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Welcome Back from the President

Welcome to another great year at Clemson University! I hope everyone had a relaxing summer and is off to a productive start for the Fall semester. We are excited to welcome all of our new members to CSIOP and happy to have many returning members back. CSIOP is looking forward to serving you all this year with a variety of professional and social activities. We hope you will take advantage of all of these opportunities this year!

I want to recognize and congratulate the dedicated group of officers we have for CSIOP, who have already begun planning some exciting events for you this semester:

Natalie Vanelli – Vice President
John Morgan – Treasurer
Pam Farago – Secretary
Megan Morgan – Media Coordinator
Tiffany Cooper – Social Affairs Coordinator
Michelle Flynn – Alumni & Undergraduate Liaison

I also want to thank all of our outgoing officers from 2016-2017 for their contributions to making CSIOP a great success last year.

Miranda Pelkey – President and Alumni & Undergraduate Liaison
Adam Cox – Treasurer
Emily Burnett – Secretary

CSIOP has several great events planned for Fall! This includes some of our yearly favorites, like the Flag Football game with HFES, our Alumni tailgate, and our Adopt-a-Family holiday party and service project. Please see the social calendar for more details on all of our planned events for the semester and watch out for updates on the CSIOP Facebook page! As always, we're happy to hear from you if you have any suggestions for speakers or events you'd like to see or ideas for improving CSIOP. Please feel free to share those with any of your CSIOP officers.

Looking forward to another exciting year with CSIOP!

Dana Verhoeven

Faculty & Student updates

publications

- Brawley, A. M., & Pury, C. L. S. (2017). Little things that count: A call for organizational research on microbusinesses. *Journal of Organizational Behavior*. doi:10.1002/job.2184
- Britt, T. W., Adler, A. B., Sawhney, G., & Bliese, P. D. (in press). Coping strategies as moderators of the combat exposure-PTSD relationship. *Journal of Traumatic Stress*.
- Britt, T. W., Herleman, H. A., Odle-Dusseau, H. N., Moore, D., Castro, C. A., & Hoge, C. W. (2017). How the potential benefits of active combat events may partially offset their costs. *International Journal of Stress Management*, 24(2), 156-172.
- Britt, T. W., & Jennings, K. S. (2017). Leadership and mental health treatment seeking in the workplace. In M. Crane (Ed.), *Workplaces that bounce back: A practical guide for managers seeking to build employee resilience*. United Kingdom, Routledge.
- Britt, T. W., Sytine, A., Brady, A., Wilkes, R., Pittman, R., Jennings, K. S., & Goguen, K. (2017). Enhancing the meaningfulness of work for astronauts on long duration space exploration missions. *Aerospace Medicine & Human Performance*, 88(8), 779-783.
- Cheung, J. H., Burns, D., Sinclair, R. R., & Sliter, M. (2017). Amazon Mechanical Turk in organizational psychology: An evaluation and practical recommendations. *Journal of Business and Psychology*, 32, 347-361.
- DiazGranados, D., Shuffler, M. L., Savage, N.M., Dow, A. W., & Dhindsa, H. (2017). Defining the pre-hospital care multiteam system. In J. Keebler & E. Lazzara (Eds), *The human factors and ergonomics of prehospital medicine* (pp. 109-122). Taylor & Francis Group: Boca Raton, FL.
- DiazGranados, D., Shuffler, M. L., Wingate, J., & Salas, E. (2017). Team development interventions. In E. Salas, R. Rico, & J. Passmore (Eds), *The Wiley Blackwell handbook of the psychology of team working and collaborative processes*. Wiley. doi: 10.1002/9781118909997.ch24
- Flynn, M., Verhoeven, D.C., & Shuffler, M. L. (2017). Temporal dynamics in multiteam systems: An integrative perspective for future research and practice. In E. Salas, B. Vessey, & L. Landon (Eds.) *Team Dynamics Over Time*. (pp. 288-322). Research on managing groups and teams (Vol. 18). Bingley, UK: Emerald Group Publishing.
- Jennings, K. S., & Britt, T. W. (2017). Enhancing the resilience of employees through the provision of emotional, informational, and instrumental support. In M. Crane (Ed.), *Workplaces that bounce back: A practical guide for managers seeking to build employee resilience*. United Kingdom, Routledge.
- Jennings, K. S., Goguen, K. N., Britt, T. W., Jeffirs, S., Wilkes, W., Pittman, R., & Brady, A. (in press). The role of personality traits and barriers to mental health treatment seeking among college students. *Psychological Services*.
- Kowalski, R. M. (2018). Readings in psychology: From foundation to application. San Diego, CA.
- Kowalski, R. M., & Toth, A. (2017). Cyberbullying among youth with and without disabilities. *Journal of Child and Adolescent Trauma*. doi: 10.1007/s40653-017-0139-y
- Kowalski, R. M., Toth, A., & Morgan, M. (2017). Bullying and cyberbullying in adulthood and the workplace. *Journal of Social Psychology*. doi:10.1080/00224545.2017.1302402
- Kramer, W. S., Shuffler, M. L., & Feitosa, J. (2017). The world is not flat: Examining the multi-dimensionality of culture and virtuality in teams. *Human Resource Management Review*. doi: 10.1016/j.hrmr.2016.12.007
- Lawson, B. D., Britt, T. W., Kelley, A.M., Athy, J. R., & Legan, S. M. (2017). Computerized tests of team performance and crew coordination suitable for military/aviation settings. *Aerospace Medicine*

