



# Newsletter

## I/O News

Fall 2020



Welcome to the official newsletter of the Industrial/Organizational Psychology program at the University of Nebraska at Omaha!

UNIVERSITY OF  
**Nebraska**  
Omaha



**In this issue:**

**Meet our new  
faculty member:  
Dr. Yimin He**

**Hear from our  
alumni and current  
students on their  
applied and research  
projects**

**Stay up to date with  
recent alumni news  
and department  
publications**

**And so much more!**



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## Follow Us On Social Media!

### LinkedIn



[Click here](#) to visit our UNO I/O Psychology group. Benefits of joining include keeping you in close contact with happenings in the program and fellow alumni, job postings, notifications of upcoming events, discussions, and networking.

### Twitter



We are now on Twitter! Follow [@iopsyc\\_uno](#) on Twitter to keep up to date with program news and announcements!



### Facebook

Follow the UNO psychology department [on Facebook](#) for general updates related to the psychology department.





# Greetings from the I/O Psychology Program at UNO

*Dr. Roni Reiter-Palmon*



**Dr. Roni Reiter-Palmon,  
Director, IO  
Program**

Hello everyone!

I hope you are all doing well and coping with these new strange times!

As we did not get around to send a newsletter last year, I have a great deal to update you about. There is a lot change happening – all of it good. Dr. Joe Allen left UNO to take a position at Utah University School of Medicine. While sad to see him leave, we are excited to welcome Dr. Yimin He as our newest faculty member. To learn more about Dr. He please [see her column](#) . Additionally, Dr. Wayne Harrison is planning to retire at the end of the year. I am not sure how to visualize the program without him – I think most of you have completed the program in the many years he was here as a faculty member and program director. He will be missed . The good news is that even though UNO has a hiring freeze, we are able to recruit for the I-O program, and plan to hire a new faculty member starting in the fall of 2021.

We are also able to recruit for an additional specialized line. UNO has been selected to be the home of a center of excellence by the Department of Homeland Security. You can read more about the National Counterterrorism Innovation, Technology and Education Center ([NCITE](#)) here. This was recognized as a top priority for UNO and the I-O program has received an additional line focusing on workforce development with a focus on DHS and DoD. We are also currently recruiting for this position. Expect to hear more about our new hires next year!

Our program continues to produce research outcomes, some of which you can

see in the publication and conference submissions sections of the newsletter. This year, like those in the past, the profile of UNO's I-O psychology program gained more prominence, thanks to the efforts of hard-working faculty [and our students](#).

The Center for Applied Psychological Services (CAPS), under the direction of Dr. Roni Reiter-Palmon, has continued to revitalize the contributions of its local outreach. Our students have thrived in applied efforts that benefit the program and our community. [Read more](#) about CAPS in their column.

Our LinkedIn group “UNO I/O Psychology” has grown to 170 members, and we hope you will join. This group allows us to maintain strong connections with, and between, program alumni. We encourage current students and faculty to also join. Although I continue to send job openings via email, I have also employed the LinkedIn group for this purpose, and believe this network offers promise for sharing future opportunities among students and alumni alike. As always, please let me know about updates or changes in your contact information (e.g., e-mail) or occupation (e.g., new roles, new organizations).

Continued on the next page...





# Greetings from the I/O Psychology Program at UNO

## Continued

We also joined twitter, and the IO program at UNO has an official twitter follow us @iopsyc\_uno. Please remember to update us when you change jobs or emails so we can continue to be in touch.

This newsletter focuses on the people who make the program what it is—our students and alumni. We have featured individual accounts from current students on their research and applied experiences, as well as full interviews with some alumni. Read the responses from these alumni for great words of wisdom and brilliant **stories of successes. In the newsletter you'll also find** good news updates from our alumni. We love hearing about the wonderful news in your lives, so keep up the sharing!

### My Own Work

In terms of my research, I continue to study individual and team creativity, especially in relation to problem construction and idea evaluation. I have received NSF funding this year for a 3 year project in collaboration with

Clemson to study team creative cognition processes such problem construction and idea evaluation and how they unfold during a meeting, and in relation to social processes.

I have been asked to serve as series editor for Pgrave. **The series is called "The Palgrave Studies in Creativity and Innovation in Organizations."** The first book has been published, and the second book which I co-edited will be out in Dec. That book contains a series of chapters inspired by the work of Theresa Amabile, as a celebration of her work and retirement. If you are interested in contributing to the series, please email me.

On a personal note, my youngest, Tomer (which some of you remember), will be graduating this fall from UNL with his undergraduate degree and is planning to move to Denver. We are already used to the empty nest and quiet house, but not to the distance!





## Meet Our New Faculty: Dr. Yimin He!



**Dr. Yimin He,  
Assistant  
Professor**

I am pleased to join the University of Nebraska at Omaha as an Assistant Professor in Industrial and Organizational (I/O) Psychology. My research encompasses occupational health and safety (e.g., safety climate and behavior, safety and health training, psychological well-being), diversity and gender issues (e.g., diversity climate, workplace discrimination, and mistreatment, sexism), and quantitative methodologies (e.g., social network approach, machine learning approaches, meta-analyses, computational modeling).

**I got my bachelor's degrees in Psychology and Economics from Peking University in 2015. I earned my M.S. degree and Ph.D. in I/O psychology at Texas A&M University in 2017 and 2020. During my Ph.D. studies, I was fortunate to work with great colleagues who have strong desires to promote the psychological well-being and work outcomes of individuals with diverse backgrounds. Through collaborating with these excellent researchers, I have several papers published in prestigious journals and a number of ongoing research projects that I believe have the potential to contribute to the occupational health and diversity literature. I also gained experience in mentoring undergraduate students and teaching undergraduate courses in statistical analyses and research methods.**

After my Ph.D., I am grateful to join Dr. Emily (Yueng-hsiang) Huang's safety climate lab at Oregon Health and Science University to conduct research related to predictors of safety climate and safety climate interventions and write grants to

support these investigations. I have a strong commitment to producing rigorous and innovative research and a persistent aspiration to promote the safety, health, and well-being of employees and improve the functioning of diverse workforces through my research. I enjoy collaborating with other researchers and mentoring students with diverse backgrounds.

At UNO, I currently teach criterion development and performance management course and will develop more statistical courses (e.g., multilevel modeling, structural equation modeling) and occupational health seminars in the future. In my spare time, I enjoy hiking, cooking, and doing yoga.



## Congratulations, Graduates!

Ph.D.



Kevin Mitchell

M.S



Chelsa Dredge

## Help Support Our Program

UNO Industrial Organizational Psychology  
Excellence Fund

You can support our I/O Program and the work we do by donating through the University of Nebraska Foundation. Your gift to this fund will help support current students' research and conference presentations to further enrich their education.

Donate Online

[Click here](#) and search for "UNO Industrial Organizational Psychology Excellence Fund" to enter your gift. Alternatively, you can directly donate to the IO fund at [this link](#). Please note that this link is subject to change so the preferred donation method is to click the "Support Us" link at the top of the IO program webpage at <https://www.unomaha.edu/college-of-arts-and-sciences/psychology/academics/graduate-programs/io-psych/index.php>.

