



Newsletter

I/O News
Fall 2021

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

Catch up with what has been going
on with the program over the past
year



Meet our new faculty members:
Dr. Abby Folberg, Dr. Samuel
Hunter, and Dr. Mia (Ze) Zhu



Stay up to date with recent alumni
news and department publications





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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!





Greetings from the I/O Psychology Program at UNO



Dr. Roni Reiter-Palmon,
Director, IO Program

Department and I-O Area Happenings

Hello everyone!

I hope you are all doing well! UNO is back to face to face, on campus learning (with masks required). I think we are all excited to be back and see everyone!

This year we have had lots of changes to our program. First, as some of you may be aware Dr. Wayne Harrison has retired after many years teaching and serving the IO program. In addition, Dr. Carey Ryan has also retired. As we mentioned last year, we were able to recruit faculty and hire 3 faculty members. We are welcoming Dr. Mia Zhu, Dr. Abby Folberg, and Dr. Sam Hunter who joined us this fall. Dr. Zhu comes to us from George Mason University, where she graduated last summer. I am very excited to have a fellow George Mason graduate with us! **For some of you, Dr. Folberg's name will sound familiar,** as she is a UNO graduate! She has completed a post-doc at University of Kentucky before joining the faculty here. Finally, we welcome Dr. Sam Hunter, who moved here from Penn State, where he was a professor in the

I/O program for over 10 years. We are very excited to have all these new faculty (and of course Dr. Billy Kramer and Dr. Yimin He have not been here that long!). We currently working on revising our curriculum and a plan for the future of our program. To learn more about each of these new faculty, please check the [Dr. Folberg](#), [Dr. Hunter](#), and [Dr. Zhu](#) columns.

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.

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. In fact, I share a job almost daily using LinkedIn. We also joined twitter, and the IO program at UNO has an official twitter follow us [@iopsyc_uno](#). 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

As this year we have columns from 3 new faculty, we have limited the other things that we typically include such as alumni interviews. You will find still good news **updates from our alumni.** 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. We are now in year 2 of the grant, and are

currently collecting data from both short-term teams (students in the lab) and long-term teams (Engineering student teams working on design projects).

I have been asked to serve as series editor for Palgrave. The series is called "[The Palgrave Studies in Creativity and Innovation in Organizations.](#)" The first two books in the series are published, and we are working on books 3 and 4. If you are interested in contributing to the series, either as an editor or an author, please email me. In related news, Sam Hunter and I are co-editing the revised version of the "**Handbook for Organizational Creativity**". The first edition was edited by our advisor Dr. Mike Mumford, and he asked us to edit the 2nd edition. We have big shoes to fill, but are very excited about how the book is shaping up!





Upcoming Events and Contact Information

13th Annual UNO Student Research and Creative Activity Fair

March 2022 | Omaha, NE

37th Annual Conference of the Society for Industrial and Organizational Psychology

April 28-30, 2022 | Seattle, WA

130th Annual Convention of the American Psychological Association

August 4-7, 2022 | Minneapolis, MN

82nd Annual Meeting of the Academy of Management

August 5-9, 2022 | Seattle, WA

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Fastest Ways to Stay Connected

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.

Our faculty members are on Twitter, [@RRPcreativity](#), [@dr_samhunter](#), [@Yimin-heQy](#), [@dr_mia_zhu](#)! Give them a follow and stay up-to-date with their research!



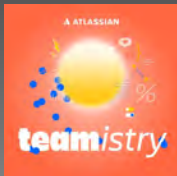


Podcasts Anyone?



Our faculty have been featured in several recent podcasts! These podcast episodes covered topics like teamwork, leadership, and creativity!

Click the images below to give a listen to each episode:



Teamistry – a podcast on teamwork, specific episode on team competition and creativity



**WORLD OF WORK
PROJECT**

World of Work podcast-
On failure and
psychological safety



**WORLD OF WORK
PROJECT**

World of Work podcast– On
innovation and cognitive
process



**WORLD OF WORK
PROJECT**

World of Work podcast- On
innovation, diversity, and
conflict



Creativity at Work - On
creativity and innovation



Department 12 - On
Creativity



91.5 OMAHA PUBLIC RADIO

KIOS—On office design
and the office cubicle



**WORLD OF WORK
PROJECT**

World of Work podcast-
On virtual teams



Meet Our New Faculty: Dr. Abby Folberg!



