumni. This newsletter is only one aspect in this effort. We also have a group on LinkedIn called “UNO I/O Psychology”. This group includes faculty, current students, and alumni, and is designed to provide a networking tool. The group is currently 123 members strong! If you are not a member yet, please join us. Please use the group for networking and to post your I/O related questions and jobs. In addition, I will continue to send job openings to you via e-mail. Please help me keep our alumni data base current by letting me know about any changes in your information (new e-mail or address).

In this newsletter, which we now hope to put out once a year, we have highlighted some of our student experiences, both research and applied. We also have provided updates from our alumni about their personal and professional life so you all can keep up. Please continue to update us about your life – we love hearing from you!

To keep in touch, please call (402-554-4810) or e-mail (reiter-palmon@unomaha.edu). Feel free to connect with me on LinkedIn as well. I hope to see you all in San Diego!

-Roni Reiter-Palmon

From the Editor

Dear reader,

I hope you enjoy reading this newsletter; we have tried to make it as informative and entertaining as possible. To that end, any feedback you may have would help us make our next issue even better. If there is something you would like to see more or less of in the next issue, be it reports on research, industry trends, updates from faculty, or anything else, let us know. We will strive to tailor this newsletter as much as possible to our readers' wants.

We will continue to stay in touch with you. You can expect to receive e-mails from us as we provide updates for you and request updates to share with our other alumni and colleagues. Keeping in touch with us will also benefit the

next generation of I/O professionals here, as they will be able to see some of the possibilities that await after graduate school. If you would like to contribute a column or participate in an interview for next year's newsletter, please let us know. We would appreciate your contribution.

If you want to keep in touch with us more, you can see Psychology Department goings-on at the UNO Psychology Facebook page, take a look at our I/O program's LinkedIn group, and make sure Roni has your current contact information in her e-mail list.

Thanks so much for reading, and we hope to hear back from you soon!

-Clayton Juarez

Congratulations, Graduates!

Masters of Science

- Kate Williams (Dec 2010)
- Joy Dobrac (Aug 2011)

Doctor of Philosophy

- Joseph James (Dec. 2010).

Masters of Arts

- Joel Butler (Dec, 2010)
- Brad Hullsiek (May 2011)
- Ashley Thomolla (May 2011)
- Ben Wigert (Aug 2011)



THE CENTER FOR COLLABORATION SCIENCE



What's New with SIOP-UNO?

By Sarah Nienhueser



SIOP tri-chair, 2010-2011

SIOP-UNO had another busy and crazy year with three females co-chairing the group! Thanks to Rebecca Shively and Katie Gerson for all the help and fun over the past year! In the fall, all new first-year students got acquainted with the current students and faculty during the annual back-to-school picnic. SIOP-UNO also coordinated a wellness event at UNO in conjunction with the School Psychology students. In addition, SIOP-UNO planned all First Friday events, where graduate students could relax and have fun with fellow classmates. We also planned a hayrack ride and bonfire for SIOP-UNO in October as well as a pie party to help pack on the pounds before finals week in December.

In the spring semester, SIOP-UNO invited guest speakers to provide advice and guidance for students. The speakers covered their experiences in Human Resources, Executive Coaching, and Consulting. The spring semester also brought time for the graduate students to give back to the community. Several I/O students, Nick Arreola, Andre Hennig, Clayton Juarez, Rebecca Shively, and myself, participated in UNO's Seven Days of Service. Students were encouraged to donate at least a day of their time over spring break to various programs around Omaha.



The SIOP-UNO team ventured out to Allwine prairie in Omaha to help maintain the prairie life. The students slaved away chopping down trees, hauling the trees off for wood chipping, and preventing future growth by applying herbicide to the roots. We all thought they were crazy to trust grad students with saws! It was a great way for all of the students to work together and provide service to the community. SIOP-UNO looks forward to working with UNO's Seven Days of Service in the years to come.

Recently, new chairs were inducted for the 2011-2012 school year. Congratulations go to Amy Walzer, Casey Bowyer, and Desiree Johnson for being elected to the positions! The chairs kicked off the new year with the annual picnic held at Dr. Thomas' house. We all look forward to what activities they have planned for the upcoming year!

