



I/O News

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

Fall 2017

UNIVERSITY OF
Nebraska
Omaha

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Greetings from the I/O Psychology Program at UNO!

Dr. Joseph Allen



Dr. Joseph Allen is Interim Program Director during the fall 2017 semester while Dr. Roni Reiter-Palmon is on sabbatical

Department and I/O Area Happenings

Hello everyone! For the first time in her more than 20 year career in I/O Psychology at UNO, Roni is on sabbatical this fall. As a result, I get to share with you the latest news from the I/O Psychology Program at UNO!

At the end of this academic year, our wonderful post-doc, Emanuel Schriener, will be moving on. As a result of his departure and the continued growth of the program, we will be hiring a tenure-track Assistant Professor in I/O Psychology to support the program. The program has a growing partnership with UNMC and we are particularly interested in applicants who have an interest or background in applying I/O Psychology to issues in healthcare. Please pass the word along that we are looking for a great I/O Psychologist to join our program.

We were thrilled to see so many familiar faces during our dinner at SIOP in Orlando this past April. Thanks once again to Talent+ for funding this event and fostering a continued positive relationship with our program. We hope many of you will join us at SIOP this next year in Chicago for a similar event. Additionally, the program footprint at SIOP is growing with more and more students presenting posters and talks at SIOP. We look forward to seeing you there!

As an update, the Center for Applied Psychological Services (CAPS) is growing and expanding its impact both in training our students and in serving the community. Roni now serves as the Associate Director for CAPS and we added several new clients over the past year. Our students are learning how to be consultants even before they graduate, completing practicum experiences with a variety of clients and applied projects. We are always looking to add partners and would love to work with any of our great alumni in the future!

In this newsletter, you will find some interesting updates and stories about the various experiences of our students and alumni. Specifically, we have links to our new student profiles, a couple of alumni spotlights, student stories of applied experiences, a remarkably robust list of **“good news” from our amazing alumni, and so much more.** We hope you will take a look at our list of publications and presentations from our wonderful faculty and students. If anything strikes your fancy, let us know and we can send along the article or presentation notes.

My Own Work

My own work continues to thrive with the support and efforts of my remarkable students. The Center for Meeting Effectiveness has produced a record number of publications. The Community Engagement Research Center is in the midst of producing a new handbook focused on the work of I/O Psychologists and Organizations in community engaged research and outreach. The Volunteer Program Assessment continues to reach out and serve local nonprofit organizations with volunteer assessment and consulting. Across these domains, my students engage in research and outreach that supports a vast and growing network of collaborators across the US and beyond.

Additionally, I get the opportunity to serve as the Interim Program Director, Chair the Search Committee, and serve as the Chair of the Education and Training Committee at SIOP. With all of these efforts, I welcome anyone who would like to collaborate or participate in any way and look forward to hearing from you.

Congratulations, Graduates!



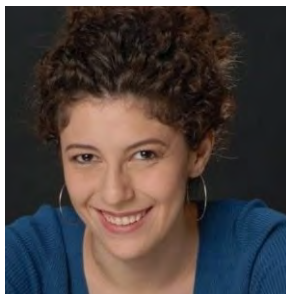
Andy Callens, Ph.D.



Shane McFeely, Ph.D.



Kristin Saathoff, Ph.D.



Abby Folberg, M.A.



Kevin Mitchell, M.A.



Kelly Prange, M.A.



Sheridan Trent, M.A.



Elliott Barber, M.S.



Brian Jeffries, M.S.



Kasey Klatt, M.S.



Molly Sullivan, M.S.



Erin Nyquist, M.S.



Rebekka Erks-Byrne, M.S.



Reo Newring, M.S.

Welcome, New Students!



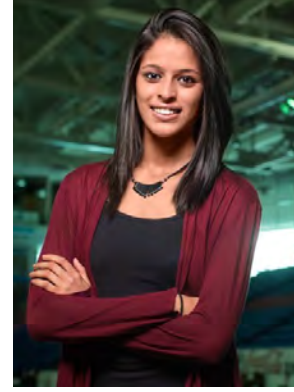
Emily Adams
Ph.D. program



Kaitlin Fosler
M.S. program



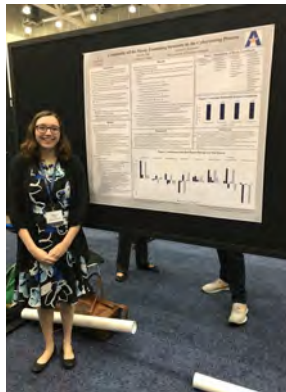
Isaac Lindquist
M.A./Ph.D. program



Nadine Maliakkal
M.A./Ph.D. program



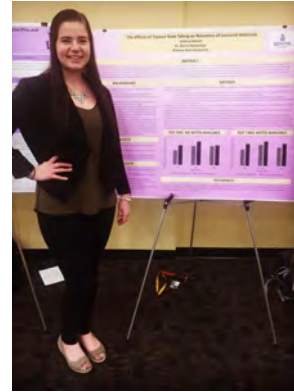
Vignesh Murugavel
M.A./Ph.D. program



Kali Odd
M.A./Ph.D. program



Lauren Sparks
M.S. program

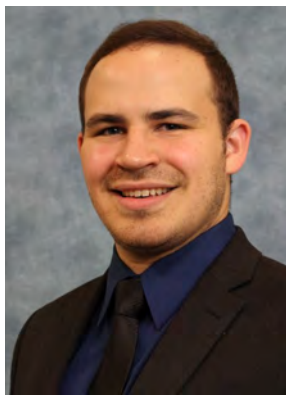


Lindsey Wetzel
M.A./Ph.D. program

For more information about our new students, please visit the [department website!](#)

SIOP Dinner in Orlando, Florida

By Harold A. Kanter



Harold Kanter, a second year graduate student in the M.A./Ph.D. program, is a former SIOP-UNO Tri-Chair

The 32nd annual 2017 SIOP Conference was in Orlando, Florida. The conference was held at the Walt Disney Swan and Dolphin, where students, faculty, and alumni had opportunities to learn, present, volunteer, and network.

This amazing experience was accompanied by bonding and fun experiences around Orlando. Some students enjoyed the Swan and Dolphin, while others shared Airbnb's. Birthdays were celebrated, new food was explored. Some groups made their way to the happiest place on earth in Disney World, while others stopped for a spell to explore new realities in the Wizarding World of Harry Potter at Universal Studios.