Donate by Mail

[Click here](#) to access the form for donating by mail. If you choose to use a check, please make it payable to the "University of Nebraska Foundation." In the memo portion of the check, please write "UNO I/O Excellence Fund."

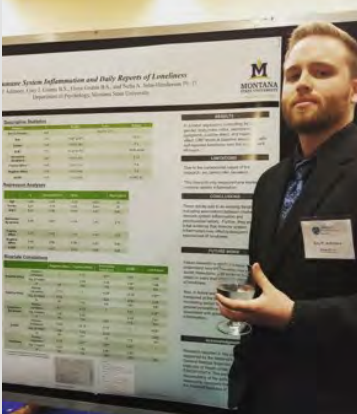
Thank you for your continued support!

UNIVERSITY OF  
**Nebraska**  
Omaha





# Welcome, First Years!



Eric Ashmore  
M.A./Ph.D. program



Angie Benda  
M.A./Ph.D. program



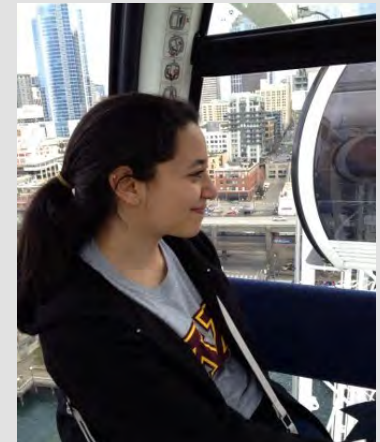
Payge Ehrp  
M.A./Ph.D. program



David Gianos  
M.S. program



Kristin Grant  
M.S. program



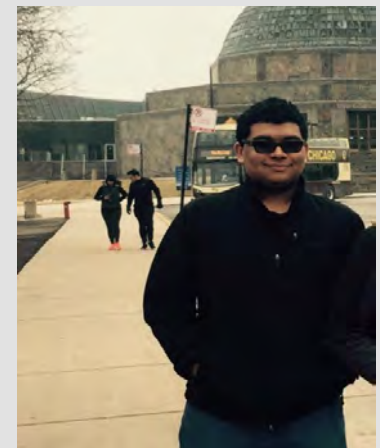
Sara Ibrahim  
M.A./Ph.D. program



Kayla Lacey  
M.A./Ph.D. program



Megan Millier  
M.A./Ph.D. program



Ruben Quiros  
M.S. program

For more information about our new students, please visit [this link](#).



# Interview with M.S. Graduate: Andre Henning

By Vignesh Murugavel



**Andre Henning is a 2012 graduate, and is a Senior Consultant at SHL in Minneapolis.**

What was the degree you received from UNO and what topics did you focus on?

**I received a Master's degree from UNO. My goal all along was to go into the applied work. My education was well rounded. I didn't really have a focus in one area, but leadership stuck out to me.**

building selection instruments, work force analytics, leadership development, one-to-one development. And I get to do all this across diff companies. Working with many companies is exciting because different companies provide new challenges – each has a unique flavor. You get to learn about differ organizations. I get to personalize what I work on.

My career and job experience got me more interested in leadership. Seeing the influence a good leader or not good leader has on people is why I got into IO.

What is your least favorite thing about your job?

One of them is a disadvantage that comes with being an external consultant. When you work as an internal consultant you are present after a program is in place. You are there to see a new selection instrument or competency model is used. You get to see your project through.

What is your current position?

I am a senior consultant for SHL, a human resources company. I specialize in selection and I also work a little bit on leadership. I experience a lot of different IO related things because of my expertise in one area: validation.

**When you work externally, you don't get to see it thought. You build the instrument, conduct a job analysis and provide recommendation. You may have some yearly check-ins but that about it. You don't get a full view of the impact of your project. The trajectory of your product or service is not known.**

What is a typical day look like for you?

Every day is different. I have between 5 to 10 active clients at once so I am always working on different tasks. I do everything from a simple form of job analysis to determine appropriate selection instruments to custom building assessments. These assessments can include things like debriefs on feedbacks procedures, personality tests, or an entire selection instrument.

Continued on the next page...

What is your favorite thing about your job?

I get to work with a ton of different clients. I work on a variety of interesting projects like





## Interview with M.S. Graduate Continued

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

Balancing what you learn from a textbook and the practical answer is very important in applied work. There is theory, **but you can't get all those things in the real world. It's a** dance between tradeoffs, finding what makes sense practically while being scientific. You need to finagle best case scenarios.

Being flexible is super important to a client. You need to be ready to make sacrifices. Your products should be feasible but still compatible with the science.

### What led you to the field of I/O Psychology?

In my undergrad, I was working at the University of Minnesota tutoring in inner city schools. I learned about IO in my regular psychology course. I took an intro to IO course to learn more. While in the course, I discovered that I could apply everything I learned to my current job at the time. For example, when I interviewed for the job at the **university, they didn't even have a formal process. I could** easily use everything I learned in my IO course in the real world. I took more IO course and learned that I liked the field. Then I decided to pursue IO as a career.

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

First, be a life-long learner. Use what you learned yesterday, but learn new things and be flexible. Adjust your understanding. The way we work evolves with technology. You need to be able to take in new information and update your knowledge.

When you work in applied fields you need to balance a solution that works for everyone. You need to find a practical middle ground that is digestible to leaders. Your solutions should also be scientifically valid. You should feel good about your work as an expert. Adapting as you go is critical.

**Also, don't be afraid to ask questions or ask for help. We** [as IOs] have a small community but we are all friendly. Almost everyone is willing to help the next generation of IOs.

Some other advice I have is to be active in local IO chapters, SIOP, and other IO groups. Get to know people in our field. Build a network.

Should students contact you about possible internship opportunities?

Yes! Feel free to reach out for advice, help, and mentorship. Ask questions. I would not be here today if not for my mentors. I want to pay it back.



# Interview with Ph.D. Graduate: Dr. Joel Butler

By Vignesh Murugavel



**Joel Butler, a 2013 graduate, is a Senior Manager of Leadership Readiness at FedEx Office in Plano, TX.**

What led you to the field of I/O Psychology?

Like many students, I first pursued clinical psychology. I transitioned to IO because of my interest in the corporate world.

What knowledge or skills from your graduate training do you use on a regular basis?

A lot. The training I use to most is criterion development. It is important to always think with the criterion in mind in everything you do. For example, selection, training, and development. You always want to keep the end goal in mind when designing these things.

I also use what I learned about survey design and development. I also data analysis. Knowledge of statistics, correlations and regression, is very useful.

What has been your career progression and what inspired you or allowed you to follow that route?

After graduating I started of consulting fulltime at SilverStone Group, its now called SOLVE. I was there for a few years then moved to SHL in Atlanta. From there, I was recruited to Plano, TX by JC Penny to work internally. I worked on their organizational development functions for about three and a half years. After JC Penny, I worked for a telecom company – Mitel, doing OD. Recently, I have been working with FedEx Office on their leadership readiness program.

My plan was always to go into consulting but the offer for an internal position at JC

penny was very good and prompted my path of working internally.