Images:

Top—Andre Hennig (MS), Nick Arreola (MA/PhD), and Clayton Juarez (MA/PhD) donated their time and skill to help the community.

Center—Rebecca Shively (MA/PhD) and Sarah Nienhueser (MS) demonstrate why students should *not* be given saws during UNO's Seven Days of Service.

Bottom—MS student Andre Hennig shows off at our community service event.

Images courtesy of Sarah Nienhueser

2011 Midwest Academy of Management Presentations

De Vreede, G. J., Reiter-Palmon, R., Harland, L., & Marshall, G. S. (2011, Oct.). *The opportunities and challenges of interdisciplinary research, teaching, and outreach in collaboration*. Paper to be presented at the Midwestern Academy of Management, Omaha, NE.

De Vreede, T., de Vreede, G.J., Reiter-Palmon, R. & Ashley, G. (2011, Oct.). *A model of technology transition: Scale development and factor analysis*. Paper to be presented at the Midwestern Academy of Management, Omaha, NE.

Harris, D. & Reiter-Palmon, R. (2011, Oct.). *Negative creativity: The effects of task and emotional intelligence*. Paper to be presented at the Midwestern Academy of Management, Omaha, NE.

Hullsiek, B. (2011, Oct.). Symposium Chair: *Understanding creativity: Environmental and situational effects on creativity*. Session presented at the Midwest Academy of Management Conference, Omaha, NE.

Hullsiek, B. & Reiter-Palmon, R. (2011, Oct.). *The effects of instructions on creative output: Procedural, conceptual, and ambiguous*. Paper to be presented at the Midwestern Academy of Management, Omaha, NE.

Kennel, V. & Reiter-Palmon, R. (2011, Oct.). *The effect of group regulatory focus on the accuracy of team idea evaluation*. Paper to be presented at the Midwestern Academy of Management, Omaha, NE.

Reiter-Palmon, R. (2011, Oct.). *Enhancing team creativity: More than just a collection of individuals*. Paper to be presented at the Midwestern Academy of Management, Omaha, NE.

Roberts, S. & Jarrett, T., (2011, Oct.). *Are spiritual people really less evil? A study exploring the influence of spirituality on deviance in the workplace*. Poster presented at the Midwest Academy of Management Conference, Omaha, NE.

Robinson-Morrall, E. & Reiter-Palmon, R. (2011, Oct.). *Exploration of individual and organizational factors in creative problem solving*. Paper to be presented at the Midwestern Academy of Management, Omaha, NE.

Wigert, B. & Reiter-Palmon, R. (2011, Oct.). *Harvesting the creativity of perfectionists: The influence of goals and constraints on creativity*. Paper to be presented at the Midwestern Academy of Management, Omaha, NE.

For a listing of our department's other publications this year, look on pages 11-12.

Join us on LinkedIn

Please click on the LinkedIn logo above or visit linkedin.com and search "I/O UNO Psychology" to find our group. Joining is FREE and will keep you in close contact with our program and alumni! We will provide you with monthly job postings, notifications of upcoming events, stimulating discussions, and tons of networking.

FRIENDLY FACES & GOOD EATS
Alumni Dinner at SIOP 2012

SIOP-UNO looks forward to hosting its annual alumni dinner during the 2012 Society for Industrial and Organizational Psychology National Conference in San Diego. Please plan on joining us for appetizers, dinner, and drinks! Details regarding the date and location will be provided via e-mail.

Good News Corner

Bob Myers
MS, '79

"Serving as Chief Human Resources Officer at Black Hills corporation since 2009, which allowed my wife and I to return to Omaha and closer to family. Having fun...doing some good work in the areas of employee engagement research, corporate governance and Board effectiveness, and leadership development / succession planning. Would love to reconnect with I/O grads from '80-'82 if you're still in the area."

Cindi Hall-Ferro
MS, '93

"I have been the Human Resources (HR) Director for Fuchs Lubricants Co. for over seven years and have worked in HR for over 18 years. I have held three HR related certifications for several years (SPHR, CCP & CBP) and in December 2010 added the GPHR certification (Global HR Professional) to the list. I am celebrating my 27 year wedding anniversary in October of 2011.

