I/O News

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

UNIVERSITY OF Nebraska
Omaha

Meet our New Faculty: William Kramer!

Dr. William Kramer, Assistant Professor

I would like to start by thanking everyone for the opportunity to join such a great program. I haven't been here long and am already impressed by the students, staff, and faculty. Coming freshly minted from a Ph.D. program can leave one with question marks about how things might go, yet, thanks to everyone here, I feel integrated within the matter of two months. Whether it be participating in class debates and making my teaching experience fun, looking out for me when I didn't have my belongings, or just coaching me – Every last bit has made the transition easier. Thank you all. Now to the thing I always find the most difficult: talking about myself. I always tell my colleagues that I can write a paper for them easy but as soon as they ask me to write a bio - I am a deer in the headlights. But I digress…

I started my higher education at the University of Florida in philosophy. Despite seemingly disconnected from I/O, my undergrad degree prepared me more than I could ever know for both the writing load and theoretical rigor of graduate school. I then moved to the University of Central Florida to obtain my MS in I/O psychology. There, I worked under Dr. Eduardo Salas who cultivated my love for studying teams, leadership, and national culture in organizations and worked on multiple projects for government organizations (e.g., DoD, NASA). Then, I started at Clemson University for my Ph.D. working with Dr. Marissa Shuffler who was originally a colleague at UCF. Fun fact on that front: I can say that I was able to see my advisor both propose and defend her dissertation. It was here that I started to narrow in on examining teams in unique, complex contexts (e.g., virtual, interdisciplinary, spaceflight) and using novel statistical methods for testing and theory development (e.g., latent profile analysis).

Ultimately, my dissertation focused on global, virtual teams. I love the research that existed in both realms but I felt there were some unanswered questions that I could address regarding how national culture and virtual tool characteristics interact. I won't bore you with all the details (for a full rant – See me) but let me share one general piece of advice: Going into your dissertation, or any new project really, you have such a good grasp on how things will go. However, every step of the way you can be thrown major curves… Embrace the chaos. Sometimes half your model fails – **And that's OK** as long as you stop and ask yourself why. In doing this you might even find yourself a new paper or stream of research.

On a more personal note, I absolutely love to travel. There is very little that is more exciting than getting lost in a new city. Similarly, I love to shut off my GPS and get lost driving in backroads. Sometimes it really is amazing what you can find. For example, in my time here I have already been lost in Iowa and found the world's largest bull statue. Finally, I love going outdoors and hiking. My goal is to go to a new national park every year and spend at least a day hiking.

It's been a while since I've been the "new guy". However, I am humbled to be here and looking forward to every day I have at UNO. If you ever want to talk research (or know of any good backroads), feel free to email me (wkramer@unomaha.edu). Or if you are brave and ready for a full discourse, come see me (ASH 347V) – My door is open.

Interview with M.S. Graduate: Adam Thurley

By Vignesh Murugavel
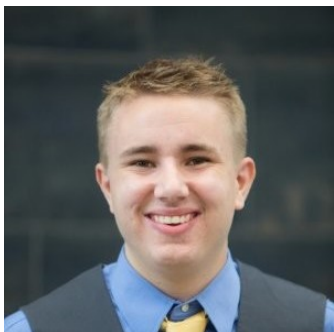
Adam Thurley a 20156 graduate, is a Selection & Assessment Analyst for the City of Dallas.

What was the degree you received from UNO?

I received my master's degree in I-O Psychology from UNO

What is a typical day look like for you?

I don't really have a typical day in my job. There is a lot of variety. For example, somedays I have meetings with clients and staff where we talk about assessment policies. Other times I analyze our hiring data. Also, somedays I have meetings with department directors to add assessments to the city's hiring processes.

What is your favorite thing about your job?

My favorite thing about my job is the variety. A lot of the time, I don't know how the day is going to go. Each day is different. I would say the variety of tasks I do is what I enjoy.

What is your least favorite thing about your job?

Sometimes there is a lack of understanding of the value of tests and assessments. It is up to us as I/O psychologists to sell this point. You have to first show people the value of assessment for selection.

What do you wish you had known about the 'real world' before you graduated?

People don't have the same understanding of psychometrics and I/O psychology as you do. It is important to have appreciation for this difference and adjust to it. This was not something I had practice in before I entered the field.

Do you have any advice for new graduates of the program?

One thing is to never stop learning and developing your skills. Even after graduating it is important gain new skills. Because the field is always evolving, skills different from those you learned in graduate school always come up. For example, knowledge of programing languages such as Python, R, and SQL are skills many companies look for now. Developing these skills keeps you marketable.

Should students contact you about possible internship opportunities?

Yes, we offer many different internships. I'd reach out if you want government experiences. Students can visit our website for more information or email me if you are interested.

Do you have any concluding thoughts?

My education from UNO was tremendously valuable! I want to give thanks and credit to Roni, Joe, the program, and everyone one else there.

UNIVERSITY OF NEBRASKA Omaha

Interview with Ph.D. Graduate: Dr. Gini Collins

By Vignesh Murugavel

Dr. Gini Collins, a 2001 graduate, is a the CEO and majority owner of SOLVE Consulting in Omaha.

What was the degree you received from UNO?