**Dr. Abby Folberg,
Assistant Professor**

I am delighted to return to the University of Nebraska at Omaha (UNO) as an Assistant Professor of Psychology in the I/O concentration area. My research broadly examines issues related to workplace diversity and inclusion. One stream of research examines how **experiences of bias and discrimination affect individuals'** work lives and career interests. The second stream examines ways to reduce prejudice and discrimination. More specifically, I examine how individuals appraise bias and discrimination as well as how organizations and individuals can more effectively confront prejudice. My work has been published in high-impact journals, including *Sex Roles*, *Group Processes and Intergroup Relations*, and *The Journal of Social Issues*.

I had a roundabout journey to studying I/O psychology. I received a B.S. in Psychology and B.M. in Voice Performance from the University of Illinois, Urbana-Champaign. I subsequently earned an M.M. in Voice Performance from Roosevelt University, Chicago College of Performing Arts. After I graduated, I wanted to have a career as an opera singer. To pay my bills, I also started

working at a real estate firm. Through my experiences there, I became interested in how we can make organizations more diverse, equitable, and inclusive.

After a few years of juggling music and real estate, I decided it was time to make a career change. I was accepted to the M.A./Ph.D. program in I/O Psychology at the University of Nebraska at Omaha (UNO). At UNO, I was fortunate to study with Dr. Carey S. Ryan, who encouraged me to pursue an academic career and shaped me into the scholar I am today. After my Ph.D., I was awarded a competitive University Research Postdoctoral Fellowship from the University of Kentucky, where I developed research on appraisals of sexual harassment, racism, sexism, and anti-LGBT bias.

I am very excited to be back at UNO in a faculty role and for the opportunity to collaborate with students and faculty members. I currently teach undergraduate statistics and look forward to developing a course on Diversity in Organizations. I am also greatly looking forward to partnering with the Omaha Chamber of Commerce on their Commitment to Opportunity, Diversity, and Equity (CODE) initiative. In my spare time, I like hiking, yoga, and knitting, and spoiling my two cats, Cricket and Alfalfa.



Meet Our New Faculty: Dr. Samuel Hunter!



**Dr. Samuel Hunter,
Assistant Professor**

It is fall 2021 and I am thrilled to be joining UNO's I-O Psychology program! As a researcher I study leadership and innovation management. In the leadership area, I have worked on the CIP theory of leadership that emphasizes equifinality, or the notion that there is more than one way to find the same or similar outcomes. In the case of leadership, this means leaders can take different approaches or have different styles and be equally effective. This notion emphasizes diversity in approaches and is a good example of my growing focus on finding the various pathways to outcomes of interest rather than trying to find the one best way to the exclusion of other viable routes. I also study dual leaders, with a focus on why two heads are (sometimes) better than one in the leadership space. On the innovation side, I have focused on climate and more recently on the bias against original thinking. In addition to the more traditional work, I am also an NCITE cluster hire where I work at the National Counterterrorism, Innovation, Technology, and Education center of excellence funded by the Department of Homeland Security. Here I apply what I know about I-O Psychology to supporting the DHS workforce and I also reverse the lens of our work and think about ways to hamper violent, extremist organizations. As an example, I think a lot about malevolent creativity and innovation and how to disrupt

this type of ideation and implementation in those seeking to cause harm.

I teach general courses such as intro to organizational psych and industrial psych, as well as leadership and **creativity seminars**. I'm not sure what I'll end up teaching regularly here at UNO, but we'll have fun doing it.

I am a first-generation college student and received my undergraduate degree from Central Michigan University and master's degree from the University of Tennessee at Chattanooga. I was fortunate enough to be accepted into the PhD program at the University of Oklahoma in 2003 and completed my degree in 2007. My first job was at Penn State University where I was promoted to associate professor (i.e., received tenure) in 2013 and then promoted to full professor in 2020. I served as director of the program for around 8 years. I very much enjoyed my time at Penn State and still have wonderful friends there. The opportunity at UNO, however, was one my wife and I could not pass up. UNO is a special place. I hope you think so too.

That is a good segue to saying that you'll also see the cool Dr. Hunter around the halls of ASH's third floor. My wife Melissa is a school psychologist by training, working primarily with children on the autism spectrum. She wears a few hats at UNO, teaching in the psych department and spending time at the Monroe Meyer Institute as well. She has a passion for undergraduate education, so if you have any tips on how to improve things, she would love to hear them. We feel very lucky to work in the same place and see each other at work. I do admit she's much cooler than I am, and she doesn't deny that. We get lunch every Wednesday. It's adorable. My daughter (see below) does not think we are at all adorable.