"My son Tyler just completed a Biomedical Engineering Master's program at University of Oxford in the United Kingdom."

Katie Gerson
MS, '11

In September, Katie was featured as a student affiliate in SIOP.org's monthly feature, *What Do I-O Psychologists Really Do?* You can read the article about her at SIOP.org.

Ronda Smith
PhD, '05

"I graduated in May 2011 with my Ph.D. from UNL with a degree in Business Management. My dissertation was titled: *Becoming an employer: How one-person enterprises construct the problem of becoming an employer*. I was married in December 2009 to Travis Nelson, we have a son, Caden, age 7. I spent 2010-2011 as a Visiting Assistant Professor teaching Strategic Management at the University of Georgia. I am currently on the job market looking for full-time work in Nebraska."

Anne Herman
PhD, '08

"I was lucky enough to have a wonderfully lovely baby boy on October 19, 2010. His name is Aden Ian Andrew Vlean. He loves to read books and climb/crawl on everything. We share a birthday and are looking forward to celebrating our first one together in just a few short weeks."

Gary Greguras
MA, '94

Gary is an associate professor at Singapore Management University. He has recently been offered another 3-year term as associate editor of the *Journal of Management*.

C. Allen Gorman
MA, '04

He is now an assistant professor of psychology at Radford University in Radford, Virginia. This year, he has co-authored two articles currently in press: "A meta-analysis of the regulatory focus nomological network: Work-related antecedents and consequences" in the *Journal of Vocational Behavior* and "The impact of interpersonal perceptions on team processes: A social relations analysis" in *Small Group Research*.

Ed Holland
MS, '97

"I am still the Benefits Administrator for the State of Iowa. Cara (my wife) and I are expecting our second child on September 16th. I also recently completed a Negotiation Skills certificate program through the University of Notre Dame."

Dr. Cheryl Hendrickson
PhD, '96

Cheryl is a Principal Research Scientist at the American Institutes for Research in Washington, DC. She provides human capital support for federal government clients in the areas of job analysis, test development and validation, organizational surveys, training needs assessment and evaluation, and program evaluation.

Want to share your good news with other alumni? Get in touch with us through LinkedIn and keep an eye out for our correspondence via LinkedIn and e-mail.

SIOP Alumni Dinner 2011 Chicago

By Vicki Kennel

April is the time of year the I/O students and faculty really look forward to: classes are wrapping up, summer is in sight, and the SIOP conference is just around the corner! One of the main events for the UNO program at the SIOP conference is the annual alumni dinner. This dinner allows faculty and students to meet, reconnect, and network with alumni and friends in a casual atmosphere while experiencing the best of the local cuisine.

The 2011 UNO alumni dinner was held at Giordano's Pizza in downtown Chicago right next to Millennium Park. The service was wonderful and the food was better than those who think that they like Nebraska pizza could imagine. Giordano's is world famous for its deep dish Chicago pizza stuffed with cheese, tomato sauce, and a large choice of

ingredients, and is arguably one of the best pizza establishments in the United States. Student Amy Walzer thought the deep dish pizza was by far the best pizza she had ever eaten. Other great entrees included homemade pasta, salads, and breadsticks.

This year's dinner was especially memorable as over 50 alumni, faculty, and students were able to attend – our greatest turnout yet! The students enjoyed getting to know some of the alumni and learning about their personal and work experiences and tips for success in graduate school and in the workplace. Students Amy Walzer and Brad Hullsiek spent time speaking with alumnus Jason Weiss, learning about his work experiences both in and

while owning a consulting firm. In addition, student Triparna de Vreede mentioned that the dinner "gave me such a sense of unity and pride for our program" and she enjoyed reconnecting with students and alumni.

Twenty-two students attended the SIOP conference this year. All of the students returned to UNO with greater knowledge, new connections and friendships with people who actually understand the meaning of the term "I/O," and stories from the trip to share and remember. We look forward to meeting again at SIOP 2012 in San Diego!