I received my master's degree in I-O Psychology from UNO and then my PhD in I-O from UNL. I believe that degree is now conferred through UNO, but in 2001 it came through Lincoln even though all the class work was conducted in Omaha.

What is a typical day look like for you?

My typical day focuses on client engagement, proposal development, client development/business development, and working on business strategy with my team. In short, I engage in a variety of activities that involve working both in the business and on the business.

What is your least favorite thing about your job?

Traveling can be a challenge given the changes in the travel industry. Fortunately, we can do most of our work remotely once relationships have been established.

What do you wish you had known about the 'real world' before you graduated?

As a non-traditional student, I had worked and attended graduate school in the decades prior to going back for my PhD. Therefore, I had quite a few life experiences to draw on in preparation for graduation. I would suggest people considering graduate school think about working for a few years first, as this helps build a stronger, more relevant, mental framework that helps put the new knowledge into context.

Do you have any advice for new graduates of the program?

I believe with the current business landscape, one of the greatest skills you can cultivate is adaptability. That coupled with openness to experience will enable someone entering the market to navigate an ever-changing work environment. We learn about things in school, but our best asset is our ability to think critically. If we learn to believe in our ability to think through what is being presented to us, we can contribute to solutions to just about any issue. Coming out of a family business, I've always had great respect for the role that business plays in our community. That respect leads me to be an active listener in any discussion, eager to understand what makes each business unique. Only through that respect and understanding can we build a firm partnership to bring meaningful science to the workplace and achieve business goals together.

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Interview with Ph.D. Graduate Continued.

Should students contact you about possible internship opportunities?

Yes, we try to always have an intern from the I-O Psychology program and have hired most of our full-time consultants following an internship experience. We value the fresh ideas and current statistical analytics that advanced students bring to our work environment. As we listen to the student perspective, we continue to learn and grow. We receive as much as we give in experience. One main advantage of interning at SOLVE is that you get to see and experience essentially all aspects of I-O psychology in practice; you're not pigeonholed into one specific area. Another advantage is the ability to not only watch a company grow but have a voice in that process. We empower every employee to speak up, offer new ideas, challenge us, and make things happen.

More on Solve Consulting

Solve has many clients across the nation looking for help in a variety of area. Our company offers customized methods to solving problems to do with organizations and people. We take a holistic approach to identifying a company's problems and helping them reach their goals. Some of the projects we have had cover topics such as strategic planning, hiring, talent development and more. Although Solve is a fairly small company, we are looking to expand and grow in the upcoming years.

SIOP Dinner in Chicago, Illinois

By Vignesh Murugavel

The 33nd annual 2018 SIOP Conference was in Chicago, Illinois. The conference was held at the Sheraton Grand Chicago this year. Thirteen students and two faculty attended the conference to present, volunteer, and network. Students presented on a wide range of topics including: Meetings, employee engagement, volunteerism, leadership, support for change, and more!

Both Dr. Allen and Dr. Reiter-Palmon were active at the event. Dr. Allen served as chair in task force assembled to get IO Psychology into introductory psychology textbooks. Dr. Reiter Palmon was inducted as a SIOP fellow! She also served on a panel amongst other prominent creativity researchers .

The much anticipated UNO SIOP alumni dinner provided a nice break from the conference events on a cool Thursday Chicago night . Over 40 UNO alumni, faculty, and students enjoyed Chicago-style deep dish pizzas at Giordano's. Our generous and charming friends at Talent Plus hosted and paid for the event. Many conversations brewed over the delicious dinner, with topics such as I/O consulting, teams research, and plans to hit the town. Our new faculty member Billy Kramer was introduced to alumni and welcomed to the UNO family at the event. The night ended with a round of drinks courtesy of Scott Whiteford from Talent Plus.

Thank you everyone who helped make this year's SIOP Conference a phenomenal experience. We are excited to see what next year will bring at the 34th annual SIOP Conference, in Fort Washington, Maryland!

Applied Experience: Army Research Institute - Leadership Work

By Sal Leone

Sal Leone, a 3rd year M.A./ Ph.D. student, worked with the Army Research Institute.

Leadership research has typically focused on how individuals' behavior aligns with prototypical leadership approaches; however, researchers have recently examined how individuals come to self-identify as leaders. Collaborating with the University of California Riverside, we received a grant from the US Military to examine leader and follower identities. Often, the assumption is made that individuals progress from the undesirable state of "follower" to the goal state of "leader". We proposed this traditional view of leadership development is overly simplistic, and effective leaders simultaneously maintain multiple sub-identities that reflect both leadership and followership roles.

The purpose of our research was to develop and progress a unique theory of leadership, the Multidimensional Model of Follower-Leader Identity. We proposed that individuals differ in their degree of leader and follower orientations, resulting in a matrix consisting of: Leader-stasis (low follower, high leader orientation), Follower-Stasis (high follower, low leader orientation), Capsulated (low follower, low leader orientation) and dynamic (high follower, high leader orientation) individuals. Further, we propose that dynamic individuals differ in the degree to which they manage the distinct identities of leader and follower. Those that combine leader and follower identities into a new distinct identity comprise Follower-Leader Identity Integrated (FLII) individuals, while those that manage the identities by alternating between followership and leadership depending on the context comprise Follow-Leader Identity Partitioned (FLIP) individuals.