& *Human Performance*, 88(8), 722-729.

- Probst, T. M., Sinclair, R. R., & Cheung, J. H. (2017). Economic stressors and well-being at work: Multilevel considerations. In C. Cooper & M. Leiter (Eds.). *Routledge Companion to Well-being at Work* (pp. 121-134). New York: Routledge.
- Pury, C. L. S., & Saylor, S. (2017). Courage, courageous acts, and positive psychology. In D. S. Dunn (Ed.), *Positive Psychology: Established and Emerging Issues* (pp. 153-168). New York: Routledge.
- Sawhney, G., Jennings, K. S., Britt, T. W., & Sliter, M. T. (2017). Occupational stress and mental health symptoms: Examining the moderating effect of work recovery strategies. *Journal of Occupational Health Psychology*. doi:10.1037/ocp0000091
- Schmalz, D. L., & Pury, C. L. S. (2017). Leisure and positive psychology: Complementary science for health and well-being. *Journal of Positive Psychology*, doi: 10.1080/17439760.2017.1374446
- Shuffler, M. L., Kramer, W. S., Carter, D., & Rosen, M. (2017). Leveraging a team-centric approach to diagnosing multiteam system functioning: The role of intrateam state profiles. *Human Resource Management Review*. doi: 10.1016/j.hrmr.2017.08.003
- Shuffler, M. L., Verhoeven, D.C., Savage, N.M., Flynn, M., & Farago, P. (2017). Shared team leadership. *Oxford Bibliographies in Management*. Oxford University Press.
- Sinclair, R. R., & Cheung, J. H. (2017). The right stuff: Individual characteristics that promote resilience. In M. Crane (Ed.). *Managing for Resilience: A Practical Guide to employee wellbeing and organizational performance* (pp. 15-31). London, UK: Routledge/Taylor & Francis Group.
- Sinclair, R. R., Cheung, J. H., & Cox, A. (2017). Defining healthy schools: An occupational health psychology perspective on healthy school climates. In T.M. McIntyre, S. E. McIntyre, & D. J. Francis, (Eds.), *Educator Stress: An Occupational Health Perspective* (pp. 293-313). Springer International Publishing, Switzerland. ISBN: 978-3-319-53051-2
- Verhoeven, D. C., Cooper, T. N., Flynn, M., & Shuffler, M. L. (2017). Transnational team effectiveness. In E. Salas, R. Rico, & J. Passmore (Eds), *The Wiley Blackwell handbook of the psychology of team working and collaborative processes*. Wiley. doi: 10.1002/9781118909997.ch24