You can find more pictures from the 2011 alumni dinner in our photo essay on pages 13-14.



thirtyeastunion.com

Reflections on Applied Experiences

For this issue of the newsletter, By UNO I/O graduate students we asked our graduate students to reflect on their applied work experiences so far and to share what they learned and how they regard the work they are doing now. We hope you, the reader, will enjoy this glimpse into the lives our next generation of I/O professionals and the exciting work in which they are already engaging.

Benjamin Wigert (MA/PhD)

Department of Veteran Affairs

I worked with Dr. Scherer's Training and Development class to create an e-Training for the VA. This was a valuable experience as we learned to conduct a full scale consulting project, beginning with a needs analysis and ending with presenting the product. Experiencing the value and challenges inherent to e-Training furthered my education as I gained a new skill that I look forward to utilizing at future consulting engagements.

Learning to incorporate emerging technologies with traditional training strategies was particularly enlightening. Also, we discovered the importance of forming a partnership with open communication and the excitement of successfully coordinating a large scale project.

more and more each day. It is great to see the value you can bring to an organization and see the transformations that are made as a result of our efforts.

Erika Morral (MA/PhD)

Consultant at the SilverStone Group

Over the last several years, I have learned a lot operating in the consulting world. Because I am operating in an area that we don't really learn in graduate school (compensation), I had a lot to learn regarding the content area in which I consulted on in addition to

learning how to be a consultant. The best thing about a consulting role is the constant change in projects. You move from client to client and each client has a unique project and unique needs. The difficult part about this is that often times, you don't get to see the "fruits" of your labor. We typically are brought in for one piece of an overall initiative and don't always get to see the final puzzle. Another difficult aspect of being an external consultant is the service component of the job. Clients are always right (almost always anyway) and expect to be your only client. This can cause difficulty when juggling multiple projects with short deadlines. Overall, I have learned a ton in my consulting role and learn

"Learning to incorporate emerging technologies with traditional training strategies was particularly enlightening."

"The best thing about a consulting role is the constant change in projects."

Andre Hennig (MS program)

Center of Applied Psychological Services (CAPS), Omaha Public Schools, and United States Strategic Command

I did work for CAPS two separate times. Fall semester of 2010 I was an essay grader and used benchmarks to grade essays from applicants for the Lincoln Fire Battalion Chief Position and in May-June, I wrote exam items for the Fire Department.

I worked with Omaha Public Schools from October 2010 to June 2011. I was the research

assistant and oversaw a group of six survey callers who contacted Omaha Public School graduates to fill out surveys about what they are currently doing. I then cleaned, coded, data and ran analysis for 2 separate cohorts: the entire 2010 about 500 students from the 2006 graduating class. I created the 2010 Graduate Follow-up and the 2010 installment of the 2006 Longitudinal Executive Report.

I am currently working for the United States Strategic Command at Offutt Air Force Base in Bellevue, NE. I am a Student Career Employment Program intern working in mission assessment and analysis (J91).

I am currently in the process of obtaining my Top-Secret clearance. Currently I am working on familiarizing myself with the STATA statistical analysis software that J9 recently purchased. We will begin using the program to assess missions and I will coordinate the instruction and teaching of STATA to the J9 directorate as the software expert.

Maria Teresa Gaston (MA/PhD)

Creighton University Center for Service and Justice

I continue my work as director of the Creighton Center for Service and Justice, Creighton University, Omaha, Nebraska. I lead a team of 3 dynamic professionals and 27 students in promoting the Jesuit mission of faith-doing-justice on Creighton's campus and in the community. I am responsible for hiring, training, supervising, evaluating, and supporting staff; budgeting and reporting; leading discernment and evaluation of work in the areas of direct service, justice education, advocacy, and participative leadership development. Focus issues are taken from US Catholic Bishops and national Jesuit priority areas of economic justice, sustainability, migration, and non-violence. I supervise staff mem-

bers who: lead a national service program with 36 partners hosting 400 undergraduate students, facilitate weekly local outreach programs, present annual Volunteer Fair with participation from 70 local community partners, publish a weekly newsletter and advocacy alert, and promote post-graduate volunteer commitments. I initiated and currently facilitate a graduate social ministry internship and summer Faith/Justice Internships. With staff from Student Services and Academic Affairs designed, I launched and continue to advise (as Board Chair) a model sophomore faith-justice service-learning community called "Cortina." I serve on a University-wide government relations committee; I am also a board member of the Heartland Workers Center.

