Newsletter

I/O News
Fall 2022

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

In this issue:

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

Meet our new faculty member: Dr. Mahima Saxena

Hear from our current students on their applied and research projects

Stay up to date with recent alumni news and department publications

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I/O Psychology Alum Recognized for Her Achievements

Dr. Sahra Kaboli-Nejad

Dr. Sahra Kaboli-Nejad was recognized by the UNO Alumni association at the UNO Night of Honor with the Young Alumni Achievement Award given to UNO alumni to recognize outstanding career achievement, active community involvement or exceptional service to the university by graduates 40 or younger. For more information please check here.

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
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 linked to here.

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!

After a few years of major changes, from COVID to new faculty, we are now finding our new groove. The IO program now includes 7 faculty. The current faculty include Dr. Yimin He, Dr. Sam Hunter, Dr. Abby Folberg, Dr. Billy Kramer, Dr. Mahima Saxena, Dr. Ze (Mia) Zhu, and myself. Dr. Saxena has joined us last Jan., and we introduce her in this newsletter. The others have been introduced before, and feel free to log onto the IO Psychology web site to check the research activities of each of these wonderful faculty. As a result, and as you may expect, we are seeing a lot of shifts in our program, from new courses being proposed and taught (such as Occupational Health Psychology, DEI, Malevolent Creativity, and Virtual teams as well as additional statistics courses such as SEM and MLM).

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. Check out all the papers that were published by students and faculty last year!

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. But we are always looking for more variety and additional applied projects. If you have projects that you are interested in having our students perform, please reach out to me!

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).

You will also find 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!

Upcoming Events and Contact Information

15th Annual UNO Student Research and Creative Activity Fair
March 24th, 2023 | Omaha, NE

38th Annual Conference of the Society for Industrial and Organizational Psychology
April 19th–22nd, 2023 | Boston, MA

131st Annual Convention of the American Psychological Association
August 3rd–5th, 2023 | Washington, D.C.

83rd Annual Meeting of the Academy of Management
August 4th–8th, 2023 | Boston, MA

Department Phone
402-554-2581

Email
Dr. Roni Reiter-Palmon, Program Director
rreiter-palmon@unomaha.edu

Address
University of Nebraska at Omaha
Department of Psychology
6001 Dodge St.
Omaha, NE 68182-0274

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

Follow @iopsyc_uno on Twitter to keep up to date with program news and announcements!

Some of our faculty members are on Twitter: @RRPcreativity, @dr_samhunter, @YiminheQy, @dr_mia_zhu! Give them a follow and stay up-to-date with their research!

Facebook

Follow the UNO psychology department on Facebook for general updates related to the psychology department.

Meet Our New Faculty: Dr. Mahima Saxena!

**Dr. Mahima Saxena,
Assistant Professor**

I am excited to join UNO's I-O psychology program this year! I am a person-centric I-O researcher meaning that I am most interested in the lived experience of people at work. My research expertise is in two overlapping sub-disciplines of I-O psychology - occupational health psychology (OHP) and humanitarian work psychology (HWP). Within OHP – I am interested in worker well-being and understanding how experiences at work contribute to worker health on the one hand, and how health impacts work, on the other. My past and ongoing research in this area have examined job-burnout, affective or emotional states in the context of work, and the ability to stay focused and on-task while working. I am also interested in STEM organizations and study the experiences of women in STEM, particularly in the context of milder mistreatment interactions such as the experience of workplace incivility.

In the realm of HWP, I am passionate about understanding the experiences of those who live and work in the informal economy, often in poverty, and in the absence of decent work. These research and partnership are very exciting! We are unraveling how people who "work" - but outside the context of the formal organization (think worker, not employee), in (often) non-Western, informal, non-POSH settings- experience work! I spend a lot of time thinking about Sustainable Work and Sustainable Livelihoods these days. This work is aligned with the UN SDG's and tries to play a concrete role in furthering the prosocial mission of I-O Psychology.