We conducted structured interviews in various military and civilian samples to explore the fundamental dimensions of FLII and further refine our model. We also conducted further psychometric work to evaluate the factor structure of FLII and assess convergent and divergent validity. To this end, we developed scale items reflecting identity-congruence with each of the four orientations. Finally, we applied the knowledge gained from our work to identify potential strategies for interventions aimed to cultivate a FLII identity.

Our research contributes to both the leadership and identity literatures, and is relevant to various applied settings, particularly the military. As FLII individuals hold both follower and leader identities, they are thought to maintain adaptability in a variety of situations. Such cognitive flexibility necessary to integrate both identities is a desirable trait for leaders operating in dynamic, or rapidly changing environments. Therefore, we propose FLII leaders in business organizations perform well by applying or integrating both leadership and followership competencies during work interactions. Similarly, FLII leaders in high-risk environments, such as military leaders, may manage conflicting demands of active situations more effectively by integrating leadership and followership tactics. However, future research is needed to examine the extent to which FLII identity can be trained, and how FLII leaders integrate leadership and followership behaviors to solve problems and perform well in real-world situations.

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Research Experience: Tolerance of Prejudice

By Abby Folberg

Abby Folberg, a Ph.D. student.

My research with Dr. Carey Ryan at UNO and Dr. Jennifer Hunt at the University of Kentucky examines how tolerance of prejudice may perpetuate discrimination against historically marginalized groups. Individuals who endorse tolerance of racism and tolerance of sexism may believe that individuals have the right to their own opinions – even if those opinions are racist or sexist. They may also choose to believe that racism and sexism can be justified by highlighting perpetrators other good qualities.

We initially became interested in studying tolerance of racism, in particular, after the 2016 U.S. Presidential election as we sought to understand why individuals who may not otherwise have perceived themselves as motivated by racial animus voted for Donald Trump, despite his well-publicized racist statements. Across three studies, we developed a measure of tolerance of racism to help explain how individuals may passively promote racism through an unwillingness to confront prejudiced acts. We demonstrated that tolerance of racism was distinct from other commonly used measures of racism. In Studies 1 and 2, we demonstrated that individuals who endorsed tolerance of racism exhibited stronger support for Trump (Studies 1 and 2) and were more likely to have reported voting for Trump (Study 2) even after other relevant predictors (e.g., gender, race, age, and political and economic conservatism, and racism) were controlled.

In Study 3, we asked participants to complete measures of tolerance of racism and other measures of bias and to read vignettes that described ostensive racist acts. After each vignette, participants indicated their perceptions of the perpetrator the appropriateness of various confrontation strategies ranging from going along with the act to directly confronting racism. We found that participants who strongly endorsed tolerance of racism had less negative perceptions of the perpetrators. In addition, those higher in tolerance of racism were less likely to view confronting racism as appropriate and were more likely to use indirect versus direct confrontation strategies when they chose to confront racism – even when other measures of racism, gender, and race were controlled. Thus, one particularly exciting application of tolerance of racism is in understanding when and how individuals confront prejudice.

My dissertation work expands on tolerance of racism by developing a measure of tolerance of sexism. Preliminary data indicate that tolerance of sexism is distinct from other commonly used measures of sexism. In addition, tolerance of sexism appears to satisfy different justifying motivations in men and women. When other relevant ideologies (e.g., political conservatism, sexism, gender, age, race, and social dominance orientation) were controlled, tolerance of sexism was associated with stronger motivations to preserve dominance among men and stronger justifying ideologies (e.g., believing that society is fair for men and women) among women. In future studies, I intend to examine the associations of tolerance of sexism to stereotypes and evaluations of men and women and how priming tolerance of sexism may elicit stronger justifying ideologies in women and dominance-preserving motives in men. In sum, research on tolerance of racism and sexism may broaden our understanding of prejudice by identifying individuals who may perpetuate and legitimize racism and sexism through inaction.

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Research Experience: Pay Transparency

By Eric M. Scheller
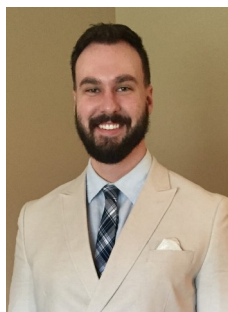
Eric Scheller, a Ph.D student.

My research with Dr. Wayne Harrison has revolved around the concept of pay transparency, which refers to the availability of pay information and the ability to discuss and discover the pay of others. Some researchers have argued that a lack of pay transparency (i.e., pay secrecy) may be a factor in the gender pay gap. Although arguments exist to downplay or explain wage discrepancies between various groups (e.g, career choices, negotiation and starting salary, etc.), pay transparency may potentially reduce wage discrepancies. However, people are often not willing to discuss pay, are not comfortable doing so, and/or may perceive an invasion of privacy if their pay information is made available. Due to these concerns, I sought to better understand the benefits that pay transparency may offer.

My thesis investigated pay transparency and its potential benefits to employees and organizations. Specifically, I examined whether making pay information available would affect people's satisfaction with their pay as well as their affective commitment to an organization. Additionally, I combined my interest in pay transparency with Dr. Harrison's interest in organizational justice to see whether informational and distributive justice are conditions that facilitate or inhibit the effects of pay transparency. This research was supported by a Graduate Research and Creativity Activity (GRACA) grant from the University of Nebraska at Omaha.