Sarah Nienhueser (MS program)

Center on Children, Families, and the Law

I am very grateful to have received an assistantship at the Center on Children, Families, and the Law (CCFL) in Lincoln, NE. When I first began working for the organization, I had just started my first year of graduate school. I started primarily by providing progress reports to supervisors who overlook trainees hired for the Department of Health and Human Services. It gave me a lot of experience with organizing, being conscientious about my work, and collaborating with others (especially individuals not in the same field or department).

After completing one year in the I/O program, I am starting to get a taste of what my I/O degree can do. Currently I am creating an evaluation to assess trainees' attitudes towards child welfare before and after training. I am also collecting data to analyze if the training program's knowledge assessments predict performance on skill assessments. My supervisors and coworkers have provided great advice and have giv-

en me a greater appreciation for the field. Working at the CCFL has reinforced my education and given me a multitude of opportunities to learn from.

Brad Hullsiek (MA/PhD)

Development Associate at Nebraska Business Development Center and Research Assistant at the University of Nebraska Medical Center's Service Learning Academy.

My work at UNMC was fantastic, and I had a great boss who provided me with an appropriate amount of autonomy so that I was able to utilize my I/O expertise without 'red-tape' restrictions. I have worked there for 3 years and was able to incorporate many

aspects from our I/O program including personnel selection, training, leadership, needs assessment, and survey development. I was brought in when the College of Public Health first became its own college at UNMC, and I was proud to be part of the process towards its accreditation. The real world application I gained at this job was a wonderful experience that provided me with challenges where I/O psychology principles were often the solution.

This summer I took a new position at the NBDC, which is a non-profit group aimed at increasing the commercialization and economic development of Nebraska businesses, scientists, etc. The NBDC is the second oldest development center in the nation behind North Carolina (each state has one). I am still getting my feet wet here, but the future outlook seems bright.

Kami Tracy (MA/PhD)

Center of Applied Psychological Services (CAPS)

For the past several months, from May 2011 to the present, I have been working with Dr. Thomas and L. Shay Welsh on a project for the Center for Applied Psychological Services (CAPS). We worked with Lincoln

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On Being Naughty... And Getting Away with It

By Dan Harris

Being naughty at work or school can cover a whole lot of activities: lying, stealing, cheating, teasing, cyber loafing, spreading rumors, bullying, or engaging in obstructionism, aggressive humor, or sabotage. The list goes on and on. People are (or wish to be) naughty for a variety of reasons, but those reasons are not as important as the means by which people get away with being naughty. Some people don't care if they get caught, but I'm guessing most do. A highly effective way to help minimize those chances of getting caught for being naughty is to be original. That construct, of being harmful in original ways, is called malevolent creativity, a topic that is the basis of my research and one that I am very much obsessed with.

Malevolent creativity is a relatively new spin on creativity. To the best of my knowledge, research on malevolent creativity so far consists of two empirical articles, two theoretical articles, a book with lots of questions yet few answers, and some responses and commentaries based on one of those theoretical articles. So there's not a whole lot out there about malevolent creativity. Not yet, anyway. I plan to change that. I know that some other researchers are also interested in the topic, but I worry that malevolent creativity will be looked at as just a cutesy, highly esoteric spin on a well-established phenomenon, a trendy twist of showing a "dark side" of what is normally thought to be a positive construct. It'll take a lot of effort to persuade those people who hold such aforementioned sentiments, but I'll give it a shot.

To be original is to generate a product that is not the norm, so creativity is, at its core, deviant. Most people probably don't think of creativity in that way, considering "deviance" often holds a negative connotation whereas "creativity"

generally holds a positive connotation. But creativity is deviant, and when used towards beneficial ends it is positively deviant. Positivity is not the focus of this article nor does it interest me all that much. Negativity, or negative deviance, however, does interest me. Malevolent creativity is negatively deviant, so it is associated with harmful acts that are not the norm. If an idea, act, or product is not part of the norm, then organizations and schools likely cannot anticipate such deviance. If that deviance, specifically negative deviance, cannot be anticipated, then few or no policies, plans, or guidelines will be in place to counteract that malevolence.

