Greetings from the I-O Faculty!

Welcome to the Spring/Summer 2017 I-O psychology Ph.D. program newsletter! We are thrilled to welcome Dr. Logan Watts to the I-O faculty. Logan comes to us from the University of Oklahoma. His research focuses on Leadership and Ethics. Welcome Logan!

It has been a busy spring and summer for the program. We had five members of our community earn their Ph.D. this spring and four others who have defended their dissertation over the summer. Congratulations!

We are looking forward to another busy year. We will be running another search for a tenure track assistant professor in I-O psychology. That will bring the number of full time tenured or tenure track I-O psychologists to eight. This is in addition to all of the other amazing full-time and part-time faculty that contribute to the program.

We would love to hear from you. Please share your stories, news, and photos for a future newsletter. You can send them to: Psych.IO@baruch.cuny.edu.

Greetings from the Newsletter Team!

Welcome to the third edition of the Baruch College Industrial-Organizational Psychology Newsletter. We are happy to once again provide you with an update on the latest news about the program and the students, faculty, and alumni of which it is comprised. For those of you reading the newsletter for the first time, a special welcome to you! We are excited to share the latest news about the program’s poster presentations, publications, awards, and other special recognitions, as well as thesis, dissertation, and comps completion announcements.

We are very excited about the program’s accomplishments and, like many of you, are anxiously awaiting news about our SIOP submissions in December. We are also happy to hear from you, so please contact us with any of your own news that you would like us to share!

The newsletter team consists of second year students Annie Kato and Desmond Leung; third year students Bradley Gray and Irina Kuzmich; fourth year student Julia Leone; and fifth year students Danielle Wald, Manny Gonzalez, Rachel Omansky, and Vivian Chou.

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Welcome to the New Dean and New Faculty

Dr. Aldemaro Romero, Jr. is the new dean for Baruch College's George and Mildred Weissman School of Arts and Sciences! Dean Romero is also professor of biology in the Department of Natural Sciences, an internationally prominent academic, and an accomplished administrator. His former work includes leadership positions at Southern Illinois University Edwardsville, Arkansas State University, and Macalester College in Minnesota.

Dr. Romero received his Ph.D. in biology from the University of Miami, Florida, and his undergraduate degree in biology from the Universitat de Barcelona. His research interests are broad, including evolutionary biology, environmental biology, philosophy of science, and communication of science (including media and art).

Welcome, Dean Romero!

Check out Dr. Naidoo’s new column!

Check out the spring 2017 issue of The Industrial Psychologist (TIP) for Dr. Loren Naidoo’s Max Classroom Capacity column! As the writer for Max Classroom Capacity, Loren shares his insights on best teaching practices and facilitation of student learning in the organizational sciences. Follow the link below to read Loren’s most recent article on pop quizzes and learning assessments!

http://www.siop.org/tip/april17/mcc.aspx

Dr. Logan Watts will be joining Baruch College this fall as an Assistant Professor of I-O Psychology! Logan recently completed his Ph.D. at the University of Oklahoma. He holds a master’s degree from Middle Tennessee State University, and a bachelor’s degree from Abilene Christian University.

Logan has published extensively, and his broad research interests include leadership, creativity, ethics, social responsibility, and training and development.

Welcome, Logan!

Congrats to faculty and alums!

Congratulations to Charles Scherbaum, Harold Goldstein, Paul Agnello, Elliott Larson and Baruch alumnus Lorren Oliver for their excellent work with Jefferson County! They received the 2017 Innovations in Assessment award at the 2017 IPAC Conference in Birmingham, Alabama for the Siena Consulting and Jefferson County Job Component Validity Study. This award recognizes an individual or a work group for the development of an innovative personnel assessment tool, the use of an existing assessment tool in an innovative manner, or general innovations in assessment policies or procedures which resulted in improved effectiveness, efficiencies, or cost savings. Way to go!
Congratulations to the new TIP-TOPics authors!

Congratulations to Baruch Ph.D. students Ethan Rothstein, Brad Gray, and Stefanie Gisler, and Baruch Master’s student Jenna Roman, who were selected to be the next columnists of the TIP-TOPics column in SIOP’s TIP! TIP-TOPics is a graduate student editorial column. The column provides valuable advice to SIOP members from the perspective of graduate students studying I-O Psychology. Look out for their first column in the Fall issue of TIP. They will be sharing feedback from current students and faculty from a variety of programs regarding important factors that prospective students must consider when applying to a graduate training program in I-O psychology. Future columns are dedicated to the international student experience and how to be most effective at intersecting our roles as both scientists and practitioners, while still maintaining a healthy work-life balance.