I use mixed methods to answer the questions that I ask in my research. This includes both qualitive and quantitative methodologies. I am particularly interested in the experience sampling method as it allows me capture lived experiences as it unfolds in ecologically valid settings! My research has taken me to some unique places to collect data. I'll likely teach motivation next year and courses related to diversity, occupational health, and humanitarian I-O down the road.

I earned my PhD in Psychological Sciences with specialization in I-O Psychology from Purdue University, my MSc in Occupational Psychology from the University of London. I enjoy reading classical Indian philosophy, eastern health and wellness traditions, being out in nature, and swimming. I'm also a big foodie and Omaha has not disappointed so far! I am looking forward to meeting everyone from UNO's I-O program!

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Congratulations, Graduates!

Ph.D.

Adam Damadzic

M.S.

David Gianos

M.S.
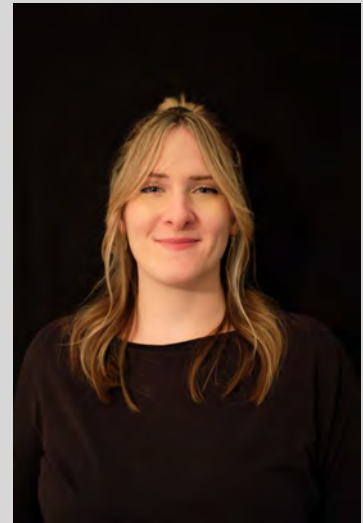
Mary Baak

M.S.
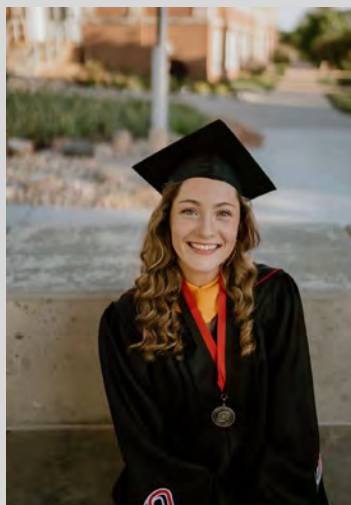
Kristin Grant

M.S.

Ruben Quiros

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Omaha

Welcome, First Years!

Kenya Faith
M.S. program

Samantha Hall
M.A./Ph.D. program

Hanna Johnston
M.A./Ph.D. program

Cynthia Kennedy
M.S. program

**Cody Knight**
M.A./Ph.D. program

Madison Scott
M.S. program

Welcome, First Years!

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

Yaxuan Zhou
M.A./Ph.D. program

For more information about our new students, please visit this link.

Applied Experience: NASA Langley Research Center

By Kelsey Ciagala

From January to August 2022, I worked as an Organizational Development (OD) Specialist Intern at NASA Langley Research Center. Langley Research Center is the oldest NSASA field center and is located in Hampton, Virginia. As a research center, the focus of Langley is to develop and explore new technologies and methods for aeronautics and space travel. Additionally, Langley conducts Earth Science research to support NASA's missions along with monitoring the Earth's climate. The OD team is responsible to working directly with mission crew teams and leaders to help support and improve team and organizational effectiveness.

I was able to work virtually from home in Omaha, Nebraska alongside other OD interns from across the country. At this time the majority of Langley employees were also working mostly from home with only a select few who worked on center regularly due to their job (e.g., technicians needed to run the wind tunnels or maintenance personnel). Our team almost exclusively worked with individuals in leadership positions. We served as internal consultants for NASA leadership, trying to tackle many hard team or organizational concerns.

For the first half of my internship, I was responsible or meeting with leaders, conducting research, and to assist in the development of targeted organizational retreats. I was lucky enough to be flown out twice to Hampton, Virginia to work on Center. My first trip took place over seven days from March 27th to April 2nd. During this time, I helped set up and conduct leadership team retreats for three different directorates at Langley that I had spent the months previously helping develop. My second trip took place over five days from May 8th to May 12th. During this trip, I was responsible for helping set up and run NASA's Diversity Equity Inclusion and Accessibility Day along with assisting in the brainstorming session for Langley's Future of Work team.