Can you share your thoughts and experiences on the similarities and differences between working internal vs. external?

Roni once told me that one year in consulting is work two years working **internally. I couldn't agree more with that.** You are ex-posed to a lot of different things as an ex-ternal consultant. You see everything under the sun in terms of IO.

Working internally, you get to see a project through to its end. You see its evolution and success. When you are working as an external consultant you move quickly from project to project. I recommend that everyone in our field spend some time in consulting even if it is not part of you long **term plan. It can be hectic but it's a great opportunity to get some exposure.**

What does a typical day look like?

We just transitioned to a new HR system. I spend a lot of time thinking about performance management lifecycles. E.g., what do ratings look like , what does performance appraisal look like. I attend lots of meetings. I also send some time looking at training evaluation data. I get new data on training evaluation every week. I also touch base with my team **biweekly to get a sense of what's going well and what's not going well.**

Continued on the next page...





## Interview with Ph.D. Graduate Continued

I am currently in the process of building my team. We work on OD so that includes things like management, employee engagement, data analysis, and leadership development, where we teach the fundamentals of leadership. It can be both challenging and fun.

I also recommend going to SIOP. You get to hear the challenges and experience people have while working as a IO psychologist. You get some knowledge on what to expect.

What do you want current graduate students to know about graduate school, life after school, or life as an I/O psychologist?

Get some applied experience as early as possible. See the real-world application of all the things you learn in graduate school. I applied to the Jefferson County Human Resources Assessment in Alabama when I was at UNO. You can make some great connections there. I highly **recommend it, it's a great experience!**

Can you tell us about the importance of graduate and professional networks?

Yes, it is important to keep you LinkedIn updated and refreshed. I suggest also reaching out to our programs alumni network and ask question. The UNO alumni dinner at SIOP every year is also a great place to make connections.







# Applied Experience: Greater Omaha Chamber

*By Laura Brooks Dueland*



**Laura Brooks  
Dueland, a 5th  
year Ph.D.  
student.**

In early 2019, the Greater Omaha Chamber reached out to Dr. Carey Ryan with a request to evaluate available Diversity and Inclusion assessments for their CODE initiative, or the Commitment to Opportunity, Diversity and Equity. The CODE initiative is a CEO pledge to promote diversity and inclusion within organizations throughout the Omaha Metro Area. So far, approximately 70 organizations have signed on to the initiative, agreeing to take three concrete actions as an organization: hire (or appoint) a full-time diversity and inclusion leader, create a diversity and inclusion strategy, **and measure the organization's progress** toward the promotion of diversity and inclusion.

CODE requested that the UNO assessment team (consisting of four I/O graduate students, one psychology undergraduate student, and Dr. Ryan) evaluate five market-available assessment tools along multiple dimensions (e.g., administration technique, response rates, customizability). The evaluation revealed that the available options for diversity and inclusion assessments were lacking in breadth, depth, or were simply too expensive. We then offered to develop a tool for the Chamber, which will be the focus of both the project lead—Emily Adams, MS—and my own dissertation.

Over the past year and a half we have been working to develop two assessments that measure each organization at the organization level—to gauge organization policies and practices—and the employee level, to assess how those policies and **practices influence employees' perceptions** of inclusion. The use of both levels provides a more in-depth view of the organization as a whole to guide future efforts to promote diversity and inclusion. Each organization will receive a confidential report detailing their results and the Greater Omaha Chamber will receive results concerning organizations in the Omaha metropolitan area as a whole.

These assessment tools appear to be the first of their kind to go into the depth and breadth of diversity and inclusion. Initial pilot testing of the assessments was completed in early 2020. The assessments were revised based on pilot testing results, which included open-ended responses; input from local diversity and inclusion practitioners; and reporting efficiency. The first full administration of the assessments was completed on August 31st of this year, and reporting, conducted by Emily, Laura, and Danielle Crawford (who is in her second year in the MA/PhD program), is currently underway.



## Research Experience: Gender, Creativity, and the Workplace

*By Nadine Maliakkal*



**Nadine Maliakkal,  
a 4th year Ph.D.  
student.**

There is a great deal of research examining gender issues in the workplace. However, few researchers have examined gender issues in one increasingly important skill – creativity. Accordingly, my research with Dr. Roni Reiter-Palmon aims to further unpack our understanding of gender and creativity, focusing primarily on women and men.

Our first project experimentally examined whether the effect of leader support (high support vs. low support) on subordinate creativity depended on leader gender (woman leader vs. man leader). Ample research demonstrates leader support facilitates creativity, yet this research is mostly correlational. Research also indicates that individuals perceive leadership differently depending on whether the leader is a man or a woman. However, few studies have examined whether leader gender influences the relationship between leader support and subordinate creativity. Accordingly, we aimed to address these research gaps using experimental vignette methodology and a sample of 247 Amazon Mechanical Turk workers.

We found that subordinates who experienced high (vs. low) levels of leader support generated a greater number of ideas, a greater number of original ideas, and a greater number of quality ideas. We also found that average originality of ideas was greater under women (vs. men) leaders. We did not find that the effect of leader support on subordinate creativity depended on leader

gender. Indeed, there are several potential reasons for our findings that warrant further investigation. Overall, we can conclude that there are potential nuances to this well-established relationship between leader support and subordinate creativity.

Our second project involved two studies. The first study examined gender differences in a variety of self-report creativity and creative performance measures using a sample of undergraduate students (1,002 women and 334 men). We found that men self-reported higher levels of general creativity compared to women. We also found that when it came to domain-specific creativity, men and women reported in a way that fit with stereotypical thinking (i.e., women reported higher levels of creativity in the arts, men reported higher levels of creativity in math and science). When examining creative achievement in 10 different domains, we found that men tended to self-report greater creative achievement in more domains compared to women. Finally, we found no gender differences in measures of creative performance.

Continued on the next page...



## Research Experience: Gender, Creativity, and the Workplace Continued

The second study again examined gender differences in self-report creativity and creative performance measures, but in a sample of Amazon Mechanical Turk workers (305 women and 202 men). Unlike the first sample, we did not find gender differences in measures of self-report, generic creativity. However, we did find support for women and men reporting domain-specific creativity in a way that fit with gender stereotypes. We also found support for men self-reporting greater creative achievement in more domains compared to women. Finally, we again found no gender difference in creative performance.

Both studies generally showed that men tend to self-report higher levels of creativity. Both studies also showed no gender differences in measures of creative performance. Although there may be a whole host of reasons for these results, future research is still needed to unpack these findings. Overall, we can conclude that creativity self-ratings and creative performance measures lead to distinct conclusions regarding gender differences and creativity.

We hope that this research, as well as our research in the pipeline, elucidates our understanding of gender and creativity. We hope it highlights the importance of valuing the contributions of both men and women alike.







# What's New With SIOP-UNO

*By Danielle Crawford*



**Danielle Crawford, a second year M.A./Ph.D. student.**

The current SIOP UNO chairs are Danielle Crawford, Kelsey Ciagala, and Angie Benda. Over the past year, SIOP-UNO has held First Friday events. There were two events (a talk and a social) planned for last spring that were both canceled due to COVID-19. We would like to thank the chairs of the previous year: Danielle Crawford, Nadine Maliakkal, Issac Lindquist, and Chelsa Dredge for all their hard work last year!