Congratulations to Dr. Lyness and John Capman!

Racial discrimination can have adverse effects on employees, including on bystanders (i.e., ambivalent racial discrimination). However, it appears that high-quality mentorships can buffer this stressor. Check out Dr. Karen Lyness and Dr. John Capman and their co-authors’ Personnel Psychology publication, as presented by the London School for Economics Business Review. Congratulations Karen and John!

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Students Vivian Chou, Manny Gonzalez, Annie Kato, Brad Gray, Stefanie Gisler, and Marino Mugayar-Baldocchi enjoying a break from their studies
Congrats to Dr. Eatough!

Congrats to Dr. Erin Eatough who just finished her 3-year term as the Chair of the Students and Academia Subcommittee of the Visibility Committee. The mission of the committee is to make I-O psychology and SIOP visible to both current and prospective I-O students using outreach methods to ensure that they are aware of the field of I-O, their career options, and graduate schools in I-O. Some of their major projects included live webinars on how to get into graduate school and how to make the most of SIOP’s resources as a student and at the SIOP annual conference. Erin has also created an ongoing blog with the APA on I-O psychology, targeting all psychology students. All materials are updated and maintained on the students and resources tab on the SIOP website, so make sure to check them out here: http://www.siop.org/studentsdefault.aspx

Check out College Talk!

Curious about the psychology of leaders and their followers? Then check out this video clip of the radio show “College Talk” to watch Dean Aldemaro Romero, Jr. interview Dr. Loren Naidoo! https://vimeo.com/211542545

Also, check out this “College Talk” column about the work Dr. Jennifer Mangels does researching and teaching human psychology! http://www.aromerojr.net/Publications/952.Mangels.pdf

Video for the interview by Dean Aldemaro Romero, Jr. can be found at https://vimeo.com/204004305

Recent Milestone Accomplishments for Students in the Program

Dissertation Defenses

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<tr>
<th>John Capman</th>
<th>Brittany Boyd</th>
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<tr>
<td>The Roles of Perceived Group Competition and Social Dominance Orientation in Discriminatory Selection Decisions</td>
<td>Personalizing an Implicit Measure of Job Satisfaction</td>
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<td>Kristin Sommer</td>
<td>Charles Scherbaum</td>
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Dissertation Proposals

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<tr>
<th>Paul Agnello</th>
<th>Jill Douek</th>
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<td>Thesis Defenses</td>
<td>Thesis Proposals</td>
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<td>Manuel Gonzalez</td>
<td>Marino Mugayar-Baldocchi</td>
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Comprehensive Examinations

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<th>Peter Yu</th>
<th>Jeremy Rothstein</th>
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<td>Danielle Wald</td>
<td>Ethan Rothstein</td>
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Catching Up with Alumni

Lilia Hayrapetyan

Lilia received her PhD in I-O psychology from Baruch College, and is currently SVP of Organizational Development and HR Strategy at Citi.

Lilia entered Baruch’s PhD program to delve into research, and her graduate school research included work on the effects of fatigue and personality on risk taking, and sustainability in organizations. Post-Baruch, one of Lilia’s favorite work experiences was leading the design and execution of Pfizer’s first global organizational survey, developed internally from an organizational systems model.

Lilia appreciates her knowledge of quantitative techniques, something that helps Baruch alumni stand out and contribute value to organizations. The demand for analytics-driven business decisions, and growing need for data scientists, fits with our knowledge of psychology. These tools help us be fully equipped to understand the meaning, predictive value, and optimal utilization of data trends.

Lilia recommends that current students explore various options to ascertain their fit with the academic and applied work of I-O psychologists. Her early experiences at Mercer, PepsiCo, and Pfizer spanned consulting and in-house organizational roles that allowed Lilia to compare aspects of these roles, such as the type of impact, the pacing and timeline of projects, and her function within projects and organizations. Lilia also recommends that students and early-career I-O psychologists think broadly and critically about the trajectory of their careers, instead of assuming one specialty, or focusing on one sector, early on. Purposefully jumping between different types of work to create learning experiences and challenges can help us grow intellectually, maintain agility, find opportunities (even internal to one’s organization), and continuously improve.