presentations

- Baranik, L., Cheung, J. H., Sinclair, R. R., Lance, C. E., & Fan, Y. (2017, April). *Personal resource loss mediates employee furlough-stress reactions relationships*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Brawley, A. M., & Pury, C. L. S. (2017, April). *All Climates are Highly Prioritized?: Depends on How You Ask*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Brawley, A. M., & Pury, C. L. S. (2017, April). *Performance Management in Very Small Family Businesses*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Britt, T. W. (2017, April). Discussant for the symposium *True grit for Tough Jobs: Individual and Group-Level Employee Resilience*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Britt, T. W., Adler, A.B, & Fynes, J. (2017, August). *Self-reported resilience predicts fewer PTSD symptoms following high combat exposure*. Symposium presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.
- Britt, T. W., Adler, A. B., Sawhney, G., & Bliese, P. D. (2017, April). *Benefits of emotion-focused coping for soldiers serving in low autonomy environments*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Britt, T. W., Jennings, K. S., Pury, C. L. S., Zinzow, H.. M., & Cheung, J. H. (2017, April). *Creating an Organizational Climate that Supports Employees with Mental Health Problems*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando,

FL.

Britt, T. W., Jennings, K. S., Pury, C. L. S., & Zinzow, H. M., & Cheung, J. (2017, April). *Creating an organizational climate that supports employees with mental health problems*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Burnett, E. A., Brawley, A. M., & Pury, C. L. S. (2017, April). *Multiple Climates: What About the Space In-Between?* Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Burnett, E. A., & Pury, C. L. S. (2017, April). *Unethical Pro-Organizational Behavior: The Influence of Organizational Climate*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Burnett, E. A., Pury, C. L. S., & Ellenberg, D. (2017, July). *Interpersonal Courage in Organizations*. Poster presented at the 5th World Congress on Positive Psychology, Montreal, Quebec.

Cadiz, D. M., Cheung, J. H., Truxillo, D. M., Sinclair, R. R., & Caughlin, D. E. (2017, June). *Life satisfaction and depression mediate the relationship between morale age and commitment: A three-wave study*. Paper presented at the 12th International Conference on Work Stress and Health, Minneapolis, MN.

Cheung, J. H., Sinclair, R. R., & Sears, L. E. (2017, April). *Employee well-being profiles, physical health and work productivity outcomes*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Cooper, T., Shuffler, M. L., Wilson, S., Impact of leadership culture change facilitation on subordinates in healthcare. In P. Farago & D. DiazGranados, (chairs), *Changing the Conversation: Helping Healthcare Workers Grow Through Change*. Symposium conducted at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Crawford, K., Morgan, M., Kowalski, R., Geary, E., Dickson, A., Foster, M., Taylor, K, Brady, A., Pitts, B., Nash, S., Lubert, C., Doghman, M., & Bednar, H. (2017). *Change the name, change the game: Cyberbullying changes with platform*. Paper presented 63rd annual meeting of the Southeastern Psychological Association, Atlanta, GA.

Farago, P. R., Verhoeven, D. C., & Shuffler, M. L. (2017) Growing pains: Leader-member exchange buffers organizational change effects. In P.R. Farago & D. DiazGranados (co-chairs), *Changing the Conversation: Helping Healthcare Workers Grow Through Change*. Symposium presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Flynn, M., Farago, P., Savage, N., Shuffler, M. L., Tappert, T., & Wilson, S. (2017). *The Impact of Mindfulness on Burnout in Clinical Healthcare Employees*. Poster presented at the 12th International Conference on Work Stress and Health, Minneapolis, MN.

Flynn, M., Kramer, W. S., Patel, A., Shuffler, M. L., & Summers, J. D. (2017). *Learning and Training Development in Complex Function Modeling*. Poster presented at the Industrial Organizational and Organizational Behavior conference, Houston, TX.

Flynn, M., Savage, N., Shuffler, M. L., Farago, P., Wilson, S., & Tappert, T. (2017). *Leading Safely: Leadership Behaviors as Predictors of Patient Safety Climate*. In Sinclair, R. R. (Chair) & Manapragada, A. (Co-Chair), *Putting the "Health" in Healthcare*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Flynn, M. L., Savage, N., Shuffler, M. L., Kramer, W. S., Verhoeven, D. C., & Farago, P., (2017). *Multiteam systems go to space: Coordination in long-duration spaceflight missions*. Symposium



Tom Britt and colleagues presented research on resilience at a symposium during the Academy of Management Conference in Atlanta.