For the second half of my internship, I was placed as a consultant for Langley's Future of Work team. Langley's Future of Work team is a group of volunteers from across the center that are in charge of paving the way for how the Center conducts its work. They are responsible for collecting data on Langley's workforce about perceptions and opinions about virtual, remote, and onsite work. Additionally, they are responsible for getting information about any changes to the NASA culture the workforce would like to see in the future. I was responsible for assisting the Future of Work team in any capacity needed. I helped the team with brainstorming data collection methods, creating employee surveys, and analyzing and interpreting the results.

For over ten years, NASA has been ranked as the best place to work in the federal government. I could not talk more highly of my time I spent at NASA. I was able to hone my industrial/organizational psychology skills in an environment that was safe and welcoming. I highly recommend that any I/O psychology student that wants to make a positive difference to apply for one of the many internships NASA offers.

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Research Experience: Creative Problem Solving and Gender in the Workplace

By Payge Japp

Research on creativity and creative problem-solving has received increasingly more attention over the years. However, one component of the creative problem-solving process, idea evaluation, has continued to receive lesser attention. Additionally, gender differences have been considered in idea evaluation, but the findings remain unclear. Accordingly, Dr. Roni Reiter-Palmon and I have worked to examine the role that gender may play in idea evaluation and selection.

Our first project examined gender and idea evaluation, looking at whether gender stereotypes influence evaluation of an individual's creativity. Although previous research has considered this, this project was specific in aiming to investigate a) whether individuals viewed ideas generated by men as more creative compared to idea generated by women and b) whether individuals are more likely to implement ideas generated by men compared to ideas generated by women. To do so, we asked 104 undergraduate students to evaluate 8 equally creative ideas. Four of the ideas were presented by stereotypically male names (e.g., Dominic) and four of the ideas were presented by stereotypically female names (e.g., Margaret). Participants were then asked to evaluate each of the eight ideas on two dimensions of creativity: (1) originality and (2) quality. After evaluating each idea, participants were asked to select one of the ideas for implementation.

In line with the hypothesis, we found that ideas that were generated by men were rated as being more creative than ideas generated by women. Interestingly, ideas generated by women were viewed as being more implementable than ideas generated by men. Nonetheless, this project was our first attempt in clarifying the inconsistent findings of creativity and gender.

Our second project continued to look at gender differences, but rather than emphasizing idea evaluation, this project highlighted idea selection. As previous research has provided some clues as to the attributes of ideas that individuals prefer to select, it has been indicated that people often prefer more simple ideas, less risky ideas, and more feasible ideas. However, each of these previous findings have identified the preferred types of solution characteristics through manipulations of idea characteristics. Thus, there are many gaps in the literature surrounding the personal justification regarding idea selection, which leads to the first purpose of this study, to evaluate the explicit reasons that participants state as their justification for selecting particular solutions.

Additionally, because there are characteristics that can influence what type of idea is selected, it was also thought the gender of the idea generator may influence how one evaluates and selects an idea. Previous research has indicated possible gender biases, such that Proudfoot et al. (2013), found that participants reported identical ideas to be more creative when believe them to be generated by a man, rather than by a woman.

Research Experience: Creative Problem Solving and Gender in the Workplace Continued

Additionally, it has been indicated that men have reported having greater support for creativity in the workplace than women, which has led men to execute more frequent creative behaviors. That said, not only are men receiving a greater amount of support than women, men and women are also being evaluated differently in terms of creativity. Thus, this portion of this project evaluated whether solutions generated by men were viewed as more creative than those generated by women.

The procedure regarding this project was similar to the first project, such that the identical vignette and solutions were used. Once participants rated the originality and quality of the ideas, participants were asked to select which idea was the most 1) creative, 2) implementable, and 3) practical. Following the selection of each idea, participants were asked to open-endedly describe why they selected each idea. Once all of the responses were collected, the open-ended responses were content coded and a variety of themes were identified. Following this, a series of chi-square analyses were conducted to identify any significance.

The results indicated that a gender bias may exist within idea selection. It was indicated that when participants selected solutions that were generated by a man, the reasons for selecting these ideas were because they were more unique and novel. However, when participants selected solutions that were generated by a woman, the reasons for selecting these ideas were because they included greater collaboration of included third-party involvement. Thus, the results were in line with traditional gender norms, such that men's ideas were viewed as more agentic and women's ideas were viewed as more communal.