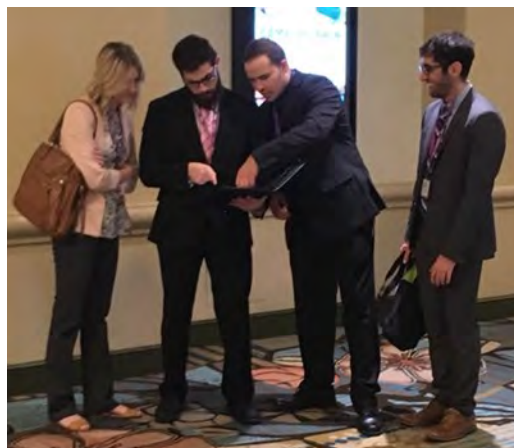
Twelve students and two faculty represented UNO at the conferences. Students presented on a wide range of topics including: leadership, volunteerism, impression management, organizational commitment, workplace relationships, meetings, creativity, and much more!

Faculty stayed busy at SIOP as well! Dr. Allen chaired the SIOP Education and Training

Committee again this year. Dr. Reiter-Palmon served as an editorial board member for several journals. These services along with many presentations, networking, and meetings with colleagues effectively consumed their time in Orlando.

A majority favorite part of SIOP was the alumni dinner. Over 30 UNO alumni, faculty, and students enjoyed a delicious dinner at **Giordano's** hosted and paid for by **Talent Plus**. The dinner was a perfect pizza topped with learning, networking, and double fun. Discussions ranged from machine learning, structured interviewing, and research interests to casual conversations about equestrianism and the newest hair styles.

Thank you everyone who helped make this **year's SIOP Conference a phenomenal** experience. We are excited to see what next year will bring at the 33rd annual SIOP Conference, to be held in Chicago, Illinois!



What's New with SIOP-UNO?

By Eric Scheller



Eric Scheller, a third year graduate student in the Ph.D. program, is a SIOP-UNO tri-chair

Greetings from SIOP-UNO!

The current chairs are Eric Scheller, Christopher Del Rosso, and Kaitlin Fosler. Over the past year, SIOP-UNO has been busy planning and balancing social and networking activities with activities promoting professional development. Thanks to our past representatives, Danielle Rutz, Harold Kanter, and Taylor Gehringer for all your work!

This year we kicked off the year with the annual picnic hosted by Dr. Reiter-Palmon. The beautiful weather, good company, and great food helped to ease the mutual distress regarding the coming semester and made for a successful back-to-school event! We welcomed eight new students to our ranks and relished the advisor-approved opportunity to relax, catch up, and enjoy delicious food provided by SIOP-UNO and its members.

As many of you know, SIOP-UNO plans social outings on the first Friday of every month – a great opportunity for students and faculty from psychology to get to know one another and relax over food and drinks! So far, we've had a great turnout at Spirit World in September and Brazen Head Irish Pub in October. We look forward to seeing you all throughout the year!

In addition to social activities, SIOP-UNO hosts speakers to inform students about career options after graduate school. Bob Myers, an M.S. graduate of the I/O program, will be kicking off our Speaker Series in November by sharing his insights into HR leadership and organizational change from his experiences in Human Capital Management. We also had the opportunity to visit Talent Plus to learn more about their **culture, discuss the company's work with the research team, and take a tour of the company.** Thanks to everyone at Talent Plus for allowing us to visit!

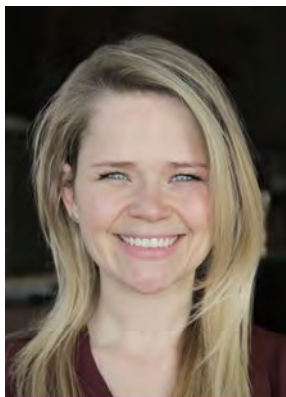
This year, students voted to partake in an escape room for our Fall event, and we are hoping to have a great turnout at the House of Conundrum! Hopefully everyone will enjoy escaping from the horrors of graduate school by attempting to escape from the themed escape rooms! With any luck, our brains will still have some functioning to help us solve the puzzles and escape!

If you have a special topic in mind for a **speaker or you'd like to share your expertise** with SIOP-UNO members, please let us know!

Keep an eye out for announcements from SIOP-UNO and we wish you the best in the coming year!

Interview with Ph.D. Graduate: Dr. Amy Walzer

By Emily Adams



Dr. Amy Walzer, a 2014 graduate, is a Co-founder and Principal Consultant at Category One Consulting in Omaha

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

After finishing undergrad I planned to work toward being a professor in social psychology. I attended the University of Toledo for my PhD in social psychology but after my first year my **advisor left for another university. I wasn't interested in the other faculty's research areas so I decided to finish my master's and apply to other programs.** I applied to UNO to work with Carey Ryan because I was interested in stereotyping and prejudice and thought the I/O piece would be a nice spin on my intended career as a social psychology professor. But as part of the I/O program requirements, I got an internship at Sprint in Kansas City and I just fell in love with the applied work. I had a fantastic manager and experience and really just got to see the application of I/O and how it can make a difference. I felt like I completely changed direction after that. What seemed like bad luck with my advisor leaving, turned out to lead me to a career I love. And it allowed me to meet my husband Shane at UNO!

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

I feel like I have modified a lot of what I learned **in school to fit in within our clients' organizations.** However, survey development, what makes a good survey with strong psychometric **properties, is something that hasn't changed.** And the other thing would be statistics. I have really stayed true to what I learned in those classes and still follow the necessary steps. However, I will say I took advanced statistics courses like SEM and multilevel modeling, and I used those for my dissertation, but in my work I try to use the simplest statistics possible that will still answer the research question; most of the time simple stats will serve the needs of the client, are easier to run, and are much easier to explain.

What has been your career progression and what inspired you or allowed you to make those changes?

I feel like my career started off with my internship with Sprint. As I was working on my dissertation, I got a summer internship at ConAgra Foods and then was hired full-time. I worked there for about two and a half years and that was an amazing opportunity. My business partner now, Sara Roberts (another I/O from UNO), was the director of our department and having an I/O boss was amazing. I felt like I had a lot **of support and she's very determined, so I learned (and continue to learn) a lot from her.** We were on the Talent Analytics team at ConAgra and we focused on helping the other areas of HR make more data-driven decisions. Sometimes they took our recommendations **and sometimes they didn't, but I felt like I got to be part of a team that was doing cutting edge things in HR.** ConAgra Foods went through a pretty considerable downsizing and over half of HR was eliminated. We were lucky enough to get packages to help with the transition which **made me feel like I didn't have to settle for any old job and that I could take some time to decide what I wanted to do next.** As we were transitioning out of ConAgra, that was when Sara and I started talking about what we wanted to do next; we both had always known we wanted to start our own businesses someday. This felt like the perfect opportunity.