- presented at the 12th Annual Interdisciplinary Network for Group Research Conference, St. Louis, MO.
- Goguen, K. N., & Britt, T. W. (2017, April). Military Veterans. Paper in *IGNITE: Hot topics in Diversity and Inclusion in Organizations*, presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Hardy, B. P., Pury, C. L. S., & Jordan, M. J. (2017, July). *Does it take Courage to Start a Business?* Poster presented at the 5th World Congress on Positive Psychology, Montreal, Quebec.
- Johnson, E., Morgan, J., & Sinclair, R. R. (2017, June). *The role of support in conflict between work and family*. Paper presented at the 12th International Conference on Work Stress and Health, Minneapolis, MN.
- Jordan, M., Burnett, E., Wish, N., Vanelli, N., Clancy, K., Russell, L., Gonzalez, K., Kouser, A., & Pury, C. (2017, March). *Views of Controversial Decisions Based on One's Values*. Poster presented at the 63rd annual meeting of the Southeastern Psychological Association, Atlanta, GA.
- Kramer, W. S., Moran, E. A., Shuffler, M. L., & Summers, J. D. (2017). Understanding emergent configural teamwork processes in engineering science teams. In M. L. Shuffler & W. S. Kramer (Chairs), *Creating Expert Teams: Advancing Science Team Dynamics through Research and Theory from the Study of Groups and Teams*. Symposium presented at the 12th Annual Interdisciplinary Network for Group Research Conference, St. Louis, MO.
- Kramer, W. S. & Shuffler, M. L. (2017). Reading between the lines: High-/Low-context cultures in virtual teams. In *Culture and Global Groups*. Symposium presented at the 12th Annual Interdisciplinary Network for Group Research Conference, St. Louis, MO.
- Lee, J., Huang, Y-H., Sinclair, R. R., & Cheung, J. H. (2017, April). *Longitudinal analysis of safety climate, safety behavior, and outcome relationship*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Moran, E. A., Richter, S. R., Savage, N., Kramer, W. S., Verhoeven, D. C., Flynn, M., Farago, P., & Shuffler, M. L. (2017). *Examining Burnout in Medical Extreme Teams*. Poster presented at the annual Focus on Creative Inquiry Poster Forum, Clemson, SC.
- Morgan, J. A., Johnson, E. R., & Sinclair R. R. (2017, June). *The Role of Support in Conflict Between Work and Family*. Poster presented at the 12th International Conference on Work Stress and Health, Minneapolis, MN.
- Munc, A., Jennings, K., Cox, A. R., & Sinclair, R. R. (2017, June). *Understanding the connection between safety stigma, mental health, and safety behaviors*. Paper presented at the 12th International Conference on Work Stress and Health, Minneapolis, MN.
- Munc, A., Sinclair, R. R., & Cox, A. (2017, April). *Understanding the connection between health climate perceptions and employee health*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Patel, A., Kramer, W., Flynn, M., Summers, J., & Shuffler, M. L. (2017). *Function Modeling: Comparison of Chaining Methods Using Protocol Study and Designer Study*. In Proceedings of the ASME International Design Engineering Conferences and Computers and Information in Engineering Conference, Cleveland, OH, August 6-9, 2017, DETC2017-68420.
- Pury, C. L. S. (2017, July). *Nature is lumpy: Goal-risk pairings and types of courage. Symposium contribution to Pioneering and Profiling Courage: The work and legacy of Shane Lopez*. Presented at the 5th World Congress on Positive Psychology, Montreal, Quebec.
- Pury, C. L. S., Olson, L. R., Starkey, C. B., Burnett, E. A., Jordan, M. J., Cataldo, A., Gonzalez, K. R., Nichols, E. R., & Green, M. M. P. (2017, July).



Recent Clemson I/O graduate Kandice Goguen and alumna Heather Odle-Dusseau were part of an IGNITE symposium on diversity at SIOP this year.