There have been a lot of challenges in transitioning into this new semester due to the current pandemic. We kicked off the year with a virtual spin on the annual picnic! We hosted a virtual zoom mixer, where we got to know each other using breakout rooms, icebreakers, and a trivia game. We welcomed 9 new students to the program. It was a fun way to kick back and socialize safely!

We have been trying to be creative to keep First Friday going virtually. We have hosted two first Friday socials so far! The first social was a virtual mixer, where we brought signature drinks and took the time to catch up and relax while **naming each other's drinks. The second mixer** was a bingo night where we had some (competitive) fun! The winners were Ruben Quiros, Sara Ibrahim, and Danielle Crawford.

We are working on new ideas for virtual socials and events for the year so we can stay connected. We have been working with Matthew Swanson on planning more socials and a few brown bags. If you have any ideas in mind for events or speakers please share them with us! We wish you the best in the coming year!

## Center for Applied Psychological Services (CAPS) 2020 Update

2020 has been a busy and productive year for The Center for Applied Psychological Services (CAPS)! CAPS provides valuable applied opportunities for our current students.

In the past, CAPS has offered a variety of consulting services to clients from many different industries. Some examples include, fire and police departments, transportation, and health services. Dr. William Kramer and Dr. Roni Reiter-Palmon supervise a team of students on projects involving job analysis, training evaluation, test development, and more. For more specifics on our past clients please visit the CAPS website (<https://www.unomaha.edu/college-of-arts-and-sciences/psychology/community-engagement/caps/Index.php>).

The CAPS team is currently engaged with four organizations. The projects that CAPS has been working on this year include some projects started in 2019 and some new projects that were started in 2020. Listed below is the project that came to a close in 2020:

Lincoln Police Department promotional exam for the position of Sergeant: Isaac Lindquist, a past CAPS associate, led this project. LPD asked CAPS to update an existing job analysis for the Sergeant position, develop a promotional exam consisting of multiple choice and situational essay questions, and systematically analyze all exams from candidates. Some key responsibilities to achieve these goals included: (1) conducting focus groups and interviews with personnel to update existing task lists, (2) working with subject matter experts to refine generated multiple-choice questions, (3) conducting focus groups using a critical incidents approach to develop situational essay questions and scoring rubrics, and (4) using proper psychometric theory and item response analyses to determine scores of candidates on the finalized exam.

CAPS is always interested in identifying new partnerships and opportunities for collaboration, so if you or anyone you know might be interested in learning more about our services, please reach out to Dr. Roni Reiter-Palmon ([rreiter-palmon@unomaha.edu](mailto:rreiter-palmon@unomaha.edu)) or Dr. William Kramer ([wkramer@unomaha.edu](mailto:wkramer@unomaha.edu)).



## Good News Corner 2020

Like many of you, I've been learning a great deal about effective communication, community-building and teaching online these days (and making my share of mistakes). Instead of holding my leadership development program face-to-face as planned in DC this April and September, I transitioned it to fully online during this season. The next cohort, beginning late October will also be online. We all especially miss the informal socializing that we need! I also transitioned a graduate leadership course from a hybrid course to fully online this fall semester. In my facilitation training, I worked with a national team to develop the online version of a professional facilitation course, ToP Facilitation Methods, <https://www.top-training.net/w/> and will be piloting a public course in November. I published a short essay about the social and cognitive challenges of group innovation processes: <https://faithandleadership.com/maria-teresa-gast%C3%B3n-other-side-groan-zone>. I hope you are all managing to keep healthy and sane and able to support those who need you!

- Maria Teresa

For this academic year, I have been appointed as the Chair of the Executive Committee of the **Council of Academic Chairs at ETSU (known as the "Chair of Chairs")**.

- Charles Gorman

About 18 months ago, I was asked by Moffitt's Senior Leader to design and implement a new enterprise function, the Process and Project Management Office. As Senior Director, Process and Project Management Office (PPMO), I am responsible for leading all of Moffitt's process improvement, systems engineering, and project management efforts, many of them at the enterprise wide level. I lead the ongoing translation, prioritization, and sequencing of projects as well as synchronization and adjustment of resources to ensure successful and impactful implementation of projects that are on time and on budget and co-chair **Moffitt's Impact 2028** (Strategic Plan) Portfolio Committee. Examples of projects in our Impact 2028 portfolio include a new expansion hospital, implementation of several virtual tools and accompanying workflow including virtual clinic visits, and creation of an advanced analytics platform. Additionally, I have principle responsibility for enabling Operations and Clinical Leadership to become increasingly empowered, independent, and mature in the use of insights from data, application of processes/ systems improvement, and use of project management best practices.

-Jay Lebsack



## Good News Corner 2019

I became a first-time grandparent of a baby boy.

- John Hollwitz

I am the Membership Chair for the Midwest Academy of Management in addition to my role as Assistant Professor of Management at Ball State University.

- Ronda Smith

I am now an Assistant Professor of Psychology at Lewis University where I teach courses in Psychology and Human Resource Management. Also, my dissertation research will soon be published in the Journal of Organizational Psychology.

-Kami Tsai

I have been promoted to the role of Associate Department Chair for the Department of Information Systems and Decision Sciences at the Muma College of Business, (University of South Florida) starting Fall 2019.

-Triparna De Vreede

I was recently promoted to Senior Assessment Scientist at Indeed, Inc. and we welcomed a baby girl in September -Brynn Lacy Morral.

-Erika Morral

We would like to announce the birth of our first son—who is 4 months old today.

Dylan Samuel Wigert was born 5/23/2019.

-Ben & Christine Wigert





## Good News Corner 2019 Continued

I wanted to share that I got married this year on September 7, 2019 to Tom Greenheck (my new name is Molly Greenheck).

-Molly (Sullivan) Greenheck

Nothing much new in career or life for me. Still working in the selection and assessment world here at San Diego Gas & Electric (Semptra Energy company) in San Diego. I continue to oversee nearly all things related to selection assessments in the company, and am continuing to lead a large scale project to overhaul our frontline union and clerical assessments. With this project, I have been learning a lot about the latest technology and content of tests on the market, as well as the vendors who develop and/or publish these tests. Seems we have come a long way since the paper/pencil multiple choice tests of yesterday...although I don't know that we are quite ready to tackle virtual reality and/or artificial intelligence in our process.

At home, my kids continue to challenge me every day. My 11 year old aspires to be the first kid to do a solo-sailing adventure around the world, and a 2-year who seems to know more about power tools than I do (although I'm not sure where he is learning).

-Kevin Reindl

This September I got married on the Oregon Coast!