Continued on next page...



Meet Our New Faculty: Dr. Samuel Hunter!

The other member of our family is Celia, our 10-year-old daughter who is starting the 5th grade this year. She likes horseback riding, playing the viola, and of course, Roblox. She is hilarious, kind, and the smartest person I know (taking after her mother, fortunately). She and I get breakfast every Sunday morning together and I get weepy **every time I look across the table and see how much she's grown up. I've done it since she was 6 and essentially break down every Sunday.** So I have that going for me.

My final family member (besides students, who ARE family members as well) is Chase. Our 65lb tank of a dog who will do one thing with ferocious intensity when you meet him: Love you. If you do not love him back, he will follow you, sit at your feet, and whine until you do. So I get it, you might not like dogs, but he LOVES people and **refuses to not be loved back. It's best to fake it, less you want ole cinder block head to be your shadow at I-O events we host.**

This brings us to the student portion, where I concede that the best part of my job is working with bright young minds **that work faster than mine but I'm okay with because I** know more due to being old. It is an honor to work with students and I feel very fortunate to have access to the talent UNO has to offer.

I'll close with a few random facts that might help strike up a conversation in the future. I'm happy to chat with **anyone, am not easily offended (as long as you're not being cruel),** and just enjoy listening to others more than anything. First, I love the Detroit Tigers so if you want to talk baseball, only talk about them. No other team matters. Second, my favorite television series is Battlestar Galactica (the recent version) followed by Peaky Blinders. My favorite season of television is True Detective Season 1. I listen to comedy podcasts while I sleep (nearly any

featuring Tom Segura). Two years ago I did the Hot Ones **hot sauce challenge, season 6, if you'd like to see the** proxy for what we went through. I did make it through all 10 and it was insane. I love college football and OU in particular (though I do feel guilty for watching young **people knock themselves around for entertainment).** I've been skydiving twice. I will talk about your weird diet and workout routine with you and ask lots of questions. They will be sincere. I have many pairs of Chuck Taylor shoes. My favorite music artist is Jack White (who I pseudo met at a Tigers spring training game) followed closely by **Brandi Carlisle. I hate musicals. I'm angry at you (not really) for liking musicals.** I like Irish whiskey (RedBreast is my favorite) and think Scotch is gross. Stop ruining good whiskey with your campfire, weirdos. I like cheap **beer and expensive beer. I think I just like beer.** I'm mildly obsessed with coffee as the pandemic gave me a chance to get weird and buy lots of coffee paraphernalia. I am **aware my wife is cooler than me. I can't wait to learn** goofy stuff about each of you!



Meet Our New Faculty: Dr. Mia (Ze) Zhu!



Dr. Mia (Ze) Zhu,
Assistant Professor

I am thrilled to join the Industrial and Organizational Psychology program at UNO as an assistant professor. I received my Ph.D. in Industrial and Organizational Psychology from George Mason University in May 2021. Before I came to the U.S. to pursue my doctoral degree, I lived in Beijing, China, and received my previous education there.

My research interests include employee well-being (e.g., recovery from work stress, work commute) and research methods (e.g., just-in-time adaptive interventions). Right now, my substantive research projects focus on recovery from work stress. I believe that it is a timely and important issue to address. Due to the high work demands, the advance of communication technology for work, and the popularity of telecommuting, it is difficult for employees to detach from work and recuperate from work stress, especially during the pandemic when many workers work from home. Without the physical boundary between work and life, it is increasingly challenging for employees to leave work at work. As a newly graduated Ph.D. student and now a faculty member, I can relate to this issue

personally. Therefore, my research aims to understand and improve recovery from work stress. For example, one of my ongoing research projects explores how leaders can help employees recuperate from work stress. My ultimate goal for my research is to help employees have a healthy, happy, and sustainable working life.

Meanwhile, I have some method projects to promote rigorous methods to examine organizational phenomena. For example, I am working on a research project introducing a new paradigm called just-in-time adaptive interventions to organizational research. Just-in-time adaptive interventions emphasize the within-person customization of interventions by providing each employee the right type and amount of intervention at the right time and place. In addition to a conceptual review paper on this method, my colleagues and I are developing a just-in-time intervention on emotion regulation at work. This method can contribute to interventions in other management research domains, such as leadership development, sexual harassment training, safety training. If anyone is interested in any of the above topics or other related research, please feel free to reach out to me at zezhu@unomaha.edu.

