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From the Program Director



Greetings from the Industrial/Organizational Psychology department at UNO!

Department and I/O area happenings

This year, the big news for the I/O program is the hiring of a new faculty in I/O Psychology. We have hired Dr. Joe Allen, who received his Ph.D. from the University of North Carolina at Charlotte, and spent three years in the psychology department at Creighton University (just down the road). We are delighted to welcome Dr. Allen to our program! You can read more about Dr. Allen and his research in the newsletter.

Students and faculty in our program have been busy with conference submissions. You can see a list of the different presentations and publications by students and faculty in

this newsletter as well—you can see that it was a productive and busy year, with the visibility of UNO increasing every year. We are very proud of our students!!

Last year we had a great get-together at SIOP in Houston, and we want to thank Talent + for providing the funding for that event. We appreciate it very much! I am not yet sure about the get together for SIOP 2014 in Honolulu—as we are not clear on who is going (that would depend on acceptances), but we will keep you posted.

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 150 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-

Congratulations, Graduates!

Doctor of Philosophy

Joel Butler

Masters of Science

Kimberly Bristow

Aaron Brown

Kelly Grant

Diego Valadares-Kientz

Stay Connected

Click on the LinkedIn logo below or visit linkedin.com and search “I/O UNO Psychology” to find our group. Joining will keep you in close contact with our program and alumni! Stay updated with job postings, notifications of upcoming events, stimulating discussions, and tons of networking.



mail. Please help me keep our alumni database current by letting me know about any changes in your information (new e-mail or address).

In this newsletter, which we will send 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. Finally, we have included a couple of interviews from more recent alumni about their experiences in the program and their jobs. Please continue to update us about your life – we love hearing from you!

My Own Work

This year I continue to be very busy with my research team studying creativity and teamwork. Currently studies are under way to look at the effect of problem construction in teams, divergent and convergent thinking in problem construction, crowdsourcing, and development of leader creative problem solving skills.

This year, I have been involved in a number of grants. One is a continuation of a grant

from last year, looking at patient safety in hospitals, and reducing patient falls by using interdisciplinary teams to evaluate and review causes (and remedies) for patient falls. I am also working on a project with MindMixer, a crowdsourcing company here in Omaha, that uses crowds to obtain feedback for city and government officials for city planning and other purposes. We have been conducting various analyses to try to identify the factors that lead to user engagement with the platform. I am also a co-PI on an NSF grant focusing on crowdsourcing and engagement of users as well. Finally, I received a grant from the newly created Rural Futures Institute, to develop and implement a leadership development program. We will be using a case-based development approach using virtual teams to allow rural leaders to meet and work together virtually. This an exciting time and the work is very interesting.

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.

SIOP Alumni Dinner 2013

What's New with SIOP-UNO?

Andalucia, Houston, TX

By Rose Green & Heather Tice

Those who attended SIOP this year in Houston, Texas, were lucky enough to be treated to a delicious dinner. Andalucia, a tapas restaurant and bar, was a lively environment with plenty of salivating options to choose from. As a group of struggling graduate students are never ones to turn down free food and drink, our program did not disappoint! The house sangria, croquetas de pollo, and patatas bravas were ordered in abundance. Current students and alumni alike were sharing all that Andalucia had to offer.

The organization Talent Plus was generous enough to sponsor the dinner. Talent Plus has its corporate headquarters in Lincoln, NE, and specializes in delivering talent-based assessments for employee selection and development. Having this dinner with representatives from Talent Plus provided UNO's I/O students with the unique opportunity to network with local professionals in the field of I/O Psychology. Students were able to discuss issues of recruitment, selection, employee development, and retention with experts in the field. Moreover, the expertise of the Talent Plus consultants may have shed light on some of the issues discussed at the SIOP conference proceedings earlier that day. And of course it never hurts to make some professional connections when navigating the local job market, especially when they

are paying for your dinner.

Not only did students get the chance to network with consultants from Talent Plus, but current students also had the chance to hobnob with program alumni. The alumni shared stories of their professional endeavors, as well as their tips and tricks for students working on their theses, dissertations, practicum, and those entering the job market. It is always valuable to see those who have graduated from the program and are successful in the field. It never hurts to be reminded that attaining a degree is a tangible goal and not a myth proliferated by propaganda aimed to recruit and retain students by chanting, "You are so close. Just one more semester!"

After a long and invigorating day attending SIOP's many poster sessions, interest groups, and round table discussions, it was nice to have the chance to relax and enjoy good food, drink, and conversation with people who share similar interests. Maybe it was the scent of the baked goat cheese melting atop a pile of golden potatoes, or pure euphoria catalyzed by the gift of sustenance and spirits, but I think we all felt there was a little extra magic in downtown Houston that night.

You can contact Rose at rosetgreen@gmail.com, and Heather at hltice08@gmail.com.

Heather Tice (MS, middle) and Rose Green (MS, at right) with fellow I/O student Lauren Weivoda (MA, at left) at SIOP 2013.



By Mackenzie Harms

SIOP Tri-chair, 2013-2014

Greetings from SIOP-UNO! The current tri-chairs are Stephanie Mueller, Bianca Zongrone, and myself. Over the past year, SIOP-UNO has been busy planning and balancing social and networking activities with activities promoting professional development. As many of you know, SIOP-UNO plans social outings on the first Friday of every month. Since graduate students are busy and tend to have full schedules, First Fridays are a great opportunity for the SIOP graduate students to invite psychology graduate students and faculty from other disciplines to get to know one another and relax over food and drinks. This year, first Friday locations have included the Dundee Dell and the Crescent Moon. Last winter, SIOP-UNO hosted First Friday at the Old Mattress factory downtown, followed by a Mavericks hockey game.