-Stephanie Sands



## Publications by Faculty and Students

- 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*.
- Allen, J. A., Reiter-Palmon, R., Prange, K. A., Shuffler, M. L. & Barber\*, E. (2019). Leading After-Action Reviews among emergency responder teams: How perceptions of leader behaviors relate to proximal and distal outcomes. *Occupational Health Science*, 3, 59-81.
- Barbot, B. Hass, R. W., & Reiter-Palmon, R. (2019). Creativity assessment in Psychological research: (Re)setting the standards. *The Psychology of Aesthetics, Creativity, and the Arts*, 13, 233-240.
- Barbot, B. & Reiter-Palmon, R. (2019). Creativity assessment: Pitfalls, solutions and standards. *The Psychology of Aesthetics, Creativity, and the Arts*, 13, 131-132.
- Beghetto, R. A., Karwowski, M., & Reiter-Palmon, R. (in press). Intellectual risk taking: A moderating link between creative confidence and creative behavior? *The Psychology of Aesthetics, Creativity, and the Arts*.
- Chacho, N., Adams, E., & Stairs, D. (2019). Enrichment-induced differences in methamphetamine drug discrimination in male rats. *Pharmacology, Biochemistry and Behavior*, 179, 80-88. doi:0.1016/j.pbb.2019.02.008
- Feitosa, J., Grossman, R., Kramer, W. S., & Salas, E. (2020). Measuring team trust: A critical and meta-analytical review. *Journal of Organizational Behavior*, 41(5), 479-501.
- Folberg, A. M., Brauer, M., Ryan, C. S., & Hunt, J. S. (2020). Advancing stereotyping research: How and why to use linear mixed-effects models in gender stereotyping research. *TPM - Testing, Psychometrics, Methodology in Applied Psychology*, 27, 407-431. doi:10.4473/TPM27.3.6
- Folberg, A. M., Kercher, K., & Ryan, C. S. (2020). The hidden role of dominance in career interests: A bifactor analysis of agentic and communal goal orientations. *Sex Roles*, 83, 193-210. <https://doi.org/10.1007/s11199-019-01104-1>
- Glaveanu, V. et al. (in press). Advancing creativity theory and research: A Sociocultural Manifesto. *Journal of Creative Behavior*.
- Harms, M., Reiter-Palmon, R., & Derrick, D. C. (2020). The role of information search in creative problem solving. *The Psychology of Aesthetics, Creativity and the Arts*, 14, 367-380.
- Hasegawa, Y., Ryherd, E., Ryan, C. S., & Darcy-Mahoney, A. (2020). Examining the utility of perceptual noise categorization in pediatric and neonatal hospital units. *HERD: Health Environments Research & Design Journal*, 13(4), 144-157. <https://doi.org/10.1177/1937586720911216>
- Hass, R. W., Katz-Buonincontro, J., & Reiter-Palmon, R., (2019). The creative self and creative thinking: An exploration of predictive effects using Bayes Factor Analyses. *The Psychology of Aesthetics, Creativity, and the Arts*, 13, 375-388.
- He, Y. , Costa, P., Walker, J., Miner, K. N., & Wooderson, R. L. (2019). Political identity dissimilarity, workplace incivility, and declines in well-being. *Stress and Health*, 3, 256-266. doi: 10.1002/smi.2856
- He, Y. , Donnellan, B. M., & Mendoza, A. M. (2019). Five-Factor personality domains and job performance: A second order meta-analysis. *Journal of Research in Personality*, 82, 103848. doi: 10.1016/j.jrp.2019
- He, Y. , Payne, S. C., Yao, X., & Smallman, R. (2020). Improving workplace safety by thinking about what might have been: A first look at the role of counterfactual thinking. *Journal of Safety Research*, 72, 153-164. doi: 10.1016/j.jsr.2019.12.010
- He, Y., Walker, J.M., Payne, S.C. and Miner, K.N. (2020), Explaining the negative impact of workplace incivility on work and non-work outcomes: The roles of negative rumination and organizational support. *Stress and Health*. doi:10.1002/smi.2988
- He, Y. , Wang, Y., & Payne, S. C. (2019). How is safety climate formed? A meta-analysis of the determinants of safety climate. *Organizational Psychology Review*, 9, 124-156. doi:10.1177/2041386619874870
- He, Y., Zimmerman, C. A., Carter-Sowell, A. R., & Payne, S. C.



## Publications Continued

- (2020). **It's the Recurring Thoughts that Matter: Rumination over Workplace Ostracism.** *Occupational Health Science*, 1-22 .  
<https://doi.org/10.1007/s41542-020-00076-z>
- Hoffmann, J.D., Ivcevic, Z., & Maliakkal, N.T. (2020). Emotions, creativity, and the arts: Evaluating a course for children. *Empirical Studies of the Arts*, 1-26. doi: 10.1177/0276237420907864
- Jones, K.J., Crowe, J., Allen, J.A., Skinner, A.M., High, R., Kennel, V. & Reiter-Palmon, R. (2019). The impact of post-fall huddles on repeat fall rates and perceptions of safety culture: A quasi-experimental evaluation of a patient safety demonstration project. *BMC Health Service Research*, 19, 650. doi.org/10.1186/s12913-019-4453-y (Open access)
- Jones, K.J., Skinner, A.M., Venema, D., Crowe, J., High, R., Kennel, V. Allen, J.A., & Reiter-Palmon, R. (2019). Evaluating the multiteam systems to manage the complexity of inpatient falls in rural hospitals. *Health Service Research*, 1-13. doi.org/10.1111/1475-6773.13186 (open access)
- Karwowski, M., Royston, R., & Reiter-Palmon, R. (2019). Exploring creative mindsets: Variable and Person-Centered Approaches. *The Psychology of Aesthetics, Creativity, and the Arts*, 13, 36-48.
- Lindquist, I. A., Adams, E.E., & Allen, J.A. (in press). If I had something to add, I would: Meeting topic competences and participation. *Journal of Personnel Psychology*.
- Maliakkal, N.T., & Reiter-Palmon R. (in press). Creativity measurement: Self-reports. In M.A. Runco & S.R. Pritzker (Eds.), *Encyclopedia of creativity* (Vol. 3).
- Miner, N. K., Smittick, L. A., He, Y. , & Costa, P. (2019). Organizations behaving badly: Antecedents and consequences of uncivil workplace environments. *Journal of Psychology: Interdisciplinary and Applied*, 5, 528-554. doi:10.1080/00223980.2019.1578191
- Mitchell, K. S., & Reiter-Palmon. (in press). Corporate creativity. To appear in *Encyclopedia of Creativity*, 3rd edition.
- Patel, A., Kramer, W. S., Flynn, M., Summers, J. D., & Shuffler, M. L. (2020). Function Modeling: A Modeling Behavior Analysis of Pause Patterns. *Journal of Mechanical Design*, 142(11).
- Reiter-Palmon, R., & Ahmed, S. (In Press). Problem Finding. *The Palgrave Encyclopedia of the Possible*.
- Reiter-Palmon, R., Forthmann, B., & Barbot, B. (2019). Scoring divergent thinking tests: A review and systematic framework. *The Psychology of Aesthetics, Creativity, and the Arts*, 13, 144-152.
- Reiter-Palmon, R., & Leone, S. (2019). Facilitating creativity in interdisciplinary design teams using cognitive processes: A review. *Proceedings of the Institution of Mechanical Engineers Part C: Journal of Mechanical Engineering Science*, 223, 385-394.
- Reiter-Palmon, R., & Leone, S.A.(2019). Group dynamics and team creativity: The Contribution of Kurt Lewin to the Study of Teams, Creativity, and Innovation. In V. Glavenou (Ed.), *The Creativity Reader*. Oxford Press.
- Reiter-Palmon, R., Leone, S., Murugavel, V., & Allen, J. A. (2019). Fostering Effective Debriefs: The Integral Role of Team Reflexivity. In A. Meinecke, J. A. Allen, and N. Lehmann-Willenbrock (Eds.). (2019). *Research on Managing Groups and Teams: Managing Meetings in Organizations*. Cambridge, MA: Emerald.
- Reiter-Palmon, R., & Mitchell, K. S. (in press). Creativity at work. To appear in S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology*, 2nd Edition.
- Reiter-Palmon, R., Mitchell, K. S., & Royston, R. P. (in press). Improving creativity in organizational settings: Applying research on creativity to organizations. To appear in J. C. Kaufman (Ed.) *Handbook of creativity*.
- Reiter-Palmon, R., & Murugavel, V. R. (2019). Problem finding. In M.A. Runco & S.R. Pritzker (Eds.), *Encyclopedia of creativity* 3rd Edition. (pp. 250-253).San Diego, CA: Academic Press.
- Royston, R., & Reiter-Palmon, R. (2019). Creative self-efficacy as mediator between creative mindsets and creative problem-solving. *Journal of Creative Behavior*, 53, 472-481.