In my spare time, I like hiking, trying new pastry recipes, and traveling. I am thrilled to move into the next phase of my career at UNO and get to know people here.



Congratulations, Graduates!

Ph.D.



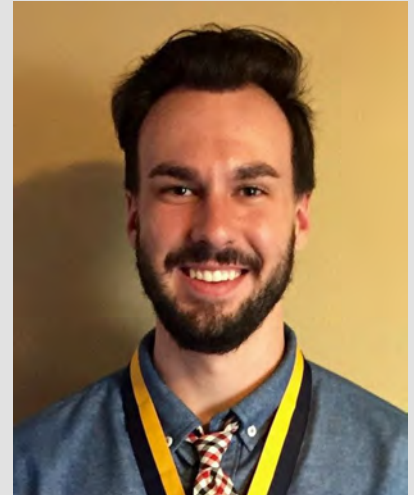
Elizabeth Harp

Ph.D.



Sahra Kaboli-Nejad

Ph.D.



Eric Scheller

M.S.



Emily Whitehead

M.S.



Acacia Hoffman

M.S.



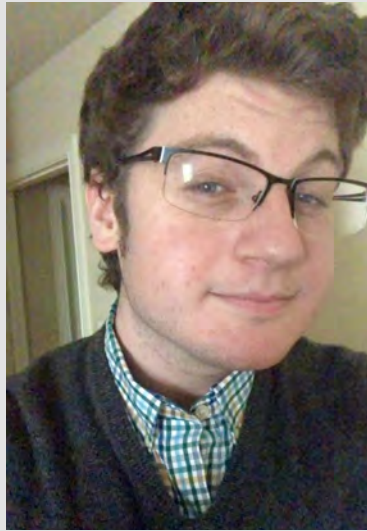
Kristi Kimbril



Welcome, First Years!



Moises Alvarez
M.S. program



Michael Arce
M.A./Ph.D. program



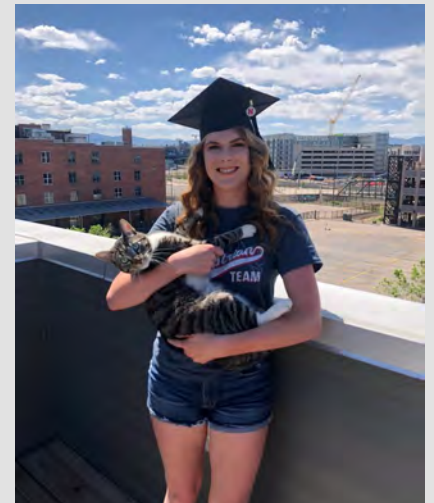
Anna Clark
M.A./Ph.D. program



Alexis d'Amato
M.A./Ph.D. program



Justine Fiscus
M.A./Ph.D. program



Brooke Imm
M.S. program

First year's welcome continued on the next page...



Welcome, First Years!



Averie Linnell
M.A./Ph.D. program



Bailey Lytle
M.A./Ph.D. program



Niba N'tcha
M.S. program



Anthony Roberson
Ph.D. program



John Wonderlich
M.S. program

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



Good News Corner 2021

I am now the Chair of Management, Information Systems, and Quantitative Methods in the Collat School of Business at UAB.

- Allen Gorman

This past year has been an exciting and interesting year for me, both professionally and personally. Like so many organizations, my company has undergone a lot of change during the pandemic and in the wake of all the social, political and economic events of the past year. I was promoted to a broader leadership role earlier this year, and am now leading a team of applied I/O researchers to continue overseeing our selection, survey research and other applied research practice. I had the opportunity to recruit and hire several new team members, and I am excited to refocus our strategy on the organization's most pressing people issues.

Some of the biggest projects/research questions we are tackling include:

- re-designing and validating our largest selection program for frontline hourly jobs
- launching a mid-pandemic company-wide engagement survey
- helping our company address the latest people challenges we are facing including
- how best to manage and keep our remote workforce engaged and committed
- if and how to eventually bring workers back to the office
- addressing challenges related to diversity, equity and inclusion
- reassessing our selection and assessment programs in light of changes in labor markets

While challenging, I must say, these are some of the most interesting times of my I/O career.