This was the first year that the annual picnic was hosted at Dr. Ryan's home, but it was still as fun as ever! Despite record breaking heat that day, I/O students and faculty had a great time getting to know the incoming class and enjoying delicious BBQ and side dishes provided by SIOP-UNO and the students. We also had our annual hayrack ride at Shady Lane Ranch, where students got a chance to unwind by throwing hay (i.e., getting hay thrown at us) and making s'mores around a campfire. The hayrack ride was a great opportunity for students to take a break from studying and enjoy the fall weather.

In addition to social activities, SIOP-UNO hosts speakers to inform students about career options post-graduate school. For instance, earlier this year we hosted West Corporation, who discussed the work that they do and the opportunities for I/O psychologists within their company. Later this fall, we have Erick Hill scheduled to speak to SIOP-UNO. Dr. Hill is a graduate from our program who currently works for Alegent Creighton Health, and will talk about his experiences since finishing the program, as well as

provide advice for current students who are exploring career options.

Looking forward to another great year with SIOP-UNO!

You can contact Mackenzie at mharms@unomaha.edu

Images:

Mackenzie Harms (MA, at right) and Desiree Johnson (MA, at left) at a First Friday at Roja



Tara Augustin (MS, at left) and Bianca Zongrone (PhD, at right) at the 2013 Hayrack Ride at Shady Lane Ranch

Benedict Fern (PhD, at left) and Lee Ferrante (MA, at right) at SIOP 2013



Interview with Recent Ph.D. Graduate: Sara Roberts

By Beth Harp

Sara Roberts graduated from the program in 2012, and currently works as the Manager of Advanced Analytics at ConAgra Foods. I recently had the chance to ask her more about her work and also her reflections on her time at UNO.

Q. Can you tell me a little about your role at ConAgra Foods?

I lead a team of I/O Psychologists responsible for identifying data-driven insights regarding our people that provide ConAgra Foods with a significant and sustainable advantage against competitors. Our team acts as internal consultants to Human Resources and business leaders to identify

business problems, implement scientific studies, conduct advanced statistical analyses, and provide data-driven insights.

We have completed more than 10 projects in the past year and have another 10+ slotted for FY14. These projects have fo-

cused on predicting attrition before it happens, assessing cultural alignment of acquired companies, optimizing exit interviews, determining why people do/don't participate in our wellness program, and evaluating the impact of training programs, volunteer efforts, employee perks, and change management initiatives...to name a few.

Q. How did the UNO I/O program help prepare you for this role?

It would take a while to list everything! To answer briefly, the UNO I/O Program provided me with the knowledge and skills needed in this role. Courses like job analysis and performance appraisal, selection, and training provide a foundation of knowledge needed to work in HR. Coursework in research methods, psychometric theory, and statistics (regression, ANOVA, SEM, Multivariate) have given me the knowledge needed to work in an analytics role. Finally, the focus on "independent research (not classroom)" via thesis, research other than thesis, and dissertation provide



invaluable experiences to apply what you learn in the classroom to a specific question or problem. The projects we complete at ConAgra Foods are like mini-theses/dissertations (without all of the writing—we use slide decks to communicate). We start with a research question, conduct a literature review, determine the research design, implement the study, conduct analyses, and write the results in a clear, concise, and compelling way. As Carey Ryan would say, it needs to tell a story!

Q. What is your favorite part about your job?

It is difficult to pick just one thing so here are a few. First, I have a wonderful team (consisting of UNO alumni Sarah Sinnett and Amy Walzer) that produces high quality work and creates a fun work environment. Second, we are the first team at CAG to apply advanced analytics to HR; therefore, we get to lay the groundwork for how we do things. This often leads to open discussions regarding response scales, data visualization, motivation theory, etc. (which we love!). Finally, the work we do is relevant and valued by senior leadership. Our projects are directly linked to making ConAgra Foods a better place to work for our employees. Many of our projects have been presented to the Chief HR Officer and even the CEO. I don't think it can get much better than that!

Q. What do you miss the most and least about graduate school?

What I miss the most is the environment of learning. I miss being on campus surrounded by open minded people eager to learn new things and do things just for the sake of learning. I immediately feel young and refreshed when I'm on campus. I definitely do not miss the overwhelming feeling of school responsibility. As a graduate student, you never feel at peace, relaxed, or "done" with work. Taking a night off to spend time with family/friends, go on vacation, or even take a nap often result in feelings of guilt or being behind. I definitely don't miss that!

Q. Do you have any advice for current I/O graduate students?

1. Find a balance between coursework, research, and practical experience—all will be important when looking for a job.

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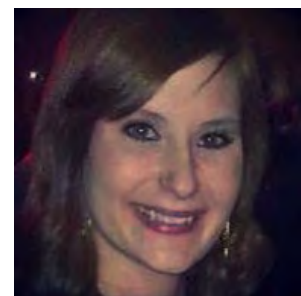
Interview with Recent M.S. Graduate: Kelly Grant

By Beth Harp

Kelly Grant graduated from the program in 2013, and currently works as a Measurement Specialist at KnowledgeAdvisors in Chicago. I recently was able to learn more about her experiences since graduating.

Q. Can you tell me a bit about your recent job hunting process and if you have any advice for other students going through it?

The job hunting process was definitely a lot of work. I started searching in February, and got my job about a month before graduating in May. LinkedIn was my main source for job hunting. I used my connections, the job search, and also looked at the postings of specific companies that I would want to work for. When I was job searching, I knew I wanted to live in Chicago. I asked people if they knew anyone who lived in Chicago that were in the same area of work for advice, and they connected me to a few people. One of those connections gave me some great advice and let me



know his company had an opening that I should apply for. When I applied, I put him down as a reference, which I know helped get my foot in the door. So one piece of advice would be to use your connections, and don't be afraid to ask connections at

the company for a reference or a referral because a lot of companies give incentives to employees for doing so. Even if you don't know them really well, you can ask them some questions and get the conversation going, and then lead into asking if there are any positions at that company. People say that connections are a big thing, and they really are! Another piece of advice is that you'll get a lot of rejections for various reasons like the number of resumes or applications the company receives, how they scan resumes, whether they prefer an internal transfer over an external hire, etc., so just know

that's going to happen and don't get discouraged. It's not necessarily a reflection of you or your abilities; it's just how it works, especially with the economy not being in full swing yet.