To assess the effects of pay transparency, informational justice, and distributive justice, I developed several case scenarios where participants learned their coworkers' views of the company's pay and whether it was competitive. They then requested information about pay from their boss, who either said that salary range could or could not be provided. The boss then either did or did not justify this decision.

The results showed significant main effects for each of the independent variables: Greater pay transparency and greater distributive justice both resulted in greater pay satisfaction and affective commitment; greater informational justice resulted in greater affective commitment. That is, participants reported greater satisfaction and commitment when they were told they would receive the salary range for their position. Consistent with previous research, participants reported greater pay satisfaction and affective commitment when pay was believed to be competitive.

Although I did not find any interactions between pay transparency and informational justice, I did discover an interaction between pay transparency and distributive justice for pay satisfaction. Specifically, pay transparency had a larger effect on pay satisfaction when distributive justice was low, suggesting that pay transparency may serve as a buffer for the negative effects from a lack of distributive justice. Organizations dealing with employees who believe pay to be unfair or not competitive may benefit from providing pay information. However, this buffering effect may be dependent on the perceptions of unfairness being misguided, as a company with unfair pay distributions may be hindered further by confirming employee perceptions.

Some researchers have argued that women and minorities may seek organizations that are transparent with pay information. I conducted additional analyses including gender and race as independent variables in addition to pay transparency. Results indicated a significant three-way interaction for pay satisfaction. Specifically, the effect of pay transparency on pay satisfaction was greatest for non-White women, which may provide some evidence of women and minorities preferring organizations that are more transparent.

Overall, these results suggest that employees may be more satisfied with their pay and more committed to their organization if the organization is transparent regarding pay information. Moreover, transparency may buffer negative effects when distributive justice is perceived to be low. Perhaps most interestingly, and a target of future research, is the interaction between pay transparency, gender, and race. As suggested by previous research, women and minorities may prefer organizations that are transparent with pay. Based on this argument and my findings, I plan to research further how pay transparency influences the job search process and whether it can impact outcomes related to negotiation.

Center for Applied Psychological Services (CAPS) Update

By Emily Adams

Emily Adams, a Ph.D. student, is a research assistant as the Nebraska Center for Justice Research

The Center for Applied Psychological Services (CAPS) continues to provide applied experiences to current students in the industrial/organizational psychology program. Historically, CAPS has worked with first responder organizations, such as police and fire services. CAPS has maintained those historical relationships and developed new relationships across industries. Recent clients represent a variety of industries, including non-profit organizations, funding foundations, governmental departments, and legal services providers.

The CAPS team undertook a project focused on identifying opportunities for safety improvement with a major transportation organization during the spring and summer of 2018. Under the supervision of Dr. Joe Allen and Dr. Roni Reiter-Palmon, a team of six students developed protocols for conducting focus groups and interviews with employees while on-site. The team traveled to multiple worksites in the Midwest to observe and interview employees on the job. Students got to experience the unpredictable work conditions that the employees regularly operated in, including outdoor night shifts, extreme weather, and handoffs with other teams. These experiences allowed the team to understand firsthand the challenges these employees faced as well as how and why safety was such an important aspect of their work.

The interview and observation data were thematically analyzed to produce recommendations for action and further investigation by the organization. The project was a valuable learning experience for the students and provided the organization with concrete steps to take to improve safety.

The CAPS team is currently engaged with two organizations, one returning and one new client. Students are using a combination of data analytics and program evaluation skills to address the clients' needs. CAPS is currently seeking clients for the spring semester and beyond. Please contact Dr. Joe Allen at josephallen@unomaha.edu or Dr. Roni Reiter-Palmon at rreiter-palmon@unomaha.edu if you are interested in learning more or if your organization is need of traditional I/O Psychology support such as training and development, performance management or selection, as well as statistical, data analytic, evaluation, or other project support.

Good News Corner

Aaron Brown
My wife (Katy) and I recently welcomed our third child – Alice Renee Brown was born on August 15, 2018. She has two older brothers, Derek and Leo, who absolutely love her!

Kevin Reindl
2018 has been a year of settling into my (not so new) role as Principal HR Research & Analysis Advisor at San Diego Gas & Electric company. I continue to focus on selection and assessment work, continually growing our program offerings and impact. I've been displaying a few OCB's by serving on the company's "Green Team," as well as the Bicycle-Commuting Committee, both aimed at improving our employees environmental stewardship and reducing our overall carbon footprint. My wife (Suzy, who happens to be an Omaha native), and my 2 sons (Adlai, 10 and Sebastian, 1) have been enjoying all of the outdoors that Southern California has to offer (hiking, biking, surfing, sailing, etc.).

Erika Morral
I started a new job in March 2018 at Indeed. We have recently launched the Indeed Assessments platform which allows employers who post their jobs on Indeed to access our assessments as a tool for identifying the best candidates in the applicant pool. Indeed has an amazing culture, and I am enjoying the new role very much.

Victoria Kennel
My good news is a birth announcement! Jamey Kennel and I welcomed a new little one, Edith Therese Kennel, into our family on August 9th, 2018.