From a personal perspective, I continue to enjoy San Diego with my wife Suzy, and my 2 kids Adlai (now 13) and Sebastian (now 4). Our most recent endeavor as a family has been the purchase of a 30 year old, 41-foot sailboat (The Sneaky Squid), which seems to consume more of my time than I imagined. With all the work it takes, I really enjoy learning how to sail, navigating the southern California coastline, and maintaining all the systems and instruments on this vessel. I must say, it has also allowed (forced?) my family to spend lots of quality time together.

With that, I will close and hope to see some of you at upcoming SIOP and other events.

-Kevin Reindl



Good News Corner 2021 Continued

I am now officially in a probationary position as an Assistant Professor of Psychology at Saint Cloud State University. My teaching duties also include teaching in the I/O program at Saint Cloud State University.

-Marcy Illies

This year, I was promoted full professor, and the CPACS Dean appointed me to be the Chair of the Goodrich Scholarship Program.

- Troy Romero

The big news from my end is that my family has moved from Minneapolis to Milwaukee to be closer to family.

-Andre Hennig

I would like to share that I am now the Director of the Human Resource Management Program at Lewis University.

- Kami Tsai

This past year I was promoted to Head of Coaching & Client Success for Deeper Signals. We also made a big move to Lake Como, Italy for my husband's new position with NATO.

-Stephanie Sands

I am partially retired and I do some consulting part time!

-Beth Haley



Good News Corner 2021 Continued

After a chosen sabbatical in 2020 and almost 20 years in Seattle, in May 2021 I accepted the role of **Director, Culture and Employee Experience at Allstate**. I'm currently working fully remote and virtual after relocating to St. Louis.

I also spent time in 2020 assisting with the book "Employee Experience By Design" by Emma Bridger and Belinda Gannaway. My contribution case study begins on page 214.

- Lindsay Bousman

Laura Brooks Dueland and I founded Inclusion Analytics, a data-driven diversity, equity, and inclusion consulting firm. We take the guesswork out of these important initiatives by identifying metrics and reporting that help businesses and employees succeed. From first steps to strategic plans, Inclusion Analytics supports companies at every stage of their diversity, equity, and inclusion journey.

Link to KETV article

<https://www.ketv.com/article/omaha-chamber-finds-representation-is-lacking-in-diversity-and-inclusion-survey/34401368>

Link to UNO article

<https://www.unomaha.edu/news/2020/11/uno-research-dei-omaha-organizations.php>

Link to NETV article

<http://netnebraska.org/article/news/1240884/minorities-underrepresented-omaha-organizations-according-uno-study>