Q. Can you tell me a little bit about your role as Measurement Specialist at KnowledgeAdvisors?

KnowledgeAdvisors is a technology company, with a computer system called Metrics that Matter (MTM). MTM helps organizations measure and improve their talent development programs, whether it is leadership, skills training, new hire training, etc. Our company has started to move in the direction of talent analytics, so looking at all aspect of talent development in the organization and how it can be measured and improved. Some example areas are onboarding, engagement, and performance management. KnowledgeAdvisors has a consulting team, that I'm a part of as a Measurement Specialist, which is responsible for helping companies with measuring their talent development when they don't have the capabilities on their team to do it. A lot of it involves expanding or getting a full picture of their measurement strategy and process, which a lot of times utilizes advanced statistics, because a lot of companies lack the knowledge or expertise in this type of measurement. So we help them determine where they should start, what they are trying to get out of the measurement process, and align it with their company needs and goals. It's really interesting! I work a lot with statistics. For example, the consulting team does a lot of impact studies; we do a lot of regression testing and ANOVAs. Return on Investment is a huge buzz word right now so we calculate that all the time. Because of my background, I'm on a lot of impact studies, so I am working with statistics constantly. I had no idea that I would utilize that skillset so much! On our consulting team, there are a couple I/Os, a couple of employees with HR backgrounds, and a lot of business people, and we all have different areas of expertise. A lot of them don't have the statistics background, and it is a great feeling that I do.

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Collaborative Science is the Best Science

By Daniel J. Harris

This summer I was awarded a Terrorism Research Award (TRA) through the National Consortium for the Study of Terrorism and Responses to Terrorism (START). Only 10 applicants out of hundreds were accepted for the TRA, so I am very thankful for this research opportunity. The TRA itself is essentially a mini-grant (\$5,000) that funds research for a year on a topic related to terrorism or violent extremism. At the end of the funding period in October, 2014, I will attend the annual START Conference to present the results of my research and meet other members of START.

My research project is highly collaborative and can be broken up into three distinct parts. First, the data I have been working with is derived from interviews that Dr. Pete Simi has been conducting with former White Supremacists. Dr. Simi is a professor in the School of Criminology and Criminal Justice and is a member of START, and he has graciously let me use his interviews for my project. Using information relevant to turning points in the interviewees'

lives (i.e., when and why they decided to disengage from White Supremacist groups), I have been developing a coding scheme with Dr. Gina Ligon. I have been working with Dr. Ligon on various projects over the past two years, the largest of which was funded by the Department of Homeland Security through START. Dr. Ligon, who is also a member of START and



works in the Department of Marketing & Management in the College of Business Administration, is an I/O Psychologist and has expertise in developing coding schemes for life-history data. Finally, the interviews were also recorded on audio files. After content cod-

ing relevant information from the textual interviews, I will be working with Dr. Doug Derrick to assess vocalic information from those audio files. Dr. Doug Derrick, a professor in IT Innovation in the College of Information Science & Technology, is an expert in assessing vocalic information, such as changes in voice pitch and frequency. Overall, the research questions I'm attempting to answer are as follows: what are the reasons individuals might desist from violent extremist organizations, and how are those reasons remembered in terms of language usage and vocalic markers? Some

preliminary constructs that are of interest from an I/O framework include work-family conflict (e.g., leaving because the member is starting a family), burnout, and turnover (e.g., the push and pull factors as to why White Supremacists desist).

My major advisor, Dr. Roni Reiter-Palmon, introduced me to the Center for Collaboration Science (CCS) at UNO, where I have been working for over a year now. The CCS brings together students and professors from a wide variety of fields and backgrounds to engage in interdisciplinary research. This is evident in the research I am conducting for my TRA—if not for the CCS, I would not have had the opportunity to write a TRA proposal that included the integration of three distinct fields of research into one cohesive whole. Although I have never engaged in such an interdisciplinary project before, I believe this kind of collaboration is what all scientists should strive for in their careers. The ultimate goal of science is to better understand and explain reality, and the most nuanced and best approximations of reality can only be gained by assessing it from multiple angles and ways of thinking. Reality is complex. As such, we need an appropriate science—collaborative science—to study it.

You can contact Dan at dharris@unomaha.edu.

Applied Experience: Latina Summer Academy

By María Teresa Gastón

In this column, I'd like to tell you about a project I initiated — spurred by the need for research credits and money — which led to a very satisfying way to apply what we learn in Program Evaluation and Training and Development. I encourage you to think about programs of interest to you in the community that might benefit from your knowledge and program evaluation skills!

Over the past several years I have participated in various ways with a program called the Latina Summer Academy. The College of Saint Mary lives out its mission and serves the Latino and broader communities in the Heartland by offering this week-long science and culture on-campus immersion for Latina high school students. Close to 500 young Latinas from 59 different high schools in the region have partici-



pated since the program's beginning in 2002.¹ The program incorporates academic, social, cultural, health, and spiritual components planned around a uniting theme each year. Over 30 community partners² and at least nine col-

lege units³ collaborate in making the program possible. I was impressed by the program components and the response of its participants. Little was being done to describe the richness of the program's objectives and methods, or to assess its impact on the girls and their communities. About a third of the participants are undocumented girls and ten percent or more come from rural communities in the four-state region. I proposed to conduct a theory-driven program evaluation and the president of the college accepted my proposal.