Interview continued on following page >>

Interview with Ph.D. Graduate: Dr. Amy Walzer

By Emily Adams

Instead of trying to start a business that could support two full-time people, I took a full-time job at Blue Cross Blue Shield of Nebraska and did my C1C work on my nights and weekends. But after less than a year, our business was really taking off and I was able to quit the BCBS job and work for C1C full-time. We started to see a lot of early successes. We were able to get connected to some good people early on and when you do a good job and show clients the value you can bring, they ask you to come back. Our contracts usually lead into **extended or additional contracts. I'm not naturally a sales person myself so it's been wonderful to have our quality of work sell the business for us. We've been in business about two years now and it's just been amazing getting to work with clients and have a real impact with the work we do.**

What is exciting in your current role?

Seeing the impact of our work as an external consultant. In all of my previous organizations I was an internal consultant and it could be very difficult to get people to use and apply the insights we identified. As an external consultant they have called us into the organization to help. Now the work feels like we bring stakeholders along with us, and it not pushing them to work with us. I especially love our work with nonprofit clients for program evaluations. I enjoy those projects because it feels like I get to use all of my skills; consulting, research methods, statistics, data visualization, etc. to tell the story of the impact the program is having and identifying areas they can improve.

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

I just have realized you have the skills you

have and they can be used in so many different settings. I would worry a lot less about the next career path I take. You follow your head and **your follow your heart and don't worry too much** about it narrowing the possibilities you will have in the future. You need to sell yourself – take your skills and experience and show employers how you can use them to be successful in the **job. It doesn't have to be a narrow path if you don't want it to be. It's never a straight path.** When you talk to people who are on the other side, a little later in their careers, it can feel like, **"They did it all right. How did they know to make those decisions?" I remember thinking that and feeling like it would never work out that way for me. But it just does. There's so many possibilities with what you can do.**

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

Forming those relationships – I say forming the relationship, not just talking with someone at a networking hour and getting their business card – really forming genuine relationships where people get to know you and get to know the work that you do. It really is a network in the sense that if you make a good connection with one person, they can connect you with many others.

Dr. Amy Walzer is a Principal and Co-founder of Category One Consulting in **Omaha and a 2014 graduate of UNO's Ph.D.** in I/O Psychology program. Thank you, Amy, for sharing your insights!

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Interview with M.S. Graduate: Aaron Brown

By Emily Adams



Aaron Brown, a 2013 graduate, is an Engagement Analyst at Quantum Workplace in Omaha

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

Honestly, it just sounded like the perfect mix of people, business, and analytics. I was drawn to **psychology but I didn't want to be that typical "psychologist."** I was drawn to business, but wanted to have a passion for what I did. I was **drawn to data, but didn't want to teach.** I/O Psychology really does let me explore all those fields and it has never ceased to be interesting.

Was your graduate training in I/O what you expected? Are there any aspects that you view differently after having been part of the workforce?

I enjoyed my time at UNO, but I really feel like my education ramped up with my first interaction with a CEO that was upset with their **Engagement results. All the "book training" goes out the window at that moment and you have to rely on in-the-moment creativeness and learning from mentors in the field.** My first mentor in the workforce played a huge role in my development. His mentorship was invaluable for dealing with the adversity of some of the **situations we face. We're dealing with data and are objective, but in the mind of a CEO or a manager it may not look the same; they may want to explain it away.** It was helpful to see how other people dealt with the adversity. Now I challenge executives more when they ask those questions. I think they appreciate that level of directness.

What trends do you foresee gaining popularity in the next few years?

Data-centric executives is really going to be **huge. When I first started, I'd talk about correlations and maybe talk about what regression is and mostly get blank stares. But now, I say correlation and there's a general understanding**

in the room. Maybe they don't get all the ins and out of those things, but I think they're becoming more savvy each day and surrounding themselves by more savvy people that can help walk them through it beyond just that day. The one thing about that, though, is I think the word significant has a lot different meaning between what analysts and researchers would say, but an executive may say it, not fully understanding what statistical significance means. You have to ask them: is it meaningful? Could you convince someone that the change was meaningful to them?

What is exciting in your current position?

Growth – when I started at Quantum Workplace, I think we had about 25 full-time employees. Now, we have nearly 60 full-time employees and our goal is continued and rapid growth over the next few years. It has really been fun to be a part of, as roles are expanding and being created all the time. Quantum Workplace absolutely empowers people to jump into the deep end of the pool head first. They give us the training we need, but we also have an attitude of **"let's make it happen."** I never thought for a second that I would be conducting presentations in front of executive teams throughout the country – I was a terrible public speaker in college, but Quantum Workplace has allowed me to do that and given me the ground to train.

Interview continued on following page >>

Interview with Aaron Brown Continued

By Emily Adams

What changes have you seen in the field of I/O or what shifts in expectations of I/O Psychologists have occurred during your career?

When I started about 5 years ago, the health of the economy seemed to be top of mind for many employees and leaders. Now, I think the **big focus for most executives is “What do we do about this millennial problem?” And that is absolutely infuriating! It’s not a “millennial problem.” Job hopping is nothing new, especially in a time where the economy is relatively healthy and the amount of information out there is so prevalent. A person can go search LinkedIn for 5 minutes and find 10 jobs in their area that fit their needs. Companies need to step up what they do for and how they treat their employees, and not worry about some generational thing.**

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

Learn all the things that you can. For example, when I was still an intern at Quantum Workplace they gave me two options: I could continue part-time as an analyst in hopes that a full-time position would open up or I could take a full-time role that was part analyst and part project-coordinator (which is where **Quantum Workplace’s need was at the time**). I jumped at the opportunity for the full-time role because I knew it would be valuable (and of course it was better to help pay the bills). I was a part-time project coordinator for about 8 months after I graduated, and I still use those skills to this day just to help me do my work as an I/O Psychologist better.

Give us your perspective on being an I/O Psychologist in an applied setting.

I think one of the biggest challenges for me is to keep in mind that not all of this stuff we learn about is common sense. After reading an article or looking at a research finding about best practices in our space, I think a lot of us have **this general reaction of “Interesting, that seems like common sense. Of course we should talk directly with our employees more.” But for a lot of people, it’s not always second nature for them.** The people we speak to are experts in their field (e.g., marketing, finance, IT, etc.), and are not always experts in employee engagement and well-being.

Aaron Brown is an Engagement Analyst at Quantum Workplace in Omaha and a 2013 **graduate of UNO’s M.S. in I/O Psychology** program. Thank you, Aaron, for sharing your insights!

Applied Experience: Volunteer Program Assessment—University of Nebraska at Omaha

By Kelly Prange



Kelly Prange, a 4th year Ph.D. student, is the Assistant Director of Research at VPA-UNO

Past Ventures

Volunteer Program Assessment (VPA), directed by Dr. Joe Allen, gives graduate students in the program the opportunity to use their industrial/organizational psychology knowledge to consult with non-profit organizations. The campus organization **surveys organizations' volunteer programs for free** and gives tailored recommendations to organizational leaders about how they may improve volunteer outcomes. In the past year, eight I/O students have volunteered their time to help non-profit organizations make their volunteer programs more effective. Graduate students used VPA data and their volunteer experience to complete theses, practicums, **master's comps requirements, and research** other than thesis hours while building their resumes. We on-boarded eleven new undergraduate and graduate students, and our volunteer base is becoming more diverse with students from the College of Public Administration and Community Service, Sociology, and the College of Business.