-Emily Adams & Laura Brooks Dueland



Publications by Faculty and Students

- Alabbasi, A. A., Reiter-Palmon, R., Sultan, Z. M., & Ayoub, A. E. A. (2021). Which divergent thinking index is more associated with problem finding ability? The role of flexibility and task nature. *Frontiers in Psychology*. (open access)
- Allen, J. A., Reiter-Palmon, R., Kello, J., & Prange, K. (in press). To call or not to call: An analysis of whether, when, and how to hold after action reviews. In K. N. Engemann, K. J. Engemann, and C. W. Scott (Eds.). *Organizational Risk Management: Managing for Uncertainty and Ambiguity*. Cambridge, MA: Emerald
- Corraza, G., Reiter-Palmon, R., Lubart, T., & Beghetto, R. (in press). Intelligence and creativity in the space time continuum. *Journal of Creativity*
- Cropley, D. H., Medeiros, K. E., & Damadzic, A. (2021). Creativity and artificial intelligence: The intersection of human and artificial creativity. In D. Henrisken and P. Mishra (Eds.), *Creative Provocations: Speculations on the future of creativity, technology, & learning*. New York, NY: Springer
- Da, S., Zhu, Z., Cen, H., Gong, X., Siu, O. L., & Zhang, X. (2021). Psychological capital, positive affect, and organizational outcomes: A three-wave cross-lagged study. *Journal of Pacific Rim Psychology*, 15, 1-13.
- DiazGranados, D., Bamberg, A., Allen, J., Reiter-Palmon, R., **Lee Gibson, J., & Savage, N. (2020). "Selling" I-O psychology to non-I-O psychologists: A perspective on small, medium, and large changes. *Industrial and Organizational Psychology*, 13(4), 559-563. <https://doi.org/10.1017/iop.2020.97>**
- Gehring, T. A., Folberg, A. M., & Ryan, C. S. (2021). The relationships of belonging and task socialization to GPA and intentions to re-enroll as a function of race/ethnicity and first-generation college student status. *Journal of Diversity in Higher Education*. Advance online publication. <https://doi.org/10.1037/dhe0000306>
- Huang, Y. H., He, Y., Lee, J., & Hu, C.Y. (2020). Key drivers of trucking safety climate from the perspective of leader-member exchange: Bayesian network predictive modeling approach. *Accident Analysis and Prevention*. 150, 105850. <https://doi.org/10.1016/j.aap.2020.105850>
- Hunt, J. S., Folberg, A. M., & Ryan, C. S. (2021). Tolerance of racism: A new construct that predicts failure to recognize and confront prejudice. *European Journal of Social Psychology*. Advance online publication. <https://doi.org/10.1002/ejsp.2759>
- Hunter, S. T. (in press). CIP model of leadership. In G. Goethals & G. Sorenson (Eds.), *The SAGE Encyclopedia of Leadership Studies*.
- Hunter, S. T., & Hunter, M. D. (in press). Performance management and career development for employees with Autism: Uncovering hidden requirements. In A. Coellela & A. Bruyere (Eds.), *SIOF Frontiers Series*.
- Hunter, S. T., & Lovelace, J. B. (in press). There is more than one way to lead: The CIP theory of Leadership. Cambridge University Press.
- Hunter, S. T., Nguyen, T., Walters, K., Manning, C., Peng, A., & Miller, S. R. (in press). How leaders shape innovation: A seemingly paradoxical yet necessary endeavor. *Journal of Character and Leadership Development*.
- Kapoor, H., Reiter-Palmon, R., & Kaufman, J. C. (in press). Norming the muse: Establishing the psychometric properties of the Kaufman Domains of Creativity (KDOCS). *Journal of Psychoeducational Assessment*
- Lee, J., Huang, Y. H., Dainoff, M. J., & He, Y. (in press). Where to focus? Insights from safety personnel and external safety consultants on lessons learned about safety climate interventions – A qualitative approach. *Journal of Safety Research*.
- Leone, S., & Reiter-Palmon, R. (in press). Leading creative teams: A process-perspective with implications for organizational leaders. *Translational Issues in Psychological Science*



Publications Continued

- Logan, K. M., Damadzic, A., Medeiros, K. E., Ligon, G. S., & Derrick, D. C. (2021). Constraints to malevolent innovation in terrorist attacks. *Psychology of Aesthetics, Creativity, and the Arts*. Funded by the NCITE Department of Defense - Center of Excellence.
- Marshburn, C. K., Folberg, A. M., Crittle, C., & Maddox, K. B. (2021). Racial bias confrontation in the United States: What (if anything) has changed in the COVID-19 era, and where do we go from here?. *Group Processes and Intergroup Relations*, 24 (2), 260-269. <https://doi.org/10.1177/1368430220981417>
- McKay, A. S., Reiter-Palmon, R., & Kaufman, J. C. (2020). An interdisciplinary view on team creativity: Toward integration across fields. In A. S. McKay, R. Reiter-Palmon, & J. C. Kaufman (Eds.), *Creative Success in Teams*. Academic Press.
- Miner, K. N., Costa, P. L., He, Y., & Wooderson, R. L. (2021). Your Politics Are Making me Sick! Political Identity-Based Workplace Incivility and Physical Health Complaints during Two U.S. Presidential Elections. *Occupational Health Science*. doi:10.1007/s41542-021-00092-7
- Murugavel, V. R. & Reiter-Palmon, R. (in press). How leaders judge creativity: A look into the idea evaluation process. In A. B. Kayes & D. C. Kayes (Eds.), *Judgement and Leadership*. Edward Elgar Publishing.
- Orkibi, H., Ben-Eliyahu, A., Reiter-Palmon, R., Testoni, I., Biancalani, G., Murugavel, V., & Gu, F. (in press). Creative adaptability and emotional well-being during the COVID-19 pandemic: An international study. *The Psychology of Aesthetics, Creativity, and the Arts*
- Reiter-Palmon, R. (in press). Leadership, Creativity, and Emotions: Psychological Safety and Creating a Climate for Creativity. In Z. Pringle (Ed.),
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