## Publications Continued

Tang, C., Zhang, Y., & Reiter-Palmon, R. (2020). Network centrality, knowledge searching, and creativity: The role of domain. *Creativity and Innovation Management*, 29, 72-84.

Tsai, K. L., & Harrison, W. (2019). Organizational actions in gaining employee support for change: The roles of affective commitment to change, organizational justice, and organizational cynicism. *Journal of Organizational Psychology*, 19, 141-155.

Xu, X., Le, N., He, Y. , & Yao, X. (2019). Conscientiousness, safety climate, and safety performance within teams: A cross-level mediation model. *Journal of Business and Psychology*, 11, 1-15. doi: 10.1007/s10869-019-09637-8

Young Illies, M., & Reiter-Palmon, R. (in press). The effect of perceived values on negative mentoring, organizational commitment, job satisfaction, and perceived career success. *International Journal of Evidence Based Coaching and Mentoring*.





## Presentations by Faculty and Students

Aberson, C., Ryan, C. S., Jetten, J., & Ellemers, N. (2020). *SPSSI publications: Meet the editors* [Interactive discussion]. Society for the Psychological Study of Social Issues Conference, Denver, CO. (Conference canceled)

Adams, E. E., & Allen, J. A. (2019, July). *Stress experiences and appraisals influence global perspectives on meeting satisfaction*. Research presented at the 14th Annual Interdisciplinary Network for Group Research (INGRoup) Conference, July 18-20, 2019, Lisbon Portugal.

Adams, E. E., Dueland, L. B., & Ryan, C. S. (2020). *Citywide initiatives: Assessing workplace diversity and inclusion efforts* [Poster]. Society for the Psychological Study of Social Issues (SPSSI) Conference, Denver, CO. (Conference canceled)

Ahmed, S., Hoffman, A., Trent, S. B., Allen, J. A., & Reiter-Palmon, R. (2020, August). **"So, who's in charge?!": Managing Differences in Perceived Leaders Among Volunteers**. Poster presented at the 128th Annual American Psychology Association Convention, Washington, D. C.

Costa, P., He, Y. , Walker, J., & Miner, K. N. (2019, April). *Using micro to macro perspectives to advance mistreatment research and practice*. Paper presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Crawford, D., Swanson, M., Dueland, L. B., Stepanek, S., & Ryan, C. S. (2020). *Conflict management techniques within diversity initiatives: A critical missing link* [Interactive discussion]. Society for the Psychological Study of Social Issues (SPSSI) Conference, Denver, CO. (Conference canceled)

Damadzic, A., & Medeiros, K.E. (2019, October). *That Was Intense: The Effects of Case Moral Intensity on Individual Awareness and Judgement*. Paper submitted to the 62nd annual Midwest Academy of Management, Omaha, NE.

Damadzic, A., & Medeiros, K. E. (2020, April). *The Balancing Act: An empirical study introducing and removing constraints in idea generation*. In, A. S. McKay (chair) *The Role of Time for Creativity: Expanding the Lens in Creativity Research*. Symposium submitted to the 35th annual Society for Industrial

and Organizational Psychology Conference, Austin, TX. (Conference canceled)

Damadzic, A., Medeiros, K. E., Griffith, G. A (2020 June). *Leading Under Constraints: A meta-analytic review of constraints and creativity*. Paper submitted to the Institute of Work Psychology International Conference, Sheffield, England.

Davis, A., Shirley, S., Feitosa, J., & Kramer, W. S. (2020). *Looking Within for Creativity: A Latent Profile Analysis of Intercultural Communication*. Poster presented virtually at the 100th annual meeting of the Western Psychological Association, San Francisco, CA.

Dray, K. K., Martin, R. C., Liu, S.-N. C., He, Y. , Sabat, I. E., & Carter-**Sowell, A. (2019, August). It's cold outside: The effects of workplace ostracism and diversity climate on workplace outcomes**. In D. Nag and K. P. Jones (Chairs), *Novel advances on the impact of diversity climate on employee behavior*. Symposium presented at the annual conference of the Academy of Management, Boston, MA.

Dueland, L. B., Folberg, A. M., Ryan, C. S., Swanson, M., & Gerstandt, J. (2020). *Reactions to selection processes involving diversity statements* [Poster]. Society for Industrial/Organization Psychology (SIOP) Conference, Austin, TX. (Conference canceled)

Dueland, L., Folberg, A. M., Swanson, M., & Ryan, C. S. (2020). *Perceptions of requests for diversity statements in job advertisements* [Paper] Society for the Psychological Study of Social Issues (SPSSI) Conference, Denver, CO. (Conference canceled)

Dueland, L. B., Ryan, C.S., Oyinlade, A. O., (2019, April). *Racism and cynicism predict diversity training outcomes*. Paper presented at the Social Issues Symposium, Omaha, NE.

Dueland, L. B., Ryan, C. S., Oyinlade, A. O. (2019, April). *Racism and cynicism predict diversity training outcomes*. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Ehrp, P., Maliakkal, N.T., & Reiter-Palmon, R. (2020, April). *Is there a gender bias in Creative Evaluations?* Poster presented



## Presentations Continued

at the University of Nebraska at Omaha Conference on Creativity and Improvisation, Omaha, NE.

Feitosa, J., Grossman, R., Kramer, W. S., & Salas, E. (2020). *Measuring team trust: Guidelines based on a meta-analysis*. In A. L. Thayer & J. L. Wildman (Chairs), Cutting edge approaches to studying trust in organizations. Virtual symposium presented at the 35th Annual Conference for the Society for Industrial and Organizational Psychology, Austin, TX.