After interviewing staff and reviewing extensive archival material, I did the following:

- ♦ Developed a conceptual model identifying how the Latina Academy's design and implementation processes lead to individual, organizational (college-level) and community outcomes (short-term and long-term)
- ♦ Specified implicit cognitive, affective, and behavioral/social learning objectives which underlie the learning methods
- ♦ Suggested a variety of methods to evaluate outcomes
- ♦ Analyzed participant responses to open questions from their 2012 closing survey
- ♦ Surveyed 25 Community Partners to elicit their perceived outcomes of the Latina Summer Academy and identified emergent themes in their responses

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MEET THE NEW STUDENTS!

Our department website has a new feature for the 2013-14 school year! We will post profiles of our new students to show off the bright new scientists we are adding to our ranks.

Click on the gold "O" below to see the online edition of our new publication!



Meet our New Faculty Member! Dr. Joseph A. Allen

AN INTRODUCTION

It is interesting being the new professor in the I/O program. Although I have a few years' experience as a professor, working with graduate students has brought back wonderful and terrifying memories from grad-school. For example, the wonderful experience of seeing my work in print for the first time and the terrifying experience of waiting to hear whether I passed my thesis/ dissertation defense. I look forward to sharing these experiences with students here at UNO and seeing them experience what many call the greatest time of their life.

So let me tell you a little bit more about me and about the research I do that I am most passionate about. In terms of me professionally, I earned my Bachelor's degree in Psychology with a business minor from Brigham Young University. It was there where I discovered that business professionals use psychological theory and principles and decided to investigate this thing called Industrial/Organizational psychology. I then earned my Masters degree in I/O psychology at the University of North Carolina at Charlotte. My Masters advisor was Dr. Douglas Pugh and my thesis focused on emotional labor in customer service organizations. I then stuck around UNCC and studied under the direction of Dr. Steven Rogelberg and earned my Ph.D. in Organizational Science. It is working with Steven that I developed my two other research streams and where my passion lies in terms of research.

First, I study workplace meetings. That's right, those annoying interruptions that often feel like and are, in many cases, a huge waste of time. Although many researchers focus on the negativity surrounding meetings, I have tended to take a more positive approach. I believe that meetings can be more effective and meaningful and I spend the majority of my time investigating how. Specifically, I started investigating a particular type of meeting used by military and par-

amilitary organizations called the After-Action Review. The AAR is a formal or informal discussion meeting concerning recent operations that focuses on what went right, what went wrong, and how to improve process/behaviors next time. This type of meeting can be helpful in many work environments, but I have focused on its use among firefighters and showed a connection between the use of these meetings and improved safety climate and safety related behavior.

Second, while in graduate school (and likely starting before then), I developed a strong desire to give back to the communities that have helped me become the person I am. Collaborating with Steven Rogelberg and fellow students at UNCC, the Volunteer Program Assessment outreach initiative was born. The Volunteer Program Assessment (VPA) is an outreach program designed to provide consulting services to nonprofit organizations concerning their volunteer program free of charge, as a service to these much needed community organizations. I brought this program with me to UNO and along with co-director Dr. Lisa Scherer, we now co-direct VPA-UNO. In addition to serving the community, students get valuable consulting experience and gather research data for theses and dissertations that emphasize how we improve volunteers' experiences and nonprofit organizational effectiveness. In essence, we give back to the community through consultation and we give back to the discipline by sharing our insights through this outreach program.

I am truly humbled to be at UNO and serve in this great program among such exemplary faculty and students. *If you have any questions about my research or previous work, please do not hesitate to reach out to me (josephallen@unomaha.edu).*



Q&A WITH DR. ALLEN

Q. Could you tell us a little about what you do in your free time?

A. Well, I like to play basketball, though I'm not very good. I like to read books, not just articles and not just technical or academic books. I enjoy watching sports of all types and I dabble in video games here and there. BUT, I rarely do any of those because I have a beautiful wife and four gorgeous daughters who I spend most of my free time with and I love it!

Q. What courses will you be teaching at UNO?

A. I currently teach Personnel Psychology. I will also be teaching Criterion Development and Performance Appraisal. Sometime in the future I hope to teach a seminar class entitled "The Science of Workplace Meetings and Collaboration", which will build upon my research on workplace meetings and my work in the Center for Collaboration Science. I will probably also teach Mood and Emotions as well as Selection at some point.

Q. How would you describe your teaching style?

A. Interactive! As much as I love hearing myself talk, I prefer to get my students to talk. Each class can and should be a learning experience for everyone involved, including the professor. By setting the expectation that all are to think, discuss, and learn, the classroom becomes an interactive environment where the experiences of all participants help all to be enlightened. Granted, some classes do not lend themselves to such a structure (e.g., statistics courses), but the ones that I do, I plan to teach that way.

Q. What is one of your proudest professional accomplishments?

A. Sure, I could pick an article that I'm particularly proud of, or I could list an award or degree or project or outreach or whatever. But, I take my greatest pride in the professional accomplishments of my students! I find it so rewarding to hear from past students and learn about their successes and how the efforts we made together to research, serve the community, and

learn helped define their careers and their lives. It is when I hear from students who are succeeding and serving in their community that I feel like what I'm doing has value and makes a long-term impact on individuals, families, and society.