Maria Gaston
I recently became a certified ToP methods facilitator (CTF). ToP stands for "Technology of Participation," a collaborative decision making group of processes that I first learned about from professor GJ deVreede in a course in the Collaboration Institute. I became qualified to teach the methods and was able to incorporate them into a graduate leadership course at Duke Divinity School this fall. I also used the Group Dynamics for Teams text from the groups course that I enjoyed with Dr. Harrison and Dr. Ryan. My husband John and I bought a house in Durham this spring and are enjoying harvesting some okra and peppers from the garden we are experimenting with in the clay soil here. I miss the Omaha soil and community! We were not affected much by hurricane Florence, but many in the state have been. I hope you are all well.

Ashley Thomalla
My husband Eric and I welcomed our second child into the family this summer. Jaxon James Thomalla was born on July 24th. Big sister Isabelle Reese is so excited!

Kasey Klatt
I was promoted to Consultant in Deloitte's Human Capital practice.

Kristen Charles
My husband, Clarence, and I moved to Hastings, Nebraska last year because I accepted a position at Hastings College as their Associate Vice President of Analytic Support & Institutional Effectiveness (started October 2017). In my role, I help the college utilize institutional data to make well informed, data-driven, and research-based decisions. We welcomed a new baby boy, Oliver Tony Charles, on February 2nd of this year (picture attached). Finally, we purchased our first home this May in Hastings, Nebraska.

Stephanie Sands
Over the past year, I was promoted to Senior Strategist at SOLVE, we moved into a larger office space, and I got engaged!

Charles Gorman
As of July 1, I am now the Chair of the Department of Management and Marketing at East Tennessee State University.

Congratulations, Graduates!

Ph.D.
John Crowe, Taylor Gehringer, Dan Harris, Ryan Royston, Benjamin Thomas, Michael Yoerger

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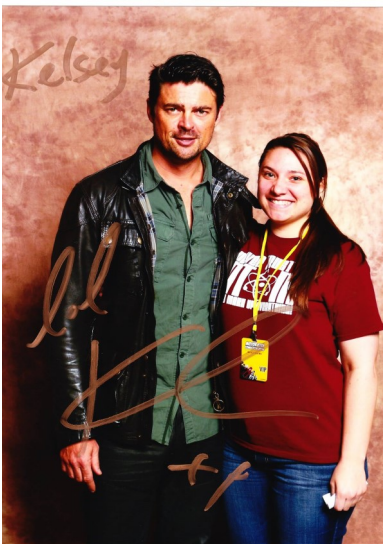### M.S.
Dani Rutz, Chris Del Russo

Welcome, New Students!

Sanaa Janan Ahmed
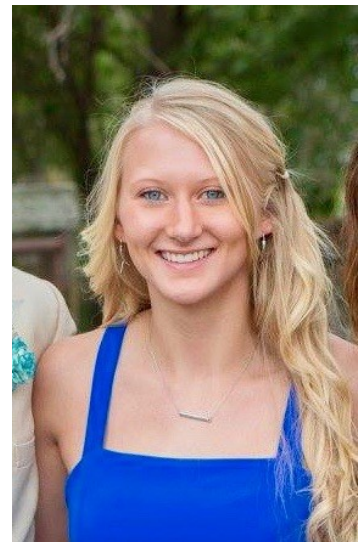M.A./Ph.D. program

Chelsa Dredge
M.A./Ph.D. program

Kelsey Ciagala
M.A./Ph.D program

Emily Whitehead
M.S. program

For more information about our new students, please visit https://www.unomaha.edu/college-of-arts-and-sciences/psychology/_files/documents/IO%20PSYC/2018_first_year_bios.pdf

Publications by Students and Faculty

Allen, J., Reiter-Palmon, R., Crowe*, J., & Scott, C. (2018). Debriefs: Teams learning from doing in context. *American Psychologist*, *73,* 504-516.

Allen, J. A., Reiter-Palmon, R., Kennel*, V., & Jones, K. (in press). Group and organizational safety norms set the stage for good Post-Fall Huddles. *Journal of Leadership and Organizational Studies.*

Bower, A., Tsai, K. L., Ryan, C. S., Anderson, R., Jameton, A., & Godfrey, M. (2018). The Luck of the Draw: A game designed to promote student engagement and critical thinking skills. *Journal of STEM Outreach*. Available from http://ejournals.library.vanderbilt.edu/index.php/JRLSO/article/view/4442

Hass, R. W., Katz-Buonincontro, J. & Reiter-Palmon, R., (in press). The creative self and creative thinking: An exploration of predictive effects using Bayes Factor Analyses. *The Psychology of Aesthetics, Creativity, and the Arts.*

Harms, M., Reiter-Palmon, R., & Derrick, D. C. (in press). The role of information search in creative problem solving. *The Psychology of Aesthetics, Creativity and the Arts.*

Karwowski, M., Royston*, R., & Reiter-Palmon, R. (in press). Exploring creative mindsets: Variable and Person-Centered Approaches. *The Psychology of Aesthetics, Creativity, and the Arts.*

Mroz, J. E., & Allen, J. A. (2017). An experimental investigation of the interpersonal ramifications of lateness to workplace meetings. *Journal of Occupational and Organizational Psychology, 90*, 509–534. doi:0.1111/joop.12183