Folberg, A. M., Gehringer, T. G., & Ryan, C. S. (2020). *Perceptions of fit and task socialization effectiveness among marginalized students* [Paper]. Society for the Psychological Study of Social Issues (SPSSI) Conference, Denver, CO. (Conference canceled)

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 presented at the annual meeting of the Society for Personality and Social Psychology, Portland, Oregon.

Folberg, A. M., Hunt, J. S., & Ryan, C. S. (2021). *Bold but not so bad: The role of tolerance of sexism in bolstering evaluations of men* [Poster]. Society for Personality and Social Psychology (SPSP) Virtual Conference.

Folberg, A. M., Kercher, D., & Ryan, C. S. (2020). *The hidden role of dominance in career interests: A bifactor analysis of communal and agentic goal orientations*. Invited paper presented at the University of Kentucky, Lexington, KY.

Folberg, A. M., & Ryan, C. S. (2019). *Tolerance of sexism and justifying ideologies among men and women* [Paper]. Society for the Psychological Study of Social Issues (SPSSI) Conference, San Diego, CA.

Goering, T. J., Folberg, A. M., Red, K. S., & Ryan, C. S. (2019). ***Mind the gap: Communal goals partially account for women’s underrepresentation in STEM occupations.*** Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

He, Y., Liu, S.-N. C., Nguyen, D. M., & Sabat, I. E. (2019, April). *Antecedents, outcomes, and moderators of workplace diversity climate: A meta-analysis*. Poster presented at the 34th annual

conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

He, Y., Sheng, Z, Xu, X., & Yao, X. (2020, April). *Social network and performance similarity*. Poster accepted to the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)

Hoffman, A., Trent, S. B., & Allen, J. (2020, March). *The Influence of Adaptability and Training on Volunteer Burnout*. Research presented at the 2020 University of Nebraska at Omaha Research and Creativity Fair, Omaha, NE.

Hoffman, A., Trent, S. B., & Allen, J. (2020, April). *The Influence of Adaptability and Training on Volunteer Burnout*. Research presented at the Society for Industrial and Organizational Psychology, Austin, TX. (conference canceled)

Hunt, J. S., Folberg, A. M., & Ryan, C. S. (2020). *Borders of the mind: How the public does (and does not) think about feminists and feminism* [Paper]. **National Women’s Studies Association (NWSA) Conference**, Minneapolis, MN. (Conference canceled)

Hunt, J. S., Folberg, A. M., & Ryan, C. S. (2020). *Hate crime or personal expression? Tolerance of racism as a predictor of judgments about hate crime* [Poster]. Law and Society Association Annual Meeting, Denver, CO. (Conference canceled)

Kaboli-Nejad, S., Scheller, E. M., & Ryan, C. S. (2019, March). *Applicant Reactions to Gendered Wording in Job Advertisements*. Poster presented at the University of Nebraska at Omaha Student Research and Creative Activity Fair, Omaha, NE.

Kaboli-Nejad, S., Scheller, E., & Ryan, C. S. (2019). *Applicant reactions to gendered wording in job advertisements*. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Keiser, N. L., Payne, S. C., He, Y., & Xiang, Y. (2019, April). *Safety climate dispersion: Assessing patterned differences in safety perceptions*. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.



## Presentations Continued

- Kramer, W. S. (2020, August). *What Collaboration Means to me: An Eight Year Retrospective*. Keynote presented virtually at the University of Nebraska Medical Center Student Research Forum, Omaha, NE.
- Kramer, W. S., Murugavel, V., Lindquist, I. A., Reiter-Palmon, R., Allen, J. A., Taylor, C. & Pringle, Z. (2020, April). *Teasing Apart Turnover Intentions & Satisfaction: A Class Analytic Approach*. Poster presented at the 35th Annual Conference for the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)
- Le, T. N., Xu, X., He, Y. , & Xiang, Y. (2019, April). *Team conscientiousness and safety: A multilevel perspective*. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Leone, S.A. (2019) *Paradox and problem construction: Improving creativity through paradoxical thinking*. Poster presented at the Annual Creative Production Fair, University of Nebraska Omaha. Omaha, NE.
- Leone, S. A. (2020). *Mapping creative processes to teams: The development of a behavioral coding scheme*. Poster presented at the Creativity and Improvisation in Thought, Practice, and Mind: An Interdisciplinary Conference. April, 2020. University of Nebraska Omaha, NE.
- Lindquist, I. A., Allen, J.A., & Adams, E.E. (2019, July). *If I had something to add, I would: Meeting topic competences and participation*. Research presented at the 14th Annual Interdisciplinary Network for Group Research (INGRoup) Conference, July 18-20, 2019, Lisbon, Portugal.
- Lindquist, I. A., Adams, E.E., & Allen, J.A. (2019, August). *If I had something to add, I would: Meeting topic competences and participation*. Research presented at the American Psychological Association (APA) conference, Chicago, IL.
- Lindquist I., Allen, J. A. & Kramer, W. S. (2020). ***There's more to good meetings: Good meetings' effects on meaningfulness and motivation***. Poster presented virtually at the 35th Annual Conference for the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)
- Linnell, A., Leone, S. A., & Reiter-Palmon, R. (2020). *Team problem-solving and creativity*. Poster presented at the Annual Creative Production Fair, University of Nebraska Omaha. March 7. Omaha, NE.
- Liu, S.-N. C., He, Y. , & Bergman, M. E. (2019, April). *Low cost interventions to reduce repetitive strain injury symptoms*. Paper presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Liu, S.-N. C., Phetmisy, C., Miller, S. J., He, Y. , & Sabat, I. E. (under review). ***Shouldn't you sound American by now? The negative workplace experiences of U.S. immigrants with foreign accents***. Poster accepted to the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)
- Maliakkal, N.T. (2020, March). *The Emotionally Laborious Quest for Leader Identity in First-Time Leaders*. Oral presentation presented at the University of Nebraska at Omaha Student Research and Creativity Activity Fair, Omaha, NE.
- Maliakkal, N.T., Leone, S., Reiter-Palmon, R., Kaufman, J.C., & Silvia, P.J. (2020, April). *Examining Gender Differences in Creativity*. Oral presentation presented at the University of Nebraska at Omaha Conference on Creativity and Improvisation, Omaha, NE.
- Maliakkal, N., Reiter-Palmon, R., Kaufman, J., & Silvia, P. (2019, April). *Gender differences in self-report creativity and creative performance*. Paper presented at the 34th Annual Conference for Society for Industrial Organizational Psychology, National Harbor, MD.
- Medeiros, K., MacDougall, A., Damadzic, A. (2019, June). *Ethics in the creative process: Exploring ethical framing and timing on ethical and creative outcomes.*, 6th Word Conference on Research Integrity, Hong Kong, China. Basic or Discovery Scholarship.
- Mitchell, K. S., Strange, J. M., Diaz-Granados, D., Jefferis, B. D., Simmons, P., & Leasher, M. K. (2020, April). ***I-O's in Healthcare: Translating Research and Theory into Practice***. Panel discussion at the 35th Annual Conference for Society for





## Presentations Continued

Industrial Organizational Psychology, Austin, TX. (Conference canceled)

Mokuta, A., Suzuki, Y., Dueland, L. B., & Ryan, C. S. (2020). *Reactions to selection processes involving diversity statements* [Poster]. Midwestern Psychology Association Psi Chi Program, Chicago, IL. (Conference canceled)

Murugavel, V. R. & Reiter-Palmon, R., (2020, March). *The Effect of Temporal Distancing on the Accuracy of Idea Evaluation*. Paper presented at the 2020 Student Research and Creative Activity Fair, Omaha, NE.