Q. Do you have any advice for our current graduate students?

A. There are a lot of things I could put here. I could say "get to work on research early and persist in it until you get something out of it" (e.g., presentations and publications). I could say "guard your personal time as that will re-energize you for when you must work." I could say "time management is the key to sanity in graduate school and life." But, there's one thing that I lost sleep over, stressed about, and wasted valuable cognitive resources on that I wish I could get back: My preoccupation with grades! I wanted the "A". I wanted it bad! I would work tirelessly. I would argue with professors for points. I would do every single extra credit assignment I could find and then ask for more. Although this served me well in undergrad where grades impact graduate school options, it took my advisor sitting me down and counseling with me (on several occasions) before I realized and understood the truth. Once you graduate and you're in the workforce with your Masters or Ph.D., NO ONE WILL EVER ASK YOU WHAT YOUR GRADES WERE IN GRADUATE SCHOOL!!!! Nobody cares. All they care about is whether you have the skills and competencies and experience to get the job done now. A, B, or even C in a class is irrelevant. What is relevant is whether you have learned and mastered the skills in the class. There are many confounding variables that can explain grades that are lower than desired (e.g., sickness, fatigue, bad relationship with a professor, personal relationship trials, etc.). However, if you learn the skills and content taught in the class, then that's all that will ever matter after graduate school.

Alumni Good News Corner

Sally Hrdy MS, '90

Well I recently, as of May 28th, started work as the Assoc. Director of Informatics at Boehringer-Ingelheim pharmaceuticals in the department of Health Economics and Outcomes Research (HEOR).

Susan E. Russel MS, '83

I am currently working as a Network Administrator and CAD Manager for Gelotte Hommas Architecture in Bellevue, WA. I am also attending school to receive a Bachelors in Network Administration and am currently studying for the MCSA exams.

Katie Gerson MS, '11

I am currently working on getting my Master Black Belt certificate in Six Sigma at Allstate Ins. Co. My first project is an evaluation on the company's succession planning process for high level employees.

Bob Myers MS, '79

I don't have a lot to report this year although I did become a grandpa with the birth of my first grandchild last October! I was also named to the CHRO Advisory Board for the Institute for Corporate Productivity (i4cp.com).

Aaron Brown MS, '13

Married to Katy in May! We are expecting a baby in April! Work has been going great so far—I have provided statistics/content for three white papers on the following subjects since I started full-time in June: Employee engagement and its impact on employee turnover, Employee engagement and its impact on the financial success of companies (stock market related paper), and Employee engagement in relationship to how employees want to be recognized in the workplace. I recently had my first full presentation to an executive board covering their company survey results, and they liked all the insight I provided. They are going to ramp up the amount of presentations I do in the coming months, and I should do a handful every month from now on.

Sara Roberts PhD, '12

I joined the ConAgra Foods' People Insights team in June 2012 and was recently promoted to Manager of Advanced Analytics. I was also given the opportunity to present at Predictive Analytics World, IE Group's Business Analytics Summit (with fellow alum Sarah Sinnett), and the Big Data Innovation Summit. My team was awarded the Most Innova-

tive Use of Analytics at a recent Predictive Analytics Summit and was also featured in an article in Grad Psych Magazine (Hot Jobs: Big Data Psychologists): <http://www.apa.org/gradpsych/2013/01/big-data.aspx>

Diego Valadares Kientz MS, '13

Upon graduation I took a position with SilverStone Group as a consulting associate in the compensation field, here in Omaha. I love my job and the people I work with. I feel that I'm constantly learning a lot. I love working as a consultant and working on different things for several different clients. It keeps everything new and exciting and I get to learn many different things. I plan to start working on my certification to become a Certified Compensation Professional (CCP). Additionally, I am currently making plans to return to Brazil next Summer for the FIFA World Cup.

Cheryl Hendrickson PhD, '96

Cheryl Hendrickson leads the Workforce Research and Analysis practice area at the American Institutes for Research (AIR) and was recently promoted to Managing Researcher in September of this year.

Jon Rickers MS, '98

Jon Rickers was promoted to Global Vice President of Human Resources (HR) at EnPro Industries for the Technetics Group. In his new role, he will be a strategic thought partner to Senior Management as well as have responsibility for HR in 14 locations in North America, Europe, and Asia. Jon and his family will relocate to France in 2014 as part of this global assignment.

John Hollwitz PhD, '98

The only thing I'd note is that I just became Chairperson of the Management Systems department at Fordham University in NYC.

Erika Morral PhD, '12

In the past year, my husband Brent and I moved to Washington, DC and I started a Researcher position at the American Institute for Research. I am working with Cheryl Hendrickson and Tara Myers, alumni from our program as well. We also welcomed our first baby, a boy named Reid on August 13, 2013. I also had an article published in the Journal of Creative Behavior on the interactive effects of self-perceptions and job requirements on creative problem solving.

Sara Roberts Interview

Continued from page 5

2. Take as many research methods and stats courses as you can—the future of I/O is in research and analytics.
3. Be confident and put yourself out there—I overlooked several job postings because I didn't think I was qualified because I hadn't taken a specific course or didn't have exactly 5 years of experience. You have more experience than you think and are more qualified than a lot of others applying for the role. Don't take the job posting as verbatim—they aren't always based on a job analysis.
4. Sell yourself in your resume and interview—Learn how to be confident like an MBA, discuss your practicum and internship experiences as work, and make sure your resume is specific to the job you are applying for.
5. If you are considering a Ph.D. and wonder if it's worth it...IT IS!

Kelly Grant Interview

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Q. How did the I/O program at UNO help prepare you for that role?

Well first, obviously the coursework. I utilize so much of what I learned in the statistics courses, as hard as they were and as much as I disliked them in the moment. Not even just regression and ANOVA, but the classes where we applied statistics, those were really helpful. Knowing SPSS so well, I can just dive into projects at work without needing to re-learn it. Based on the work that I do, training was obviously a very helpful course. Being familiar with the training theories, like Kirkpatrick's learning levels or Phillip's theory on ROI, is really helpful as we actually work in conjunction with the Kirkpatrick's a lot. In selec-

tion, the individual project was great practice in writing clearly for a non-I/O audience. That is pretty much what I do for the majority of my projects. We want to give our clients the information that is important to them, their stakeholders, and clients, and which drives the message home to them.