So why does that matter? Well, in terms of practical applications, consider the examples of cheating in school or stealing at work. If a student gets an A on an exam by cheating through original means, then that originality will help that student get away with it. Furthermore, such a creative student will probably continue cheating in original ways because of the positive reinforcement of getting good grades with minimal academic effort. Creativity in that sense will give the student the unfair advantage of receiving grades that were not earned through academic diligence. Likewise, consider an employee who steals from his or her organization. If that employee uses original enough methods to steal, then the organization will likely not be able to catch whoever's taking the hundreds or possibly thousands of dollars worth of stolen materials or information.

Being original does not ensure that a perpetrator will get away with being malevolent, but it's definitely a step in the right direction. Those examples were simplistic for the sake of brevity;

there is of course much more that could be said regarding the various intricacies and complexities of malevolent creativity, such as the subjectivity of malevolence, apathy towards considering or developing countermeasures for the originality associated with malevolent creativity, different applications of malevolent creativity (such as harm applied towards oneself), and so forth.

Published research suggests that the perception of unjust conditions increases instances of malevolent creativity. Likewise, malevolent creativity was found to be positively related to trait physical aggression and negatively related to conscientiousness. In my own research, malevolent creativity was found to be negatively related to emotional intelligence and can depend on the emotional and value-laden content of the situation one is in. As I/O Psychologists we might want to be mindful of employees who have those various traits or are in those kinds of situations. But of higher import is the need for us to think more flexibly and creatively about the harm that employees can bring to themselves, co-workers, customers, and organizations. We must develop countermeasures to minimize the chances of such harm resulting in the loss of thousands or millions of dollars, high turnover or absenteeism because of toxic work environments, or even the loss of life through extreme violence. Malevolent creativity is real, it is powerful, and it is worthy of much more empirical scrutiny that it is currently receiving. We're being naughty by not giving malevolent creativity the respect it deserves, and we're certainly getting away with it...but at what cost?

If you have any questions, comments, suggestions or concerns regarding this article or the topic of malevolent creativity in general, feel free to email Dan at : dharris@unomaha.edu.

-Dan Harris

Null Findings in an Internet-Mediated Mood-Manipulation: A Cautionary Tale

By Andy Callens, MA

In an ideal world, the countless hours that are devoted to a research project would invariably lead to significant findings. In practice, non-significant findings are often the only reward for countless hours of experimental research and design. Although an initial reaction to non-significant findings is to admit defeat, there is much to be learned by taking the time to consider why an experiment failed.

An ongoing research track in Dr. Lisa Scherer's research team is the exploration of Joseph Forgas's Affect Infusion Model (AIM). As a first step into online data collection in mood manipulation research, we started out with what we considered to be a simple experiment where a well-established mood manipulation technique was followed by asking participants to rate the resolving power of solutions to an ambiguous business negotiation problem. Our general hypothesis based on AIM was that participants who wrote about a happy time in their life would rate solutions systematically differently than participants who had previously written about a sad event in their life. Results to this online study indicated that although there were noticeable mean differences between "happy" and "sad" participants, these differences were not statistically significant due, in large part, to high levels of within-group variance. To complicate matters, our manipulation checks suggested that our mood manipulation failed to persist for the amount of time we expected. After recovering from the sting of null results, we began to explore why a mood manipulation technique that had been successfully used by Dr. Scherer in her past research failed to replicate to a simple online study.

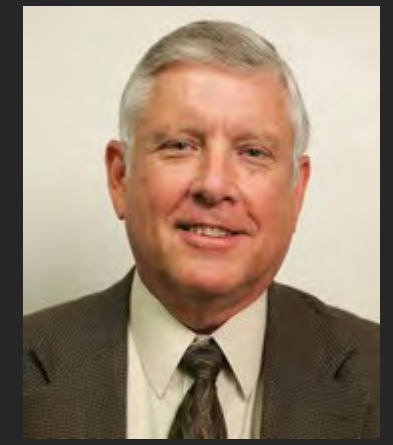
The most plausible explanation came by a chance examination of timestamps that captured the moment each partici-