In the past academic year, we served 38 clients from across the United States. Our clients include Omaha Public Library, counseling centers, hospitals, and many animal welfare organizations. In 2016, VPA donated an estimated \$585,000 worth of

services to the community by surveying over 17,000 volunteers. Our student volunteers received valuable knowledge and experience in return for their collective 1,114 hours of service.

New Ventures

VPA secured a Rural Futures Institute teaching grant, which allowed us to teach a summer class to undergraduate students. The learning objectives for the class included survey development, volunteer management practices, rural issues, and professional presentation skills. To conclude the service learning class, we travelled to Gering, Nebraska to consult with the Foster Grandparents Program staff.

VPA conducted its first-ever workshop that was provided free to community members. We talked to volunteer coordinators about the services VPA offers and completed an exercise to brainstorm how volunteer coordinators can avoid common pitfalls in volunteer management.

The future of VPA at UNO is looking bright. We submitted a proposal to the Sherwood Foundation for a collaborative, two-year grant. The grant would allow us to partner with Support and Training for the Evaluation of Programs (STEP) to combine our evaluation and training services to help a group of non-profits in the community.



Applied Experience: ARAG Legal, Inc.

By Kevin Mitchell



Kevin Mitchell, a 4th year Ph.D. student, worked with ARAG Legal as part of the CAPS program at UNO

This past year the Center for Applied Psychological Services (CAPS) partnered with ARAG Legal in Des Moines to evaluate a training program. We evaluated the effectiveness of an employee development program designed to cultivate self-awareness, increase confidence **and perceptions of control over one's choices, deepen confidence in one's leadership abilities,** and increase personal capacity for growth. We used a pre- and post-program survey design to **assess changes in employees' self-perceptions** and abilities. We found significant increases in employee general self-efficacy, leader self-efficacy, imagination/openness, resilience to change, conscientiousness, and work engagement. In addition to the pre- and post-program surveys, a team of CAPS associates traveled to Des Moines on three occasions to interview the participants and their managers. These interviews revealed general appreciation for the program and informed our team on the specific aspects of the program that were impactful as well as where improvements could be made. After the interviews and surveys were analyzed, the CAPS directors, Dr. Allen and Dr. Reiter-Palmon, along with the project lead, Ryan Royston, delivered a final presentation to leaders of ARAG Legal. The results of this project have been presented at conferences in Amsterdam and New Orleans.

Community Engagement Research Center Update

By Sheridan Trent



Sheridan Trent, a 4th year Ph.D. student, is the Assistant Director of the CERC

The Community Engagement Research Center (CERC), directed by Dr. Joseph Allen, is focused on the study of community outreach and engagement, such as volunteerism, service learning, collective impact, and community involvement. We were very excited to welcome two new labmates this August, Kaleena Odd and Kaitlin Foster, and sad to see one labmate go, Rebekka Erks-Byrne, who graduated with her MS in May.

Projects in the CERC lab over the past year have explored different topics related to community engagement, including service learning, volunteer meetings, university/community partnerships, and more. In particular, Kelly Prange collected data on both volunteer emotional labor and effective volunteer meeting practices in the last year, and is working to write up both for publication. Sheridan Trent is currently focusing on an investigation of volunteer communications and engagement, as well as examining

incivility among coworkers in nonprofits. Other investigations have included a study of leadership and gender, headed by Dr. Emanuel Schreiner, and a paper on employees who volunteer, completed by Rebekka Erks-Byrne. Finally, Dr. Allen, Dr. Reiter-Palmon, and Kelly Prange are editing a book on Community Engagement. For the upcoming year, we are really excited to continue collecting data for a study began last fall about volunteer motives, word-of-mouth recruitment, and financial donations to volunteer organizations.

Members of CERC went to the Coalition of Urban and Metropolitan Universities this October, conducting a mini-workshop about collective impact, as well as participating in the poster session with posters about evaluating the influence of service learning on community agencies, and collective impact. Several members expect to attend SIOP this year as well. See you in Chicago!

Creativity, Innovation, and Leadership Assessment Update



Salvatore Leone, a 2nd year student in the M.A./Ph.D. program, is a member of CILA

The past year has been busy and productive for the Creativity, Innovation, and Leadership Assessment (CILA) Lab. With the incoming Fall class, we were excited to welcome two new graduate students, Vignesh Murugavel and Nadine Maliakkal, to the lab. Students in the lab have been working on several research and applied projects. Last year, Dr. Reiter-Palmon, together with Dr. Allen and a team from UNMC (Including our own graduate Dr. Vicki Kennel), worked on a grant evaluating the effectiveness of using interdisciplinary teams to reduce falls in rural hospitals. Using a framework based on innovation adoption, best practices in fall reduction and teamwork, the two-year program proved successful. Falls were reduced across the hospitals studied.

Dr. Reiter-Palmon, with a couple of graduate students and researchers from the University of California Riverside, are working on a grant from the Army Research Institute. As part of the grant, we are developing a model for **integrating individuals' leader and follower** identities. Specifically, looking at how leaders are able to switch or integrate their leadership and follower identities, as they switch from a leader role to follower role.

Together with Dr. Emanuel Schreiner (our Post -Doc), students in the CILA lab are more closely examining the methodology of using problem restatements in problem construction research. Past research suggests that engaging in restating the problem prior to solving it (active engagement in problem construction) was effective in improving creative problem solving. With this new work, we are trying to open the black box of problem construction. What specifically about the process facilitates creativity? We are evaluating the statements of the problem that can be directly linked to the solution provided, and determining if the quantity, quality, originality, and other features of these specific restatements that are addressed in the problem are related to the creativity of the solution.

Other work examines the roles of creative mindsets on creative outcomes. Creative mindsets refer to whether individuals see creativity as changeable and can be learned or fixed. We have found that that growth mindsets were positively related to creative performance while fixed mindsets were negatively associated. Now, students are examining outcomes on creativity for individuals who hold both high fixed and growth mindsets, and how different combinations of those mindsets relate to creativity.

Good News Corner

Triparna De Vreede

I have been hired as a clinical professor at University of South Florida, Muma College of Business, Department of Information Systems and Decision Sciences starting this Fall. Also I have been appointed the director for the Masters in Management program. I am in-charge of curriculum redesign, student and alumni engagement, and enrollment increase among other things.