Other than coursework, the professionalism of everyone in the I/O program prepared me well for the business world. Working with professors and discussing deadlines and how to stay on track with everything in the program helped me to have that professionalism in everything I do with my work.

Q. What do you miss the most and the least about graduate school?

I miss the people the most, both classmates and professors. I miss having all of our get togethers and being able to hang out outside of class with people that are super stressed just like you and are going through the same experiences that you are. They understand what you're going through and you can vent to them because they have a full understanding of what you're talking about. I just miss having that mini family of people who are in the same boat as you.

I definitely don't miss all of the readings we had to do. What's really funny is that I actually read a good amount of journal articles and books that are relevant to my area of work and I enjoy them so much more now because I don't have to come up with discussion questions. It's nice to just be able to read an article and be like, that's really interesting! I can just enjoy it. I also don't miss the stress in general. Getting good grades, and making sure you get everything done, and turning everything in on time...I don't miss that stress. I have different stress and pressures at work, and while they're not great either, the stress of graduate school is quite different.

Department Publications and Presentations:

- Allen, J. A. (2013). Incorporating I/O into an introductory psychology course: A new set of custom modules by the education and training committee. *The Industrial Psychologist (TIP)*, 50(3), 144.
- Allen, J. A. (2013, September 10). Make your meetings a tool for engagement [Web log post]. Retrieved from <http://managementink.wordpress.com/2013/09/10/make-your-meetings-a-tool-for-engagement/>
- Allen, J. A. & Mueller, S. (2013). The revolving door: A closer look at major factors in volunteers' intention to quit. *Journal of Community Psychology*, 41(2), 139-155. doi:10.1002/jcop.21519
- Allen, J. A. & Rogelberg, S. G. (2013). Manager-led group meetings: A context for promoting employee engagement. *Group and Organization Management*, 38, 543-569. doi:10.1177/1059601113503040
- Allen, J., Scott, C., Tracy, S., & Crowe, J. (in press). The signal provision of emotion: Using emotions to enhance reliability via sensemaking. *International Journal of Work, Organisation, and Emotion*.
- Arreola, N., & Reiter-Palmon, R. (2013, April). *The effect of problem construction on solution quality and originality*. Poster presented at the 28th annual meeting of the Society for Industrial/Organizational Psychology, Houston, TX.
- Barnes, J., Scherer, L., & Faurote, E. (2012, November). *Incivility as a function of sleep quality among working college students*. Paper presented at the annual meeting of the Joint Nebraska Psychological Society and the Association for Psychological and Educational Research in Kansas, Hastings, NE.
- Brown, A. R., Scherer, L. L., & Allen, J. A. (2012, November). *The decision to stay or leave: The role of spirituality in attenuating burnout*. Poster presented at the 33rd annual meeting of the Society for Judgment and Decision Making, Minneapolis, MN.
- Carmeli, A., Gelbard, R., & Reiter-Palmon, R. (2013). Leadership, creative problem solving capacity, and creative performance: The importance of knowledge sharing. *Human Resource Management*, 52, 95-122.
- Crowe, J., Allen, J., & Scott, C. (2013, July). *After action reviews: Perspective from those who engage*. Poster presented at the meeting of INGroup, Atlanta, GA.
- de Vreede, T., Nguyen, C., de Vreede, G.J., Boughzala, I., Oh, O., & Reiter-Palmon, R. (2013, October). *A theoretical model of user engagement in crowdsourcing*. Paper presented at the 19th meeting of CRIWG, Wellington, New Zealand.
- de Vreede, T., & Reiter-Palmon, R. (2013, August). *Creativity and organizations: How organizations extract value from creativity*. Paper presented at the 121st meeting of the American Psychological Association, Honolulu, HI.
- Friedly, J., Harris, D., Harms, M., & Ligon, G. (2013, March). *Applying historiometry to terrorist organizations*. Poster presented at UNO's 5th Annual Student Research and Creative Activity Fair: Omaha, NE.
- Hansen, K., & Harris, D. J. (2013, March). *The influence of task and impulsivity on malevolent creativity*. Poster presented at UNO's 5th Annual Student Research and Creative Activity Fair, Omaha, NE.
- Harms, M., Ligon, G., Simi, P., & Harris, D. (2013, March). *Categorizing violent extremist organizations*. Paper presented at UNO's 5th Annual Student Research and Creative Activity Fair, Omaha, NE.
- Harp, E. R., Scherer, L.L., & Allen, J. A. (2013, May). *Empathy and burnout among volunteers with varying degrees of person-organization fit*. Poster presented at the 10th International Conference on Occupational Stress and Health, Los Angeles, CA.
- Harris, D. J., Derrick, D., Simi, P., & Ligon, G. (2013, March). *Drawing parallels between business leaders and terrorists*. Paper presented at UNO's 5th Annual Student Research and Creative Activity Fair, Omaha, NE.
- Harris, D. J., Ligon, G., Friedly, J., & Harms, M. (2013, October). *Counterterrorism or countercreativity? Framing terrorism through the lens of malevolent creativity*. Paper presented at the International Studies Association, International Security Studies Section-ISAC Joint Annual Conference, Washington, D.C.
- Harris, D. J., Reiter-Palmon, R., & Kaufman, J. C. (2013). The effect of emotional intelligence and task type on malevolent creativity. *Psychology of Aesthetics, Creativity, and the Arts*, 7, 237-244. doi:10.1037/a0032139
- Harris, D. J., Reiter-Palmon, R., & Ligon, G. S. (in press). Construction or demolition: Does problem construction influence the ethicality of creativity? In S. Moran, D. Cropley, & J. Kaufman (Eds.), *The ethics of creativity*. Palgrave Macmillan.
- Hatzenbuehler, K., & Scherer, L. (2012, November). *Suicide propensity among military personnel pre- and post-deployment: A review of the literature*. Paper presented at the annual meeting of the Joint Nebraska Psychological Society and the Association for Psychological and Educational Research in Kansas, Hastings, NE.
- Hullsiek, B., Harms, M., Arreola, N., Wigert, B., Crough, D., Robinson-Moral, E., & Reiter-Palmon, R. (2013, April). *Process and outcome satisfaction, problem construction, and creativity in teams*. Poster presented at the 28th annual meeting of the Society for Industrial/Organizational Psychology, Houston, TX.
- Jones, K. J., Skinner, A. M., High, R., & Reiter-Palmon, R. (2013). A theory-driven, longitudinal evaluation of the impact of team training on safety culture in 24 hospitals. *BMJ Quality and Safety*, 22, 394-404. Selected as editor's choice for this issue
- Kaufman, J., Baer, J., Cropely, D., Reiter-Palmon, R., & Sinnett, S. (2013). Furious activity vs. understanding: How much expertise is needed to evaluate creative work? *Psychology of Aesthetics, Creativity and the Arts*.
- Kennel, V., Jones, K., Skinner, A., Venema, D., Reiter-Palmon, R., & Nailon, R. (2013, November). *Innovations in rural health care: "CAPTURE"ing the challenges and successes of implementing interprofessional fall risk reduction programs in Nebraska's Critical Access Hospitals*. Poster presented at the Rural Futures Conference, Lincoln, NE.
- Kennel, V., Reiter-Palmon, R. (2013, May). *Conducting effective fall risk reduction team meetings*. Presented at the Nebraska Healthcare Quality Forum, Omaha, NE.
- Kennel, V., Reiter-Palmon, R., Jones, K. J., Venema, D. M., Skinner, A., High, R., & Nailon, R. (2013, April). *Team reflexivity and patient falls: Implications for training*. Symposium presentation on Exploring the Science of Team Training in Healthcare at the 28th annual meeting of the Society for Industrial/Organizational Psychology, Houston, TX.
- Ligon, G.S., Breazeale, M., & Friedly, J. (October, 2013). *Organizational performance and violence: An empirical investigation*. Panel submitted by START to ISA Annual Conference, Toronto, Canada.