Expanding on the above studies, the next portion of this research will take a closer look at the vignette itself and examine how this may play a role in the findings. This additional study will serve to examine how a more agentic themed problem may play a role in these findings in comparison to a more communal themed problem. This study will provide more information on possible gender biases in idea evaluation and selection.

Nonetheless, all of the above research on gender biases in idea evaluation and selection has real-world implications. For example, with gender biases in capital investment funding's, women are significantly less likely to receive investment funding than men are, such that out of 6,500 venture capital investments, only 3% of these are secured by women (Brush et al., 2014). Importantly, gender biases in idea evaluations can often lead men to receive more recognition, more funding, and more opportunities than women (Balachandra et al., 2019). Thus, examining the gender disparities between men and women sheds light on a potential gender bias in how creative ideas are evaluated. That said, because idea evaluation and selection plays such a large role in organizational and innovative success, it is vital that this research be conducted.

Good News Corner 2022

I was recently promoted to Global Head of Diversity, Inclusion and Social Impact at On. I also got married in Omaha on September 10th, 2022, to Joey Kemler.

- Sahra Kaboli-Nejad

I stepped down from being department chair so I could take a sabbatical in '20-'21 (which turned out to be a lovely year for not teaching). Upon returning from sabbatical my colleagues unanimously voted that I resume the duties of chair of the Psychology Department at Winona State. Perhaps absence makes the heart grow fonder.

- John Johanson

Our second child - Isaac Michael - was born on December 6th, 2021. He joins sister Edith (age 4).

- Victoria Kennel

In April of last year, I left Dell Technologies after 19 years to join the faculty of the University of Texas at Austin's McCombs School of Business, where I teach courses on Leadership, Organizational Behavior, and Strategic HR Management to undergraduate and MBA students.

- Tom Rauzi

Elliott Barber and I were married on September 25th, 2022 (pictured below). We met 7 years ago in the I/O program at the October First Friday.

- Erin Nyquist

Publications by Faculty and Students

Ahmed, F., Fuge, M., Miller, S. R., & **Hunter**, **S. T.** (2021). Design variety measurement using Sharma-Mittal Entropy. *Journal of Mechanical Design.*

Carr, S. C., Meyer, I., **Saxena**, **M.**, Seubert, C., Hopfgartner, L., Arora, B., Jyoti, D., Rugimbana, R. O., & Kempton, H. (2022). "Our fair trade coffee tastes better." It might but under what conditions? *Journal of Consumer Affairs*, *56*(2), 597–612.

Crayne, M., & **Hunter**, **S. T.** (2022). The moderating influence of error timing on follower perceptions of leader error. *Leadership & Organization Development Journal.*

Dahunsi, O., Luu, V., **Knight**, **C.**, Lok-Lee, M., & Nittrouer, C. (2022). Social media information in assessment and implications for minoritized social identities. *Industrial and Organizational Psychology*, *15*(3), 371–377. https://doi.org/10.1017/iop.2022.59

Folberg, **A. M.**, **Zhu**, **Z.**, **He**, **Y.**, & Ryan, C. S. (accepted). The primacy of nurturance and dominance/assertiveness: Unidimensional measures of the Big Two mask gender differences in subdimensions. *International Review of Social Psychology.*

Glazer, S., Robie, C., Kwantes, C. T., **Saxena**, **M.**, Jain, S., & Muñoz, G. (2021). An international perspective on changes in work due to COVID-19. *The Industrial and Organizational Psychologist*, *59*(1).