Kasey Klatt

I accepted a position as a Human Capital Analyst with Deloitte Consulting in their Organizational Transformation and Talent Practice. I also got married to Nick Monahan in September.

C. Allen Gorman

I was tenured and promoted to Associate Professor at ETSU this past year.

Erika Morral

I was recently promoted from I/O Researcher to Senior I/O Research at American Institutes for Research.

Gary Greguras

I was awarded the Lee Kong Chian Fellowship for Research Excellence at Singapore Management University.

Maggie Gossard Thompson

Good news for me is that Paul and I got married this **summer (June 3rd) and I also started a position at UNL's Center on Children, Families, and the Law in June as a Project Evaluator.**

Kristin Charles (Saathoff)

I received my PhD in May and will be starting a new position with Hastings College in Hastings, Nebraska as the Associate Vice President of Analytic Support and Institutional Effectiveness.

Katie Flood (Brooks)

My husband, Tim, and I welcomed a daughter, Eleanor Luna, on eclipse day, August 21.

Stephanie Sands

I'm a founding member and human capital strategist for SOLVE!

Bob Myers

I retired!

Lee Ferrante

In February, I accepted an offer to move to Florida and work as a Testing and Assessment Specialist for Palm Beach County.

Katie Gerson

I was promoted to Sr. Consultant in March-2017 at Allstate Insurance within the HR Workforce Insights & EVP team. I took a new position this June at Epiq Systems (future name "Epiq" for 2018) locally in Kansas City, Kansas: Manager of Organizational Effectiveness. There, I will be launching the first Engagement Survey (beginning to end build), redesigning their Performance Management process (goal setting, competencies, appraisals/reviews, calibrations, etc.), developing their Employee Value Proposition (EVP) program, and designing their HR Scorecard for Sr. Leaders.

Kevin Reindl

In February, my wife (Suzy), my 9-year old son (Adlai) and I welcomed a new family member...a baby boy (Sebastian). Shortly after in late March, I accepted a job with my former employer at San Diego Gas & Electric (SDG&E) in the HR Research & Analysis group. In June, we all finally moved physically from the Bay Area back to San Diego. Along with that came the sale of our home and purchase of a new home in San Diego. Now that all these changes have occurred, we are starting to settle into our new lives. In my role at SDG&E, I continue to focus on selection and assessment work and dabble in a broad array of applied I/O research related activities.

Diego Valadares Kientz

In December 2016, I began a new job as Compensation Analyst at Gavilon here in Omaha. In March 2017, I proposed to Desiree Johnson. We met in the I/O program at UNO in Fall 2011.

Milly Sullivan

I started a new job at CF in Plymouth, MN as a Human Capital Management Advisor.

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Department Publications

- Allen, J. A. & Eppler, M. J. (2016). Übernehmen Sie die Kontrolle! Gutes Besprechungsmanagement fängt mit der Einberufung eines Meetings an. *Organizations Entwicklung, 4*, 13-14.
- Allen, J. A. (2016). Robert M. Guion: 5th Recipient SIOP Distinguished Scientific Contributions Award. In S. G. Rogelberg, K. M. Shockley, and S. Tonidandel (Eds.) *Encyclopedia of Industrial and Organizational Psychology*, 2nd Edition, (pp. 594). New York, NY: Sage.
- Allen, J. A. (2016). Safety Climate. In S. G. Rogelberg, K. M. Shockley, and S. Tonidandel (Eds.) *Encyclopedia of Industrial and Organizational Psychology*, 2nd Edition, (pp. 1375-1378). New York, NY: Sage.
- Crowe, J., Allen, J. A., & Lehmann-Willenbrock, N. (2017). Humor in Workgroups and Teams. In C. Robert (Ed.) *Humor at Work: A Psychological Perspective*. (pp. 96-108). London, UK: Routledge.
- Crowe, J., Allen, J. A., Scott, C., & Harms, M. (2017). After-action reviews: The good behavior, the bad behavior, and why we should care. *Safety Science, 96*, 84-92. Doi: 10.1016/j.ssci.2017.03.006
- Feist, G., Reiter-Palmon, R., & Kaufman, J. (2017). The personal side of creativity: Individual differences and the creative process. In G. Feist, R. Reiter-Palmon, & J. Kaufman (Eds.), *Handbook of Personality and Creativity*. Cambridge Press.
- Feitosa, J., Shuffler, M., & Allen, J. A. (2017). I-O Psychology Education and Training: Moving Beyond Boundaries Through a Global Outreach. *The Industrial Psychologist (TIP), 55*(3).
- Harp, E., Allen, J. A., & Scherer, L. (2017). Volunteer Engagement and Retention: Their Relationship to Community Service Self-Efficacy. *Nonprofit and Voluntary Sector Quarterly, 46*(2), 442-458.
- Hass, R. W., Katz-Buonincontro, J., & Reiter-Palmon, R. (2016). Disentangling creative mindsets from creative self-efficacy and creative identity: Do people hold fixed and growth theories of creativity? *The Psychology of Aesthetics, Creativity, and the Arts, 10*, 436-446.
- Hass, R. W., Reiter-Palmon, R., & Katz-Buonincontro, J. (2017). Are implicit theories of creativity domain specific? Evidence and implications (pp. 219-236). In M. Karwowski and J. C. Kaufman (Eds.), *The Creative Self: Effects of Beliefs, Self-Efficacy, Mindsets, and Identity*. Cambridge, MA: Academic Press.
- Hornberg, J. & Reiter-Palmon, R. (2017). Creativity and the Big Five personality traits: Is the relationship dependent on the creativity measure? In G. Feist, R. Reiter-Palmon, & J. Kaufman (Eds.), *Handbook of Personality and Creativity* (pp. 275-293). Cambridge Press.
- Hurst, C., Scherer, L., & Allen, J. A. (2017). Distributive Justice for Volunteers: Extrinsic Outcomes Matter. *Non-profit Management and Leadership, 27*(3), 411-421. doi:10.1002/nml.21251
- Judd, C. M., McClelland, G. H., & Ryan, C. S. (2017). *Data analysis: A model comparison approach to regression, ANOVA, and beyond* (3rd ed.). New York, NY: Routledge.
- Lehmann-Willenbrock, N. & Allen, J. A. (2017). Well, now **what do we do? Wait...: A Process Analysis of Meeting Lateness**. *International Journal of Business Communication, 1*-25. doi: 10.1177/2329488417696725
- Lehmann-Willenbrock, N., Allen, J. A., & Belyeu, D. (2016). Our love/hate relationship with workplace meetings: Relating good and bad meeting behaviors to meeting outcomes, engagement, and exhaustion. *Management Research Review, 39*(10), 1293-1312. Doi 10.1108/MRR-08-2015-0195

Publications continued on following page >>

Department Publications Continued

Lehmann-Willenbrock, N., Rogelberg, S.G., Allen, J.A., and Kello, J.K. (2017). The critical importance of meetings to leader and organizational success. *Organizational Dynamics*.