pant began and finished the study. In pilot testing within Dr. Scherer's lab group, it took participants approximately 40 minutes to finish the survey. When we went "live" with the psychology department subject pool, we found it took many participants less the 20 minutes to complete the same survey. As a follow-up to our initial study, we created a second online survey that included coding to capture the amount of time each participant spent viewing an individual page. Page timing statistics revealed that many pages, especially those towards the end of the study, were viewed for such a short amount of time that it is doubtful the material was actually read. Such mindless responding appeared to be most common when participants were asked series of Likert-type questions and least likely when participants were asked to make full-sentence responses. Conversations with mood researchers at the 2010 meeting of the Society for Judgment and Decision Making revealed similar lament in their initial forays into online mood research; mood manipulation procedures that have been well-established in the laboratory weren't strong enough to influence participant mood online. In choosing to manipulate mood in an online setting, we had added significant variability to a manipulation that is challenging to achieve in more-controlled settings.

In one of our current tests of the Affect Infusion Model, Dr. Scherer's research team has taken mood manipulation research back to the lab. Data collection is ongoing, and early results suggest that our mood manipulation is again working as expected. Timestamps suggest that participants

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A FOND FAREWELL TO DR. THOMAS



We in the I/O program would like to express our appreciation for Dr. James Thomas, who is beginning his retirement process this year. Over the next three years, he will transition out of his teaching roles.

Affectionately known by many students as "Dr. T," James has taught and served with this University since 1969. James is perhaps one of our faculty's most visible members as the instructor for Introduction to Psychology to undergraduates and Psychometric Theory for beginning graduate students. Over his career, James has performed as a consultant for the United States Air Force and the Police and Fire Departments in Lincoln, and has served as chair of UNO's Center of Applied Psychological Services, which coordinates consulting work and applied experiences for the Fire and Police Departments and UNO's I-O students.

Dr. Thomas' departure will leave big shoes to fill in our department, and we wish him nothing but the best in his retirement.

Department Publications and Presentations: The Year in Review

- Arreola, N., Robinson-Morral, E., Crough, D., Wigert, B., Hullsiek, B., & Reiter-Palmon, R. (2011, April). Creativity in teams: The role of shared mental models. Paper presented at the 26th annual Society for Industrial/Organizational Psychology Meeting, Chicago, IL.
- Carmeli, A., Reiter-Palmon, R., & Ziv, E. (2010). Inclusive leadership and employee creativity in the workplace: The mediating role of psychological safety. *Creativity Research Journal*, 22, 250-260.
- Crough, D., Robinson-Morral, E., Arreola, N., Wigert, B., Hullsiek, B., & Reiter-Palmon, R. (2011, April). Influence of team potency and task conflict on team creativity. Paper presented at the 26th annual Society for Industrial/Organizational Psychology Meeting, Chicago, IL.
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- Reiter-Palmon, R., de Vreede, T., & de Vreede, G. J. (in press). Leading creative interdisciplinary teams: Challenges and solutions. In S. Hemlin, C. M. Allwood, B. Martin, and M. D. Mumford (Eds.), *Creativity and Leadership in Science, Technology and Innovation*.
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- Roberts, S., Scherer, L., & Hennig, A. (2011, May). *Preventing burnout with psychological capital*. Poster presented at the Work, Stress, and Health Conference, Orlando, FL.
- Roberts, S., Scherer, L., & Bowyer, C. (2011, Apr). *Psychological capital as a moderator of job stress and incivility*. Poster presented at the Society of Industrial and Organizational Psychology Conference, Chicago, IL.
- Sandall, D.L., Henderson, J., Brown, M., Reiter-Palmon, R., & Homan, S. R. (in press). A comprehensive, interactive, web-based approach to work analysis: The SkillsNET methodology. *Handbook of Job Analysis*.
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- Shively, R. L., Harrison, W., & Noon, A. (2011). *Could Darth Vader Lead? Dark Side Personality Traits and Leadership Performance*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Walzer, A. S. & Czopp, A. M. (2011). Able but unintelligent: Including positively stereotyped Black subgroups in the Stereotype Content Model. *Journal of Social Psychology*, 151, 527-530.
- Walzer, A. S. & Czopp, A. M. (in press). Mother knows best So mother fails most: Benevolent stereotypes and the punishment of parenting mistakes. *Current Research in Social Psychology*.
- Walzer, A. S., McFeely, S., & Carey, C. S. (2011, January). Effect of Group Selectivity and Individual Familiarity on Perceptions of Ingroup Stereotype Variability. Poster presented at the Annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Walzer, A. S., McFeely, S., Carey, C. S., & Santo, J. B. (2011, May). Influence of group selectivity and individual identity on endorsement of ingroup stereotypes. Poster presented at the 23rd Annual Association for Psychological Science Convention, Washington D.C.