Finally, Lilia encourages Baruch students and alumni to make use of connections to other Baruch alumni, who are happy to help. Lilia thoroughly enjoyed her collaborative experiences at Baruch with her cohort and other classmates. She believes the collegial Baruch environment extends to its broad alumni network. Baruch’s I-O program has a great reputation, and New York provides a unique opportunity for students and graduates to experience a wealth of opportunities!

Baruch Alumni: Lifetime access to GC Library and select online databases!

Baruch alumni now have lifetime on-campus access to the Graduate Center Library with a GC alumni photo ID. You can pick up a new GC alumni photo ID at the Office of Security and Public Safety (9th floor). This ID can be used to visit the library in-person to borrow books and use all library databases.

Baruch alumni also have off-campus access to 5 online databases: JSTOR, SAGE publications, Project MUSE, Vault Career Intelligence, and Versatile PhD. You can access these library databases for free by registering with the GC Alumni Office (navigate through http://www.gc.cuny.edu/GC-Header/Alumni to the alumni databases) for an alumni user ID and password.

https://gclibrary.commons.gc.cuny.edu/2017/05/19/alumni-library-access/

Left-Right: Charles Scherbaum, Brittany Boyd, Chad Parson, John Capman, Rafi Prager, and Kristin Sommer
Baruch Students at SIOP and Other Conferences

Marino Mugayar-Baldocchi and Julia Leone in front of the SIOP banner

Julia Leone – Effects of linguistic ostracism on prosocial behavior: The roles of procedural fairness, positive state affect, and perceived respect

Manny Gonzalez, Danielle Wald, Rachel Omansky, Peter Yu, and Stefanie Gisler before entering a symposium

Erik Pesner and Katerina Gonzalez (MGT) - When ostracism leads to turnover: The moderating role of attachment style

Julia Leone, Allie Tumminia, and Rachel Omansky viewing a poster session

Rachel Omansky – Pressure to remain available to work: Implications for psychological detachment
We celebrated the culmination of all of our hard work in the classroom and in the field with another end of the year party! Each end of the school year, students and faculty come together to celebrate their successes and have a good time before getting prepared for the summer, fall, and beyond. Alumni are encouraged to come to any of our social events to catch up with old classmates, professors, or advisors! Please let us know if you want to be invited to the next event!
Recent Publications, Presentations, and Awards

Publications and Chapters since our last issue

Books (1 total)


Book Chapters (13 total)


Journal Articles (17 total)


Lefkowitz, J. (in press). The role of values in professional licensing: The resistance to regulation. Industrial and Organizational Psychology: Perspectives on Science and Practice, 10(2).


Scherbaum, C.A., Black, J., & Weiner, S. (in press). With the right map, survey key driver analysis can help get organizations to the right destination. Industrial and Organizational Psychology: Perspectives on Science and Practice.


**Conference Presentations (41 total)**


Gonzalez, M. F. (2017, August). “I resent that!” Using resentment to explain how organizational practices affect employee commitment. In M. F. Gonzalez, E. Larson, & Y. Cohen-Charash (Chairs), Emotions at the social interface: How emotions link people and their social environments. Paper to be presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.


Leone, J. (2017, March). Effects of linguistic ostracism on prosocial behavior: The roles of procedural fairness, positive state affect, and perceived respect. Poster presented at the CUNY Faculty Diversity and Inclusion Conference.


Scherbaum, C. (2017, April). Panelist in R. Williams (Chair), Practical guidance for developing and implementing ideal point measurement models. Panel discussion at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.


Watts, L. L. (2017, August). Effects of idea source, goals, and climate on selecting and refining creative ideas. Presentation at the 77th annual meeting of the Academy of Management, Atlanta, GA.


Awards, Grants, and Professional Developments

Erin Eatough: Eugene Lang Fellowship Award recipient

Ed Hollander: Academy of Management’s Network of Leadership Scholar’s Eminent Leadership Scholar Award

Charles Scherbaum: named an HR Global Superstar by HRO Today Global
Alexandra Tumminia: Doctoral Student Research Grant recipient

Logan Watts: Getty's Award for Outstanding Research in Psychology award recipient. University of Oklahoma Psychology Graduate Student Teaching Award recipient