Murugavel, V., Reiter-Palmon, R., Allen, J., Lundquist, I., Kramer, W., Pringle, Z., & Taylor, C. (2020, August). *Engagement as a predictor of creativity across occupations*. Paper presented at the American Psychological Association.

Murugavel, V. R., Reiter-Palmon, R., Kennel, V. (2019, August). *The Role of Need for Cognition in the Evaluation of Creative Ideas*. Paper presented at the 2019 Midwest Academy of Management conference, Omaha, NE.

Nelson, G., Al-Ghaithi, A., Jessen, H., Ahmed, S., Zeller, A., Barry, M., Smith, T., Torell, J., & Zou, A. (2020, March). ***Engaged Service Learning Shapes Students' Individual Identities, Fostering Community Stewardship***. Poster presented at the 2020 Community Engagement Symposium, Manhattan, KS.

Payne, S. C., Dumlaio, S. V., Holland, D. B., He, Y. , Hernandez-Munoz, J. J., & Mulcahy, A. M. (2020, April). *Reporting and disclosing medical errors: The role of a just culture*. In S. C. Payne & S. V. Dumlaio (Chairs), Promoting a culture of reporting health concerns. Symposium presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)

Payne, S. C., He, Y. , & Smallman, R. (2019, August). *The function of counterfactual thinking in the workplace*. Poster presented at the annual conference of the Academy of Management, Boston, MA.

Reiter-Palmon, R. (2019, March). *Dynamic conceptions of creativity*. Paper presented at the International Convention of

Psychological Science, Paris, France.

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

Reiter-Palmon, R. (2019, April). *SIOP Select: Making I-O visible to students and helping students learn about I-O*. Paper presented at the 34th Annual Conference for Society for Industrial Organizational Psychology, National Harbor, MD.

Reiter-Palmon, R. (2019, April). *The science-practice partnership: Action and education*. Paper presented at the 34th Annual Conference for Society for Industrial Organizational Psychology, National Harbor, MD.

Reiter-Palmon, R. (2019, June). *Current trends in creativity research*. Paper presented at the EAWOP Congress, Turin, Italy.

Reiter-Palmon, R. (2019, June). *Fresh perspectives on measuring creativity in organizations*. Paper presented at the EAWOP Congress, Turin, Italy.

Reiter-Palmon, R. (2019, August). *The Psychology of Creativity*. Paper presented at the Academy of Management, Boston, MA.

Reiter-Palmon, R. (2020, April). *The Role of Time for Creativity: Expanding the Lens in Creativity Research*. Paper presented at the 35th Annual Conference for the Society for Industrial and Organizational Psychology, Austin, TX. (conference canceled)

Reiter-Palmon, R. (2020, August). *A dynamic model of team creativity*. Paper presented at the American Psychological Association.

Reiter-Palmon, R., & Allen, J. (2019, April). *Using interdisciplinary teams for research – challenges and rewards*. Paper presented at the 34th Annual Conference for Society for Industrial Organizational Psychology, National Harbor, MD.

Reiter-Palmon, R., & Kaufman, J. (2019, June). *Development of a new measure to predict creativity in the workplace*. Paper presented at the EAWOP Congress, Turin, Italy.

Reiter-Palmon, R., & Kaufman, J. (2020, August). *Developing a*



## Presentations Continued

*measure to predict creativity in the workplace.* Paper presented at the American Psychological Association.

Reiter-Palmon, R. & Keller-Hansbrough, T. (2019, June). *The creative leader: Competent but not warm.* Paper presented at the EAWOP Congress, Turin, Italy.

Reiter-Palmon, R., Leone, S., & Schriener, E. (2019, August). *Paradox and problem construction: Improving creativity through paradoxical thinking.* Paper presented at the Academy of Management, Boston, MA.

Ryan, C. S., Aberson, C., Jetten, J., Ellemers, N., & Perlman, D. (2019). *SPSSI publications: Meet the editors* [Interactive discussion]. Society for the Psychological Study of Social Issues (SPSSI) Conference, San Diego, CA.

Scheller, E. M. (2019, April). *Ignorance is bliss? The effect of pay transparency on satisfaction and commitment.* Poster presented at the 34th Annual Conference of Society for Industrial and Organizational Psychology, National Harbor, MD.

Smith, T., Barry, M., Zou, A., Nelson, G., Ahmed, S., Al-Ghaithi, A., Jessen, H., Zeller, A., & Torell, J. (2020, March). *Overcoming Institutional Barriers to Service Learning.* Paper presented at the 2020 Community Engagement Symposium, Manhattan, KS.

Strange, J., Diaz Granados, D., Leasher, M., Mitchell, K., Simmons, P., & Jefferies, B. (2020, April). *I-O's in Healthcare: Translating Research and Theory into Practice.* Presented at the 35th Annual conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)

Sy, T., Leung, A., Reiter-Palmon, R., Horten, C., Royston, R., & Leone, S. (2019, August). *Follower and leader identity: A multidimensional model.* Paper presented at the Academy of Management, Boston, MA.

Tolkamp, G., Vriend, T., Verwaeren, B., & Reiter-Palmon, R. (2020, August). *Disentangling the creative process: Differential predictions of radical and incremental creativity.* Paper presented at the 80th annual meeting of the Academy of Management, Vancouver, Canada.

Trent, S.B., Allen, J.A., & Ahmed, S. (2019, March). *Volunteer*

*Leadership: Best Practices.* Invited presentation to the alumni volunteers of the UNO Alumni Association workshop. Omaha, NE.

Weiner, R., Votruba, A., Ryan, C. S., Migacheva, K., & Silka, L., & Mancoll, S. (2020). *Psychology, Law, and Public Policy: Examining the Relationships among Psychology, Law and Public Policy at the Local, National, and International Levels* [Preconference Policy Workshop]. Society for the Psychological Study of Social Issues (SPSSI) Conference, Denver, CO. (Conference canceled)

Young Illies, M. & Reiter-Palmon, R. (2020, April). *The effect of values on negative mentoring, job satisfaction and career success.* Poster presented at the 35th Annual Conference for the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)



# Upcoming Events & Contact Information

13th Annual UNO Student Research and Creative  
Activity Fair  
March 2022 | Omaha, NE

36th Annual Conference of the Society for Industrial  
and Organizational Psychology  
April 15-17, 2021 | New Orleans, LA

129th Annual Convention of the American  
Psychological Association  
August 12-15, 2021 | San Diego, CA

81st Annual Meeting of the Academy of Management  
July 30—August 3 2021 | Philadelphia, PA

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