He, **Y.**, Huang, Y.-H., Lee, J., **Lytle**, **B.**, Asmore, A. S., & Goh, Y. M. (2022). A mixed-methods approach to examining safety climate among truck drivers. *Accident Analysis and Prevention*, *164*, 106458. https://doi.org/10.1016/j.aap.2021.106458

He, **Y.**, Lee, J., Huang, Y. H., & Yao, X. (in press). Error disclosure climate and safety climate trajectories: The mediating role of counterfactual sharing. *Journal of Business and Psychology.*

He, **Y.**, Payne, S. C., Beus, J. M., Muñoz, G. J., Yao, X., & Battista, V. (in press). Organizational climate profiles: Identifying meaningful combinations of climate level and strength. *Journal of Applied Psychology.*

Hetrick, A., Blocker, L., Fairchild, & **Hunter**, **S. T.** (2021). To apologize or justify: Leader responses to task and relational mistakes. *Basic and Applied Social Psychology.*

Hunter, **S. T.**, Blocker, L., Gutworth, M., & Allen, J. (in press). Why we support some original ideas but reject others: An application of signaling theory. *Journal of Creative Behavior.*

Hunter, **S. T.**, Walters, K. W., Nguyen, T., Manning, C., & Miller, S. (2022). Malevolent creativity and malevolent innovation: A critical but tenuous linkage. *Creativity Research Journal.*

Leone, S. A., **Reiter-Palmon**, **R.**, & **Japp**, **P.** (under review). Core processes of team creativity: The development of a behavioral coding scheme. *Small Group Research.*

Leone, S., & **Reiter-Palmon**, **R.** (2022). Leading creative teams: A process-perspective with implications for organizational leaders. *Translational Issues in Psychological Science*, *8*(1), 90–103. https://doi.org/10.1037/tps0000296

Maliakkal, **N.**, & **Reiter-Palmon**, **R.** (in press). Creativity and organizational culture. In D. D. Preiss, M. Singer, & J. C. Kaufman (Eds.), *Innovation, creativity and change across cultures*. Academic Press.

Maliakkal, **N.**, & **Reiter-Palmon**, **R.** (in press). Creativity and organizational culture. In D. Priess and J. C. Kaufman (Eds.), *Creativity and Culture.*

Maliakkal, **N.**, & **Reiter-Palmon**, **R.** (in press). The effects of leader support for creativity and leader gender on subordinate creative problem-solving performance. *Journal of Creative Behavior.*

McKay, A., & **Reiter-Palmon**, **R.** (in press). Training and development. In **R. Reiter-Palmon** & **S. Hunter** (Eds.), *The Handbook of Organizational Creativity* (2nd ed.). Elsevier.

Miller, S.R., **Hunter**, **S.T.**, Starkey, E.M., Fuge, M., & Ahmed, F. (2021). How should we measure creativity in engineering design? A comparison of social science and engineering approaches. *Journal of Mechanical Design.*

Mitchell, K. S., & **Reiter-Palmon**, **R.** (in press). Malevolent creativity: Personality, process, and the larger creativity field. In H. Kapoor and J. C. Kaufman (Eds.), *Morality and Creativity.*

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.

Nguyen, T., & **Hunter**, **S. T.** (2022). Not worth my time: Applying a value-based framework of creative idea appraisals to predict investments of time toward implementing others' ideas. *Journal of Creative Behavior.*

Publications Continued

Nguyen, T., Walters, K., **D'Amato**, **A.**, Miller, S. R., & **Hunter**, **S. T.** (2022). Target personification influences the positive emotional link between generating and implementing malevolently creative ideas. *Creativity Research Journal.*

Oppert, M. L., Dollard, M. F., **Murugavel**, **V. R.**, **Reiter-Palmon**, **R.**, Reardon, A., Cropley, D. H., & O'keeffe, V. (2022). A Mixed-Methods Study of Creative Problem Solving and Psychosocial Safety Climate: Preparing Engineers for the Future of Work. *Frontiers in Psychology.* (open access)

Orkibi, H., Ben-Eliyahu, A., **Reiter-Palmon**, **R.**, Testoni, I., Biancalani, G., **Murugavel**, **V. R.**, & 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.**, & **Hunter**, **S. T.** (forthcoming, 2023). *The Handbook of Organizational Creativity.* Oxford, England: Elsevier.

Reiter-Palmon, **R.**, & **Japp**, **P.** (in press). Team cognition and team creativity. In L. J. Ball and F. Vallee-Tourangeau (Eds.), *Routledge International Handbook of Creative Cognition.* Taylor & Francis.