Mroz, J. E., Allen, J. A., Verhoeven, D. C., & Shuffler, M. L. (in press). Do we really need another meeting? The science of workplace meetings. *Current Directions in Psychological Science.*

Mroz, J. E., Pullen, C. H., & Hageman, P. A. (in press). Health and appearance reasons for weight loss as predictors of long term weight change: A multi-level examination of rural women's success in a weight loss intervention. *Health Psychology Open.*

Mroz, J. E., Yoerger, M. A., & Allen, J. A. (2018). Leadership in workplace meetings: The intersection of leadership styles and follower gender. *Journal of Leadership and Organizational Studies*, *25,* 309–322. doi:10.1177/1548051817750542

Reiter-Palmon, R., Kennel, V., Allen, J. A., & Jones, K. (2018). Good Catch!: Using interdisciplinary teams and team reflexivity to improve patient safety. *Group and Organization Management.*

Reiter-Palmon, R., & Leone*, S. (in press). Facilitating creativity in interdisciplinary design teams using cognitive processes: A review. *Journal of Mechanical Engineering Science.*

Reiter-Palmon,R. & Murugavel, V. (in press). The effect of problem construction on team process and creativity. *Frontiers Psychology: Performance Science.*

Reiter-Palmon, R., & Tinio, P. L. (2018). 12 years of PACA: A review of trends in PACA publications. *The Psychology of Aesthetics, Creativity, and the Arts, 12*, 123-124.

Royston, R.*, & Reiter-Palmon, R. (in press). Creative self-efficacy as mediator between creative mindsets and creative problem-solving. *Journal of Creative Behavior*

Salter, N. P., Allen, J. A., Chao, G., DiazGranados, D., Gibson, J., Reiter-Palmon, R., & Shuffler Porter, M. L. (2018). Check out the New Getting I-O into Intro Textbooks Blog!. *The Industrial Psychologist (TIP), 56*(3).

Salter, N. P., Allen, J. A., Gabriel, A. S., Sowinski, D., Naidoo, L. & Sowinski, D. (2018). The results are in! Updated alternative I-O graduate program rankings. *The Industrial Psychologist (TIP), 56(*2).

Young Illies*, M., & Reiter-Palmon, R. (2018). The effect of value similarity on mentoring relationships and outcomes. *International Journal of Evidence Based Coaching and Mentoring, 16,* 20-34.

Presentations by Students and Faculty

Reiter-Palmon, R., & Harms, M. (Aug. 2018). *Engagement in creativity processes is not linear: The effect of revision on creativity*. Paper presented at the Academy of Management, Chicago, IL.

Leone., S.A. & Reiter-Palmon, R. (Aug., 2018) *Gender differences on measures of creative performance and attitudes towards creativity*. Poster presented at the 126th Annual American Psychology Association Convention. San Francisco, CA.

Murugavel, V. M., Reiter-Palmon, R., Kennel, V. (2018, August) *Moderating effects of criteria structure on the role of tolerance for ambiguity in idea evaluation*. Poster presented at the 126th annual convention of the American Psychological Association, San Francisco, CA.

Schoenbeck, M., Reiter-Palmon, R., Mitchell, K., McFeely, S., & Morral, E. (2018, Aug.). *Tolerance for ambiguity and self-evaluations of creativity*. Poster presented at the 126thAnnual APA Convention, San Francisco, CA.

Hageman, P. A., Yoerger, M., & Mroz, J. E. (2019, January). *User engagement with technology-delivered interventions: Does it matter? Web engagement and weight loss in women from rural communities.* Poster presented at Combined Sections Annual Meeting of the American Physical Therapy Association, Washington, D. C.

Hageman, P. A., Kupzyk, K., Yoerger, M., Mroz, J. E., & Pullen, C. (2019, January). *Long-term weight change is associated with improved health-related quality of life in women at high risk of cardiovascular disease.* Poster presented at Combined Sections Annual Meeting of the American Physical Therapy Association, Washington, D. C.

Spohn, R., Schoenbeck, M., Mroz, J. E., Allen, J. A., & Reiter-Palmon, R. (2017, November). *Addressing risk but not needs in juvenile intake: An evaluation of alternatives to juvenile detention.* Paper presented at the 73rd Annual Meeting of the American Society of Criminology, Philadelphia, PA.

Grant-Leanna, M., Mroz, J., & Allen, J. (March 2018). Meeting orientation. Research presented at the 2018 University of Nebraska at Omaha Research and Creativity Fair in Omaha, NE

Grant-Leanna, M., Mroz, J. E., Landowski, N. B., & Allen, J. A. (2018, March). *Not in my department! Meeting orientation at the department level.* Poster presented at University of Nebraska at Omaha Research and Creative Activity Fair, Omaha, NE.

Mroz, J., & Allen, J. (March 2018). *Why do we hate meetings at work? An investigation of the factors that lead to meeting hate.* Research presented at the 2018 University of Nebraska at Omaha Research and Creativity Fair in Omaha, NE

Stibbs, K., Mroz, J., & Allen, J. (March 2018). *Meeting lateness excuses.* Research presented at the 2018 University of Nebraska at Omaha Research and Creativity Fair in Omaha, NE.