Mackay, M., Allen, J. A., & Landis, R. (2017). Investigating the incremental validity of employee engagement in the prediction of employee effectiveness: A meta-analytic path analysis. *Human Resource Management Review*, 27(1), 108-120.

O'Rourke, P., Kaufman, J. C., Feist, G., & Reiter-Palmon, R. (2017). Creativity and personality research: Themes and future directions. In G. Feist, R. Reiter-Palmon & J. Kaufman (Eds.), *Handbook of Personality and Creativity*. Cambridge Press.

Ramsey, E., Kelly-Vance, L., Allen, J., Rosol, O., & Yoerger, M. (2016) Autism Spectrum Disorder Prevalence Rates in the United States: Methodologies, Challenges, and Implications for Individual States. *Journal of Development and Physical Disabilities*, 28, 803-820. DOI 10.1007/s10882-016-9510-4

Reiter-Palmon, R., & Royston, R. (2017). Leading for creativity: How leaders manage creative teams (pp. 159-184). In M. D. Mumford and S. Hemlin (Eds.), *Handbook of Research on Leadership and Creativity*. Northampton, MA: Elgar Publishing.

Reiter-Palmon, R., Sinha, T., Gevers, J., Odobez, J. M., & Volpe, G. (2017). Theories and models of teams and groups. *Small Group Research*, 48.

Royston, R. & Reiter-Palmon, R. (2017). Leadership and creativity: What leaders can do to facilitate creativity in organizations. In J. Plucker (Ed.), *Creativity and innovation: Current understandings and debates* (pp. 247-267). Prufrock Press.

Salter, N. P., Allen, J. A., Gabriel, A. S., Sowinski, D., & Naidoo, L. (2016). I-O Graduate Program Rankings: Update. *The Industrial Psychologist (TIP)*, 54(3).

Vreede, T. de, Boughzala, I., Vreede, G.J. de, & Reiter-Palmon, R. (2017). The Team Creativity Model: An Exploratory Field Study. *Journal of the Midwest Association for Information Systems*, 1, 19-33.

Yoerger, M., Jones, J., Allen, J. A., & Crowe, J. (2017). Meeting madness: Counterproductive meeting behaviors and personality traits. *International Journal of Management Practice*, 10(3), 203-223. doi: 10.1504/IJMP.2017.10003807

Department Presentations

Arreola, N., & Reiter-Palmon, R. (2017, April). *The relationship between multiple measures of creativity and customer satisfaction*. Poster presented at the 32nd annual Society for Industrial/Organizational Psychology Meeting, Orlando, FL.

Byrne, B. L., Prange, K. A., Allen, J. A., Thurley, A., Weddington, S. & Woods, S. (October, 2016). *Utilizing Student Skills to Assess A University's Community-Based Values*. Research presented at the 17th Annual Engaged Scholarship Consortium Conference, October 10-12, 2016, Omaha, NE, U.S.

Crowe, J., Kennel, V., Allen, J., & Jones, K. J. (June 2017). *Availability of Resources: How Job Roles in Ambulatory Care Impact Burnout and Work Pressure*. Research presented at the 2017 AcademyHealth Annual Research Meeting, June 25-27, 2017, New Orleans, LA.

Derrick, D. C., Allen, J. A., & Ward, K. (2017, November). *Reprocessability and Engagement: Comparing Text to Human Forms for Information Conveyance*. Research to be presented at the IITSEC conference, November 27th thru December 1st, 2017, Orlando, FL.

Dierberg, J., *Landowski, N., *Ferris, L., & Allen, A. (September 2017). *They show up and they are happy!: Service-learning students' affective changes*. Research presented at the 17th Annual International Association for Research on Service-Learning and Community Engagement Conference, Galway, Ireland.

Erks, B., Allen, J. A., & Harland, L. (April 2017). *How does volunteering impact work?: Volunteers volunteer to become engaged at work*. Research presented at the Society for Industrial and Organizational Psychology Conference, April 27-29, 2017, Orlando, FL.

Erks, R. L., Allen, J. A., & Harland, L. (March 2017). *Do volunteers volunteer to become engaged at work?* Research presented at the University of Nebraska at Omaha Research and Creative Activity Fair. Omaha, NE.

Ferris, L., *Landowski, N., Dierberger, J., & Allen, J. (September 2017). *Knowledge and engagement: Service-learning connecting students to the community*. Research presented at the 18th Annual Conference of the Engagement Scholarship Consortium, Birmingham, AL.

Folberg, A. M., Hunt, J. S., & Ryan, C. S. (2017). *Aware of what? How the meaning of gender aware and blind ideologies varies by gender and race*. Poster presented at the annual conference of the Society for Personality and Social Psychology, San Antonio, Texas.

Folberg, A. M., Ryan, C. S., Abbas, R., & Pataki, S. P. (2017). *Traditionalism and workplace preferences among Arab and Jewish Israeli women*. Poster presented at the annual conference of the Society for Industrial/Organizational Psychology. Orlando, Florida.

Gehringer, T. A., Folberg, A. M., & Ryan, C. S. (2017). *Person-thing orientation: Evidence for measurement equivalence and construct validity among Israeli students*. Poster presented at the Society for Personality and Social Psychology, San Antonio, Texas.

Gehringer, T. A., Perkins, L., Dilley, L., & Ryan, C. S. (2017). *Reports of workplace incivility among recent STEM graduates*. Poster to be presented at the annual meeting of the Midwestern Psychological Association. Chicago, Illinois.

Graeve-Cunningham, V.M., Robbins, L. E., & Thurley, A. R. (2017, June). *Unpacking Grit and Resilience: Differential Moderating Effects on the Relationship between Role Conflict and Wellness*. Presented at the International Conference on Occupational Stress and Health, "Work, Stress and Health 2017, Minneapolis, MN.

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Department Presentations Continued

Hunt, J. S., Folberg, A. M., & Ryan, C. S. (2017). *"Other people have the right to their own views:" Tolerance of racism as a predictor of voting decisions*. Paper presented at the Race and Social Justice Symposium, Buffalo State University, Buffalo, New York.

Hunt, J., Folberg, A., & Ryan, C. S. (2017). *How blind versus aware ideologies for race and gender relate to support for group-conscious strategies to reduce inequality*. Paper presented at the annual conference of the Law and Society Association, Mexico City, Mexico.

Jensen, J., Perry, S., & Allen, J. A. (April 2017). *Getting started as a new teacher in I-O and OB/HR*. Panel presented at the Society for Industrial and Organizational Psychology Conference, April 27-29, 2017, Orlando, FL.