Continued on page 15

Department Publications & Presentations, Cont.

- Ligon, G. S., Breazeale, M., Pleggenhuhle-Miles, E., Harms, M., Harris, D. J., & Friedly, J. (2013, May). *Branding destruction: Notoriety predictors of performance in violent groups*. Consumer-Brand Relationships Conference, Boston, MA.
- Ligon, G. S., Friedly, J., Harris, D. J., & Harms, M. (2013, July). *Destruction through collaboration: How groups work to gether toward malevolent ends*. Paper presented at the 8th Annual INGRoup Conference for Interdisciplinary Teams, Atlanta, GA.
- Ligon, G.S., Friedly, J., Kennel, V., & de Vreede, T. (in preparation). Top twelve succession planning best practices for scientific and technical leaders of innovation in the federal government. *IBM Center for the Business of Government*.
- Ligon, G.S., Harris, D.H., Harms, M., & Friedly, J. (in preparation). Using historiometry to empirically study antecedents and consequences of violence in ideological organizations. *The Psychology of Violence Journal*.
- Ligon, G. S., Harris, D. J., Harms, M., & Friedly, J. (2013). *Organizational determinants of violence and performance: Introducing the START L.E.A.D.I.R. study and dataset*. Technical Report.
- Ligon, G. S., Simi, P., Harms, M., & Harris, D. J. (in press). Putting the "O" in VEOs: What makes an organization? *Dynamics of Asymmetric Conflict*.
- Morrall-Robinson, E., & Reiter-Palmon, R. (2013). The interactive effects of self-perceptions and job requirements on creative problem solving. *Journal of Creative Behavior*, 47, 200-214.
- Mueller, S., Quick, C., & Scherer, L. (2013, February). *Defining and measuring organizational resentment*. Poster presented at the UNO Research Fair, Omaha, NE.
- Murphy, M., Runco, M. A., Acar, S., & Reiter-Palmon, R. (2013). Reanalysis of genetic data and rethinking dopamine's relationship with creativity. *Creativity Research Journal*, 25, 147-148.
- Reiter-Palmon, R., de Vreede, T., & de Vreede, G. J. (2013). 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* (pp. 240-267). New York: Routledge.
- Reiter-Palmon, R., Jones, K., Skinner, A., & High, R. (2013, April). *Effectiveness of team training: A longitudinal analysis of safety culture*. Paper presented at the 28th annual meeting of the Society for Industrial/Organizational Psychology, Houston, TX.
- Reiter-Palmon, R., Kennel, V., Wigert, B., de Vreede, T., & de Vreede, G. J. (2013, April). *The effect of structure and creative self-perception on team satisfaction*. Paper presented at the 28th annual meeting of the Society for Industrial/Organizational Psychology, Houston, TX.
- Reiter-Palmon, R., Kennel, K., Wigert, B., de Vreede, T., & de Vreede, G. J. (2013, July). *Generation is not enough: Can teams successfully select creative ideas?* Paper presented at the Interdisciplinary Network for Group Research Conference, Atlanta, GA.
- Reiter-Palmon, R., Shalley, C., Russell, D., & Bauer, C. (2013, April). *Creativity and innovation in organizations – An Academic-Practitioner dialogue*. Paper presented at the 28th annual meeting of the Society for Industrial/Organizational Psychology, Houston, TX.
- Reiter-Palmon, R. (2013, April). *The effect of individual differences on team processes*. Chair, symposium presented at the 28th annual meeting of the Society for Industrial/Organizational Psychology, Houston, TX.
- Reiter-Palmon, R. (2013, April). *The intersection of research/practice: Effectively using partnerships so research sticks*. Paper presented at the 28th annual meeting of the Society for Industrial/Organizational Psychology, Houston, TX.
- Reiter-Palmon, R. (2013, July). *From the trenches of interdisciplinary research: Pitfalls, challenges and rewards*. Paper presented at the Interdisciplinary Network for Group Research Conference, Atlanta, GA.
- Reiter-Palmon, R. (2013, July). *Recent developments in the study of team creativity*. Chair, symposium presented at the Interdisciplinary Network for Group Research Conference, Atlanta, GA.
- Reiter-Palmon, R. (2013, Aug.). *Business creativity: Creativity and innovation research in the workplace*. Paper presented at the 121st meeting of the American Psychological Association, Honolulu, HI.
- Reiter-Palmon, R. (2013, Aug.). *Links among creativity in educational and professional contexts*. Paper presented at the 121st meeting of the American Psychological Association, Honolulu, HI.
- Scherer, L., Quick, C., Mueller, S., Gallagher, & E., Faurote, E. (2013, May). *Decision making as a framework for understanding supervisors' approach employee work-life dilemmas*. Poster presented at the Tenth International Conference of Occupational Stress and Health, Los Angeles, CA.
- Schleu, H., & Scherer, L. (2012, November). *Coping skills as a moderator of work-school conflict on the effects of sleep duration, mood state, and general well-being*. Paper presented at the annual meeting of the Joint Nebraska Psychological Society and the Association for Psychological and Educational Research in Kansas, Hastings, NE.
- Scott, C., Allen, J. A., Bonilla, D. & Baran, B. (2013). Ambiguity and freedom of dissent in post incident discussion. *Journal of Business Communication*, 50 (4), 383-402. doi: 10.1177/0021943613497054
- Shively, R. L., & Ryan, C. S. (2013). Longitudinal changes in college math students' implicit theories of intelligence. *Social Psychology Of Education*, 16 (2), 241-256. doi:10.1007/s11218-012-9208-0
- Stephens, S., Hullseik, B., & Reiter-Palmon, R. (2012, Nov.). *The effects of task interest and ambiguous instructions on creativity*. Poster presented at the annual meeting of the Society for Judgment and Decision Making, Minneapolis, MN.
- Trent, S., & Scherer, L. (2012, November). *Resilience as a moderator of work-school conflict on excessive daytime sleepiness, general well-being, and job satisfaction*. Paper presented at the annual meeting of the Joint Nebraska Psychological Society and the Association for Psychological and Educational Research in Kansas, Hastings, NE.
- Wigert, B., & Reiter-Palmon, R. (2013, April). *The influence of problem construction goals and constraints on creativity*. Poster presented at the 28th annual meeting of the Society for Industrial/Organizational Psychology, Houston, TX.
- Young Illies, M., & Reiter-Palmon, R. (2013, May). *Mentor values affect negative mentoring and organizational commitment*. Poster presented at the 25th meeting of the American Psychological Science, Washington, D.C.