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SIOP Alumni Dinner Chicago 2011- a photo essay



*Photography by
Nick Arreola*

Applied Experiences, cont.

Continued from page 8

Fire and Rescue (LF&R) to create a promotional exam for the position of Captain, which consisted of multiple choice and essay questions. The multiple choice questions were written by volunteers from the I/O Psychology program, and the essay questions along with their corresponding benchmarks were generated by subject matter experts at LF&R. After completion of the exam, the candidates for the position of Captain took the exam, and the exams were then scored. We are now working to complete the project report for LF&R.

Working on this project for CAPS has been a great learning experience as I have been able to apply the knowledge I learned in Dr. Thomas's classes. For instance, I have been able to see first-hand how important a good job analysis is and have had an opportunity to see the difficulties inherent in trying to create a good selection test. Moreover, in going through this process, I have learned a great deal about project management and the importance of good communication. I believe that I will be able to apply the knowledge I have learned to a variety of situations in the future, and I highly recommend it to any student in our program!

A Cautionary Tale, cont.

Continued from page 10

are taking just under 40 minutes to complete the study, almost twice as much time as participants in a similar online study.

It is safe to say that the appropriateness of online data collection varies based on the content of the study. When online data collection is judged to be acceptable, caution should be taken during experimental design to include validity checks within the survey to control for mindless responding. The addition of questions for which there is only one correct answer and the use of detailed time capturing should allow the researcher greater power to detect those participants whose minds are not focused on the research.

Department Publications, cont.

Continued from page 12

Weekley, J., Hullsiek, B., & Reiter-Palmon, R. (April, 2011). Career velocity and challenging work experiences. Research presented at Society for Industrial & Organizational Psychology Conference, Chicago, IL.

Wiener, R. L., Reiter-Palmon, R., Winter, R. J., Richter, E., Humke, A. & Maeder, E. (2010). Complainant behavioral tone, ambivalent sexism and perceptions of sexual harassment. *Psychology, Public Policy, and Law*, 16, 56-84.

Wigert, B., Reiter-Palmon, R., Kaufman, J., Silvia, P., & Robinson-Morrall, E. (2011, August). Are perfectionists creative? The relationship between perfectionism dimensions and creativity. Poster presentation at the American Psychological Association Convention, Washington, DC.

Winterstein, B. P., Silvia, P. J., Kwapil, T. R., Kaufman, J., Reiter-Palmon, R., & Wigert, B. (2011). Brief assessment of Schizotypy: Developing short forms of the Wisconsin Schizotypy Scales. *Personality and Individual Differences*, 51, 920-924.

Stay in Touch!

Throughout this newsletter many points-of-contact are provided. Please note our primary methods of staying in touch with you:

Linked-In: UNO I/O Psychology Group

E-mail: rreiter-palmon@unomaha.edu

Department contact info.
See below

Upcoming Events

- **33rd Annual Industrial-Organizational Psychology/Organizational Behavior (IOOB) Conference, 2012**
March 4-6th

Graduate student ONLY conference
University of Central Florida, Orlando, FL
Theme: "The Challenges of a Multicultural, Globally Distributed, Technologically Mediated Workplace.."

- **UNO Research Fair**
February 10th
Undergraduate and graduate student research showcase
Omaha, NE

- **Society for Industrial and Organizational Psychology Conference 2012**
April 26-28th
San Diego, CA

- **American Psychological Association 2012 Convention**
August 2-5th
Orlando, FL



Psychology Department
6001 Dodge St.
Omaha, NE 68182-0274
402.554.2581 phone
402.554.2556 fax