Klatt, K., Reiter-Palmon, R., & Hornberg, J. (2017, Aug). *Intrinsic motivation and creativity: The mediating role of creative self-efficacy*. Paper presented at the 125th annual convention of the American Psychological Association meeting, Washington, DC.

Landowski, N. B., & Allen, J. A. (March 2017) *The meeting went great! Or did it? Identifying the meeting leader blind-spot*. Poster presented at Research and Creative Activity Fair, March, 3, 2017, Omaha, NE.

Landowski, N. B., Crowe, J. D., & Allen, J. A. (April 2017). *Leadership lessons for effective workplace meetings*. Research presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, April 27-29, 2017, Orlando, FL.

Landowski, N., Wagner, B., Allen, J. A., Lehmann-Willenbrock, N., Rogelberg, S., Lucianetti, L., Meinecke, A., & Tong, J. (2017, July). *Running late? A cross-cultural look at meeting lateness*. In J. A. Allen & N. Lehmann-Willenbrock (Chairs), *The application of meeting science in organizations*. Symposium conducted at the Interdisciplinary Network for Group Research, St. Louis, MO.

Landowski, N., Wagner, B., Allen, J. A., Lehmann-Willenbrock, N., Rogelberg, S., Lucianetti, L., Madrid, H., Meinecke, A., Tong, J., Nyquist, E., & Schreiner, E. *Time is money or better late than never? A cross-cultural comparison of meeting lateness*. Paper submitted to the 12th Annual Conference of the Interdisciplinary Network for Group Research, St. Louis, MO.

Mitchell, K. S., Ferrante, L. A., & Reiter-Palmon, R. (2017, August). *Unpacking divergent thinking and intelligence: How factors exert influence on creative performance*. Poster presented at the 125th annual convention of the American Psychological Association, Washington, DC.

Mitchell, K. S., Harland, L., Reiter-Palmon, R., Ligon, G., Derrick, D., Sands, S., Kocsis, D., & Alothaim, A. (2017, July). *Soft skills training can work: A collaborative training program for leadership development*. Poster presented at the twelfth annual conference of INGroup, St. Louis, MO.

Mitchell, K., Mroz, J., Prange, K., Royston, R., Allen, J., & Reiter-Palmon, R. (October, 2016). *Determining the unknown: Using a pre-design to uncover success factors*. Research presented at the 17th Annual Engagement Scholarship Consortium Conference, October 11-12th, Omaha, NE.

Mroz, J. E., Allen, J. A., & Landowski, N. B. (April 2017). *Why arriving late to meetings may harm workplace relationships*. Research presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

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Department Presentations Continued

Newring, R. W., Harris, D. J., & Reiter-Palmon, R. (2017, August). *The influence of humorous priming and situation type on generation of malevolently creative ideas*. Poster presented at the 125th annual convention of the American Psychological Association, Washington D.C.

Nyquist, E., Erks, R., & Allen, J. A. (March 2017). *Wait, the BOSS is coming!? Put on your 'happy face'!: Emotion-al labor in meetings*. Research presented at the 2017 University of Nebraska at Omaha Research and Creativity Fair in Omaha, NE.

Prange, K. A., Allen, J. A., & *Trent, S. (2017, October). *Exploring the university's role in collective impact*. Mini-Workshop presented at the Coalition of Urban and Metropolitan Universities Annual Conference (CUMU), October 8-11, 2017, Denver, CO.

Prange, K. A., Allen, J. A., & Reiter-Palmon, R. (2017, April). *The effect of leader behavior on after-action review outcomes*. Poster presented at the 32nd annual Society for Industrial/Organizational Psychology Meeting, Orlando, FL.

Prange, K. A., Allen, J. A., & Reiter-Palmon, R. (March, 2017). *The Effect of Leader Behavior on After-Action Review Outcomes*. Research presented at the Student Research and Creative Activity Fair - University of Nebraska Omaha, March 3, 2017, Omaha, NE.

Prange, K. A., Byrne, B. L., & Allen, J. A. (October, 2016). *Promoting Student Engagement through Competency-Based Learning at UNO*. Research presented at the 17th Annual Engaged Scholarship Consortium Conference, October 10-12, 2016, Omaha, NE, U.S.

Prange, K. A., Trent, S. & Allen, J. A. (March, 2017). *Volunteer perceptions of upward and downward communication facilitate organizational commitment*. Research presented at the Student Research and Creative Activity Fair - University of Nebraska Omaha, March 3, 2017, Omaha, NE.

Prange, K., Trent, S., & Allen, J. A. (April 2017). *Volunteer perceptions of upward and downward communication facilitate organizational commitment*. Research presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, April 27-29, 2017, Orlando, FL.

Reiter-Palmon (2017, April). *Creative cognition: What happens before and after idea generation*. Invited presentation, Groningen University, The Netherlands

Reiter-Palmon, R. & Keller Hansbrough, T. (April, 2017). *The creative leader prototype*. Paper presented at the 32nd annual Society for Industrial/Organizational Psychology Meeting, Orlando, FL.

Reiter-Palmon, R. & McFeely, S. (2017, August). *The effect of paradoxical and convergent thinking during problem construction on creative problem solving*. In Z. Ivcevic (Chair), Social and emotional bases of creativity. Paper presented at the 125th Annual Convention of the American Psychological Association, Washington, DC.

Reiter-Palmon, R. (2016, Dec.). *Creative Cognition: What happens before and after idea generation*. Invited presentation, Bar-Ilan University, Israel

Reiter-Palmon, R. (2017, July). *The effect of problem construction on team process and creativity*. Paper presented at the twelfth annual conference for INGroup, St. Louis, MO.

Reiter-Palmon, R. (2017, March). *Training to understand creativity: Can individuals be trained to recognize creative ideas?* Invited keynote speaker, UPCE Conference, Utrecht, The Netherlands.

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Department Presentations Continued

Reiter-Palmon, R. (2017, Oct.). *Team creativity and innovation: Team processes and leadership*. Keynote address, Creativity Conference, Radboud University, The Netherlands.

Reiter-Palmon, R. (2017, Sept). *Designing research to assess problem construction in teams*. Invited presentation, Creativity Collaboratorium, Storrs, CT.

Rosol, O., Allen, J., Kelly-Vance, L., Ramsey, E., & Yoerger, M. (2016, September). *Assessing the Incidence Rate of Autism in Nebraska*. Poster presented at the Nebraska School Psychologist Association, Lincoln, NE.

Royston, R. P., Reiter-Palmon, R., & Mitchell, K. S. (2017, August). *Creative Mindsets: Relation to domain specific and self-rated creativity*. Poster presented at the 125th annual convention of the American Psychological Association Annual Conference, Washington, D.C.