Image: Dr. Lisa Scherer (second from left) and I/O students Eric Faurote (PhD, far left), Stephanie Mueller (MS, second from right) and Christy Quick (MA, far right) at Work, Stress and Health 2013



Applied Experience at the Natural Resources Defense Council

Continued from page 8

- ♦ Analyzed program data to answer questions such as: Is the program reaching the target group? Is the program meeting its objectives and how? What has the most effect?
- ♦ Briefly researched barriers to academic achievement for Latinas and reviewed psychological literature on self-efficacy and hope measures
- ♦ Created a new research-based data collection instrument for the 2013 Latina Summer Academy with pre – and post-Academy surveys
- ♦ Offered recommendations for program improvement and future evaluations.

Subsequently, the president of the college asked me to analyze the data from the 2013 LSA pre– and post–surveys from the 81 participants in 2013. I am just completing that second project now. The LSA director is grateful that she and her planning committee can base program decisions on clearer objectives and outcome data from participants and the community. I hope my work will also help the College of Saint Mary in their grant-writing and reporting on this project so they can continue to receive recognition and funding for this creative cultural leadership incubator.

You can contact Maria Teresa at mgaston@unomaha.edu.

¹Latina Summer Academy archival documents

²Latinas Unidas of Omaha, The Migrant Farmworker Project (KC, MO), College Possible, All Our Kids, Upward Bound, Education Question, Shenandoah Iowa Latino Center, Omaha Public Schools, Council Bluffs Community Schools, Alta Vista High School Charter School (KC, MO), Cristo Rey High Schools, Counselors from 26 other high schools, The Sisters of Mercy West/Midwest, Opera Omaha, Nebraska Ballet Company, Lauritzen Gardens, The Joslyn Art Museum, The Museo Latino, The AIM Institute, Creighton University, University of Nebraska Medical Center, The Iowa West Foundation, The Women's Fund, and Wells Fargo Bank

³I counted the President's Office, Academic Affairs, Student Affairs, Enrollment (and through them the Campus Store), Residence Life, Public Relations, Grants, Food Services, and Career Services

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Thank you for your continued support!

Stay in Touch!

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

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Department contact info.

See below

Upcoming Events

- **34th Annual Industrial-Organizational Psychology/Organizational Behavior (IOOB) Conference**
July 18th-19th, 2014
Graduate student research conference
Los Angeles, CA
- **6th Annual UNO Student Research and Creative Activity Fair**
March 7th, 2014
Undergraduate and graduate student research showcase
Omaha, NE
- **29th Annual Conference of the Society for Industrial and Organizational Psychology**
May 15-17th, 2014
Honolulu, HI
- **122nd Annual Convention of the American Psychological Association**
August 7th-10th, 2014
Washington, DC



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