Yoerger, M., Mroz, J., & Allen, J. (March 2018). *Constructive Deviance in Workplace Meetings: Predictors of Pro-Organizational and Self-Interested Technology Use.* Research presented at the 2018 University of Nebraska at Omaha Research and Creativity Fair in Omaha, NE.

Allen, J.A., Trent, S.B., & Fosler, K.A. (2018, May). So tired? Emotional labor at work. Invited presentation to the employees of the Eastern Nebraska Office on Aging. Omaha, NE.

Crowe, J., Kennel, V., Adams, E., Allen, J., Reiter-Palmon, R., & Jones, K. (July, 2018). *The Post-Fall Huddle: Improving organizational culture by adaptively managing risk*. Paper presented at the 13th Annual Interdisciplinary Network for Group Research Conference, Washington, DC.

Grant-Leanna, M., Mroz, J. E., Landowski, N., & Allen, J. A. (2018, July). *That's Not How We Do It in My Department: An Investigation of Departmental Meeting Orientation*. Research presented at the 13th Annual Interdisciplinary Network for Group Research (INGRoup) Conference, July 19-21, 2018, Bethesda, MD.

Kennel, V. L., Mroz, J. E., Yoerger, M., & Crowe, J. (2018, July). *Exploring antecedents of team reflexivity in healthcare teams: Team composition and perceived facilitators and barriers.* Paper presented at the 13th Annual Conference of the Interdisciplinary Network for Group Research, Bethesda, MD.

Mroz, J. E., Grant-Leanna, M., Landowski, N. B., & Allen, J. A. (2018, July). *Not in my department! Differences in meeting orientation across organizational departments.* Paper presented at the 13th Annual Conference of the Interdisciplinary Network for Group Research, Bethesda, MD.

Reiter-Palmon, R. (March, 2019). *Virtual teams and creativity*. Paper to be presented at the International Convention of Psychological Science, Paris, France.

Allen, J.A., Fosler, K., & Trent, S.B. (2018, May). *Volunteer and Employee Relations Seminar*. Invited presentation to the employees of the Kansas Humane Society. Wichita, KS.

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Presentations Continued

Kaboli-Nejad, S. & Ryan, C.S. *Iranian-Americans' Interest in STEM: The Roles of Cultural Orientation and Academic Self Efficacy*, Presented No Limits! Student Research Conference. March 2018, University of Nebraska at Omaha.

Murray, R., Taylor, J. A., Davis, A. L., Shepler, L., Mitchell, K. S., & Allen, J. A. (2018, October). *Workplace Violence in Emergency Medical Services: The development of a systems-level intervention.* Research to be presented at the NOIRS conference, October 16, 2018, Morgantown, WV.

Kanter, H. A., Johnson, K. M., & Ryan, C. S. (2018). *Differences in future income optimism as a function of age and political ideology.* Poster presented at the 88th meeting of the Rocky Mountain Psychological Association, Denver, CO.

Noll, S., & Reiter-Palmon, R. (2018, April). *How to become talented at measuring talent development*. Paper presented at the SHRM Talent Management Conference, Las Vegas, NV

Folberg, A. M., Hunt, J. S., & Ryan, C. S. (2018). Tolerance of racism and its relationships to voting behaviors and perceptions of social issues. Presented at a symposium titled New Directions in Racism at the annual conference of the Society for the Psychological Study of Social Issues, Pittsburgh, Pennsylvania.

Ryan, C. S., Aberson, C., Jetten, J., Ellemers, N., & Perlman, D. (2018). SPSSI publications: Meet the editors. Interactive discussion presented at the annual conference of the Society for the Psychological Study of Social Issues, Pittsburgh, Pennsylvania.

Kaboli-Nejad, S., & Ryan, C. S. (2018). *Iranian-Americans' interest in STEM: The roles of cultural orientation and academic self-efficacy.* Poster presented at the annual meeting of the Society for Cross-Cultural Research. Las Vegas, Nevada.

Folberg, A. M., Kercher, K., & Ryan, C. S. (2018). *An analysis of the factor structure of agentic and communal goal orientations: The importance of dominance and communal goals in career preferences.* Informal paper presented at the annual meeting of the Society for Experimental Social Psychology, Seattle, Washington.

Folberg, A. M., Hunt, J. S., & Ryan, C. S. (2019). *"Other people have the right to their own views:" Tolerance of racism as a predictor of interpersonal behavior*. Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, Portland, Oregon.

Crowe, J., Kennel, V., Allen, J., Reiter-Palmon, R., & Jones, K. (April, 2018). *How Job Roles in Medical Care Impact Burnout and Work Pressure*. Paper presented at the 33rd Annual Society for Industrial

and Organizational Psychology Conference, Chicago, IL.

Feitosa, J., Shuffler, M., & Allen, J. A. (April 2018). *A Global Outreach to Understand I-O Education and Training.* Research presented at the Society for Industrial and Organizational Psychology Conference, April 19-21, 2018, Chicago, IL.

Folberg, A. M., Gehringer, T. A., & Ryan, C. S. (2018). *Dominance vs. mastery: Agentic and communal goals across two cultures.* Poster presented at the annual conference of the Society for Industrial/Organizational Psychology, Chicago, Illinois.