Reiter-Palmon, **R.**, & **Linnell**, **A. E.** (in press). Team creativity and innovation: The effect of team creative cognition. In **R. Reiter-Palmon** & **S. Hunter** (Eds.), *The Handbook of Organizational Creativity* (2nd ed.). Elsevier.

Reiter-Palmon, **R.**, & **Millier**, **M.** (in press). Psychological Safety and Creativity: The Glue that Binds a Creative Team. In Z. Ivcevic, J. D. Hoffmann, & J. C. Kaufman, (Eds.), *Cambridge Handbook of Creativity and Emotion.* Cambridge University Press.

Reiter-Palmon, **R.**, **Murugavel**, **V. R.**, & **Linnell**, **A. E.**, (in press). Measuring creativity in organizations: The multifaceted nature of creativity. In **R. Reiter-Palmon** & **S. Hunter** (Eds.), *The Handbook of Organizational Creativity* (2nd ed.). Elsevier.

Reiter-Palmon, **R.**, **Hunter**, **S. T.**, Ligon, G., & Medeiros, K. (2022). Michael Mumford: Creativity Scholar. In J. Ogunleye (Ed). *Eminent scholars in creativity.* KIE press.

Rodriguez, R. M., Silvia, P. J., Kaufman, J. C., **Reiter-Palmon**, **R.**, & Puryear, J. S. (in press). Taking inventory of the Creative Behavior Inventory: An item response theory analysis of the CBI. *The Psychology of Aesthetics, Creativity, and the Arts.*

Saxena, **M.** (2021). Cultural skills as drivers of decency in decent work: An investigation of skilled workers in the informal economy. *European Journal of Work and Organizational Psychology, 30*(6), 824–836. https://doi.org/10.1080/1359432x.2021.1918760

Sy, T., Guan, Y., **Reiter-Palmon**, **R.**, Shaughnessy, S. P., Zhou, X., Leung, A., Horton, C., Royston, R., & Scheller, E. (in press). Consequences of culturally based dynamic leadership and followership identities. In R. Kark & O. Epitropaki (Eds.), *Oxford Handbook of Leadership, Followership and Identity.*

Tang, M., **Reiter-Palmon**, **R.**, & Ivcevic, Z. (2022). Editorial: Creativity and innovation in times of crisis (COVID-19). *Frontiers in Psychology, 13.* https://doi.org/10.3389/fpsyg.2022.858907

Taylor, C. L, Ivecic, Z., Moeller, J., Menges, J. I., **Reiter-Palmon**, **R.**, & Brackett, M. (in press). Gender and emotions at work: Organizational rank has greater emotional benefits for men than women. *Sex Roles.*

Tolkamp, G., Vriend, T., Verwaereb, B., **Reiter-Palmon**, **R.**, & Nijstad, B. (in press). Disentangling the creative process: An examination of differential antecedents and outcomes for specific process elements. *Journal of Business and Psychology.* https://doi.org/10.1007/s10869-022-09808-0

Verhoeven, D. C., **Kramer**, **W. S.**, & Shuffler, M. L. (2022). Multiteam Systems in Long Duration Exploration Missions: A Qualitative Analysis of Key Characteristics and Challenges. *Frontiers in Psychology, 13,* 1–12.

Wang, Y., **He**, **Y.**, Sheng, Z., & Yao, X. (2022). When does safety climate help? A multilevel study of COVID-19 risky decision making and safety performance in the context of business reopening. *Journal of Business and Psychology.* https://doi.org/10.1007/s10869-022-09805-3

Wigert, B., **Murugavel**, **V. R.**, & **Reiter-Palmon**, **R.** (in press). The utility of divergent and convergent thinking in the problem construction processes during creative problem-solving. *The Psychology of Aesthetics, Creativity, and the Arts.*

Zhu, **Z.**, Tomassetti, A. J., Dalal, R. S., Schrader, S., Loo, K., Sabat, I., Alaybek, B., Zhou, Y., Jones, C., & Fyffe, S. (2022). A test-retest reliability generalization meta-analysis of judgments via the policy-capturing technique. *Organizational Research Methods, 25*(3), 541–574.