Royston, R.P., Reiter-Palmon, R., Allen, J.A., Henebry, K., & Harland, L. (2017, July). *The dynamic nature of team interactions: How leadership influences team communication patterns*. Poster presented at the twelfth annual conference of INGroup, St. Louis, MO.

Royston, R.P., Reiter-Palmon, R., Allen, J.A., Harland, L., & Henebry, K. (2017, July). *For better or worse: How meeting communication relates to meeting outcomes*. In Allen, J.A., & Lehmann-Willenbrock, N. (Chairs), *The Application of Group Meeting Science in Organizations*. Paper presented at the twelfth annual conference for IN-Group, St. Louis, MO.

Schoenbeck, M., Mitchell, K., Mroz, J., Spohn, R., Allen, J. A., Reiter-Palmon, R. (March, 2017). *Evaluating the System of Alternatives to Youth Detention in Douglas County*. Research presented at the ACJS 54th Annual Meeting, March 21-25, 2017, Kansas City, MO, U.S.

Scheller, E., Royston, R., Reiter-Palmon, R., Sands, S. J., Kocsis, D., Alothaim, A., Ligon, G., Harland, L., Derrick, D. C., de Vreede, G. J., & Jensen, S. (2017, April). *Leadership development through virtual teams and case-based discussion*. Poster presented at the 32nd annual Society for Industrial/Organizational Psychology Meeting, Orlando, FL.

Shuffler, M. L. & Allen, J. A. (April 2017). *Understanding I-O Education & Training from an International Perspective*. Invited Executive Board Session for the Education and Training Committee at the Society for Industrial and Organizational Psychology Conference, April 27-29, 2017, Orlando, FL.

Simmons, P., Rutz, D. B., & Ryan C. S. (2017, May). *Cynical Towards What? Cynicism Towards Management and Cynicism Towards Diversity Training Differentially Relate to Post-Diversity-Training Measures*. Presented at the 29th APS Annual Convention, Boston, MA.

Spohn, R., Mitchell, K., Allen, J., & Reiter-Palmon, R. (October, 2016). *Exploring alternatives to youth detention in Douglas County*. Research presented at the 17th Annual Engagement Scholarship Consortium Conference, October 11-12th, Omaha, NE.

Stibbs, K., Landowski, N., Mroz, J., Crowe, J., Yoerger, M., Allen, J. (2017, July). *The meeting leader blindspot: What is it and is it killing our meetings?* Paper submitted to the 12th Annual Conference of the Interdisciplinary Network for Group Research, St. Louis, MO.

Stibbs, K., Yoerger, M., Crowe, J., Mroz, J., & Allen, J. A. (March 2017). *Keep Calm and Meeting On*. Research presented at the 2017 University of Nebraska at Omaha Research and Creativity Fair in Omaha, NE.

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Department Presentations Continued

- Sullivan, M., Folberg, A. M., Gehringer, T. A., & Ryan, C. S. (2017). *The role of communal goal orientation in workplace preferences*. Poster presented at the annual meeting of the Midwestern Psychological Association. Chicago, Illinois.
- Sy, T., Reiter-Palmon, R., Horton, C., Royston, R., Leung, A., & Scheller, E. (2017, April). *Advancing a multidimensional model of Follower-Leader Identity Integration (FLII)*. Paper presented at the 32nd annual Society for Industrial/Organizational Psychology Meeting, Orlando, FL.
- Thurley, A., Mitchell, K., Allen, J., & Reiter-Palmon, R. (October, 2016). *Graduate school meets law enforcement: Collaborative production of promotional exams*. Research presented at the 17th Annual Engagement Scholarship Consortium Conference, October 11-12th, Omaha, NE.
- Trent, S. B., & Allen, J. A. (April 2017). *Volunteer incivility and burnout: Resilience only gets you so far*. Research presented at the Society for Industrial and Organizational Psychology Conference, April 27-29, 2017, Orlando, FL.
- Trent, S., Prange, K., & Allen, J. A. (October, 2016). *Volunteer Program Assessment: Engaging Students in their Communities through Service*. Research presented at the 17th Annual Engaged Scholarship Consortium Conference, October 10-12, 2016, Omaha, NE, U.S.
- Trent, S.B. & Allen, J.A. (March 2017). *Reducing incivility among volunteer coworkers*. Research presented at the Student Research and Creative Activity Fair - University of Nebraska Omaha, March 3, 2017, Omaha, NE.
- Trent, S.B., *Erks, R., Allen, J. A., Case, K., (2017, October). *Evaluating the impact of service learning on non-profit organizations*. Research to be presented at the 23rd Annual Coalition of Urban and Metropolitan Universities, Denver, CO.
- Trent, S.B., *Prange, K.A., & Allen, J.A. (2017, October). *Moving toward a collective impact effort: The volunteer program assessment*. Research to be presented at the 23rd Annual Coalition of Urban and Metropolitan Universities, Denver, CO.
- Vreede, T. de, Vreede, G.J. de, Reiter-Palmon, R. (2017, Jan.). Antecedents of engagement in community-based crowdsourcing, *Proceedings of the 50th Hawaiian International Conference on System Science*. Los Alamitos: IEEE Computer Society Press.
- Wagner, B., Yoerger, M., Landowski, N., Allen, J. A. (2017, July). *Committee of wise men, relationship manager, or babbler? Investigation of behavior-based group profiles and group meeting outcomes*. Paper submitted to the 12th Annual Conference of the Interdisciplinary Network for Group Research, St. Louis, MO.
- Yoerger, M., Crowe, J., & Allen, J. A. (April 2017). *Pre-Meeting Talk, Meeting Statements, and Perceived Team Performance*. Research to be presented at the Society for Industrial and Organizational Psychology Conference, April 27-29-17, 2017, Orlando, FL.
- Yoerger, M., Crowe, J., Allen, J., & Jones, J. (April 2017). *Meeting Madness: Counterproductive Meeting Behaviors and Personality Traits*. Research to be presented at the Society for Industrial and Organizational Psychology Conference, April 27-29, 2017, Orlando, FL.
- Yoerger, M., Crowe, J., Harms, M., Allen, J. A., & Lehmann-Willenbrock, N. (April 2017). *Humor Styles: How Impression Management Influences Meeting Satisfaction*. Research to be presented at the Society for Industrial and Organizational Psychology Conference, April 27-29-17, 2017, Orlando, FL.

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Upcoming Events

10th Annual UNO Student Research and Creative
Activity Fair
Friday, March ##, 2018 | Omaha, NE

33rd Annual Conference of the Society for Industrial
and Organizational Psychology
April 19-21, 2018 | Chicago, IL

126th Annual Convention of the American Psycho-
logical Association
August 9-12, 2018 | San Francisco, CA

78th Annual Meeting of the Academy of Management
August 10-14, 2018 | Chicago, IL