Grand, J., Allen, J., Bauer, T., Oswald, F., & Williams, L. (April 2018). *Executive Board Special Session: The Role of SIOP in Promoting Robust Science in I-O Psychology.* Research presented at the Society for Industrial and Organizational Psychology Conference, April 19-21, 2017, Chicago, IL.

Landowski, N., Allen, J. A., Lehmann-Willenbrock, N., Rogelberg, S., Lucianetti, L., Meinecke, A., & Tong, J. (April 2018*). Time and time again: A cross-cultural comparison of meeting lateness.* Research presented at the Society for Industrial and Organizational Psychology Conference, April 19-21, 2018, Chicago, IL.

Mroz, J. A., Landowski, N. B., Allen, J. A., Fernandez, C., & Grant-Leanna, M. (April 2018). *Meeting orientation influences employees' engagement and intentions to quit*. Research presented at the 33rd Annual Society for Industrial and Organizational Psycbonahology Conference, April 19-21, 2018, Chicago, IL.

Perry, S., Allen, J. A., Lomeli, L., & Sircar, K. (April 2018). *Finding and Succeed in an Internship: Advice and Networking.* Research presented at the Society for Industrial and Organizational Psychology Conference, April 19-21, 2018, Chicago, IL.

Rabelo, V., Gonzales-Morales, G., Allen, J. A., Bonaccio, S., & Koehler, T. (April 2018). *Publishing qualitative research in I-O psychology.* Research presented at the Society for Industrial and Organizational Psychology Conference, April 19-21, 2018, Chicago, IL.

Reiter-Palmon, R. (2018, April). *Managing creativity and innovation in organizations*. Paper presented at the 33rd Annual Conference for Society for Industrial Organizational Psychology, Chicago, IL.

Reiter-Palmon, R. (2018, April). *Problem construction, team processes, and team creativity.* Paper presented at the 33rd Annual Conference for Society for Industrial Organizational Psychology, Chicago, IL.

Royston, R.P., Mitchell, K.S., Folberg, A., Reiter-Palmon, R., Allen, J.A., Noll-Wilson, S. (2018, April). *Utilizing training to improve employee psychological well-being and self-esteem.* Poster presented at the 33rd Annual Conference for Society for Industrial Organizational Psychology, Chicago, IL.

Presentations Continued

Royston, R.P., Reiter-Palmon, R., Allen, J.A., Henebry, K., & Harland, L. (2018, April). *Leaders, Followers, or Both: Shared Leadership and Team Performance.* Poster presented at the 33rd Annual Conference for Society for Industrial Organizational Psychology, Chicago, IL.

Salter, N. P., Allen, J. A., Behrend, T., Gabriel, A. S., Sowinski, D., & Naidoo, L. (April 2018). *Five New Alternative I-O Graduate Program Rankings*. Research presented at the Society for Industrial and Organizational Psychology Conference, April 19-21, 2018, Chicago, IL.

Schreiner, E., Trent, S. B., Prange, K. A., Allen, J. A., & Fosler, K. (2018, April). *Volunteers' Perceptions of Their Coordinators' Leadership: Leaders' Gender Matters!* Research presented at the Society for Industrial and Organizational Psychology Conference, April 19-21, 2018, Chicago, IL.

Trent, S. B., Schreiner, E., Prange, K. A., & Allen, J. A. (2018, April). *Why Engagement Matters for Volunteers: Recruitment and Donation Behaviors.* Research presented at the Society for Industrial and Organizational Psychology Conference, April 19-21, 2018, Chicago, IL.

Tsai, K. L., & Harrison, W. (2018, April). *Organizational actions in garnering employee behavioral support for change.* Poster presented at the 33d annual conference of SIOP, Chicago

Yoerger, M., Mroz, J., Landowski, N., Crowe, J., & Allen, J. (April 2018). *Don't Let Me Down: Technology Use, Participation, and Trust in Meetings.* Research presented at the Society for Industrial and Organizational Psychology Conference, April 19-21, 2018, Chicago, IL.

Yoerger, M., Mroz, J., Landowski, N., Crowe, J., & Allen, J. (April 2018). *Evaluations of Individuals Who Engage in Deviant Technology Use in Meetings*. Research presented at the Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Fosler, K.M., & Allen, J.A. (2018, October). *More than going through the motions: Service learning quality and student engagement.* Research to be presented at the 24th Annual Coalition of Urban and Metropolitan Universities, Chicago, IL.

Trent, S.B., & Allen, J.A. (2018, October). *Building capacity: The case for values-based operations.* Research to be presented at the 24th Annual Coalition of Urban and Metropolitan Universities, Chicago, IL.

Trent, S.B., Allen, J.A., Tooker, P., Szarleta, E., & Jones, B. (2018, October*). Collective Impact Strategies: Identifying Best Practices.* Panel to be presented at the 24th Annual Coalition of Urban and Metropolitan Universities, Chicago, IL.

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Upcoming Events

11th Annual UNO Student Research and Creative Activity Fair
Friday, March 1st, 2019 | Omaha, NE

34th Annual Conference of the Society for Industrial and Organizational Psychology
April 4-6, 2019 | Fort Washington, MD

127th Annual Convention of the American Psychological Association
August 8-11, 2019 | Chicago, Illinois

79th Annual Meeting of the Academy of Management
August 9-13, 2018 | Boston, MA

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