- Accolade Courage as a Reflection of the Observer's Values*. Poster presented at the 5th World Congress on Positive Psychology, Montreal, Quebec.
- Pury, C. L. S., Starkey, C. B., Saylor, S., Vanelli, N., Cataldo, A., Nichols, E. R., & Green, M. M. P. (2017, July). *Virtues as Guides to Maximizing Well-Being: A Theoretical and Empirical Exploration*. Poster presented at the 5th World Congress on Positive Psychology, Montreal, Quebec.
- Richter, J., Chickarello, D., Kramer, W. S., Summers, J. D., & Shuffler, M. L. (2017). The classification and conduct of engineering team design review meetings: An organizing taxonomy of influencing factors. In J. A. Allen (Chair), *The Application of Group Meeting Science in Organizations*. Symposium presented at the 12th Annual Interdisciplinary Network for Group Research Conference, St. Louis, MO.
- Robertson, S. A., Williamson, R. L., Stettler, B. R., & Pury, C. L. S. (2017, April). *An Unfolding Analysis of the Personality Inventory for the DSM-5*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Rye, A., Demos, J., Verhoeven, D. C., Savage, N., Flynn, M. L., Kramer, W. S., Farago, P., & Shuffler, M. L. (2017). *Leadership Formality and Cultural Diversity in Space Missions*. Poster presented at the annual Focus on Creative Inquiry Poster Forum, Clemson, SC.
- Savage, N., Farago, P., Flynn, M., Shuffler, M. L., & Burke, C. S. (2017). *How Does Social Intelligence Influence Teams? An Empirical Investigation*. Poster presented at the 12th Annual Interdisciplinary Network for Group Research Conference, St. Louis, MO.
- Savage, N. & Hoch, J. (co-chairs) (2017). *Virtual Teams "In the Wild": Considering Individual and Contextual Influences*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Savage, N. & Jimenez-Rodriguez, M. (Chairs) (2017). *What Matters in Team Functioning: Considering the Context of Extreme Teams*. Presented at the 12th Annual Interdisciplinary Network for Group Research Conference, St. Louis, MO.
- Savage, N., Kramer, W. S., Allison, B. B., Goguen, K., & Shuffler, M. L. (2017). Getting Real about Virtuality: Practical Recommendations for Choosing Team Members. In N. Savage (Co-Chair) & J. Hoch (Chair), *Virtual Teams "In the Wild": Considering Individual and Contextual Influences*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Savage, N., Moran, E. A., Richter, S. R., Verhoeven, D. C., Kramer, W. S., & Shuffler, M. L. (2017). Who Needs the Added Stress? Considering How the Context of Extreme Teams May Increase Burnout. In N. Savage & M. Jimenez-Rodriguez (Chairs), *What Matters in Team Functioning: Considering the Context of Extreme Teams*. Presented at the 12th Annual Interdisciplinary Network for Group Research Conference, St. Louis, MO.
- Savage, N. & Shuffler, M. L. (2017). Let's Be Fair: The Influence of Leadership on Interpersonal Justice Climate in Healthcare. In *Leadership in Healthcare: Influence on Climate, Performance, and Well-Being*. Paper presented at the 12th International Conference on Work Stress and Health, Minneapolis, MN.
- Savage, N., Stowers, K., & Shuffler, M. L. (2017). *It's a Brave New World: How Driverless Vehicles May Impact Employees*. Poster presented at the 12th International Conference on Work Stress and Health, Minneapolis, MN.
- Sawhney, G., Jennings, K. S., Britt, T. W., & Sliter, M. T. (2017, April). *Moderating role of workplace recovery in the stressor-mental health relationship*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Sawhney, G., Morgan, M. Sinclair, R. R., & Houdmont, J. (June 2017). Reducing the stressfulness of police work: A qualitative analysis. Paper presented at the 12th International Conference on Work Stress and Health, Minneapolis, MN.
- Sawhney, G., Sinclair, R. R., Cox, A. R., Sliter, M. T., & Munc, A. H. (2017, June). *Examining the structural distinctiveness of safety, stress prevention, and health climate measures. A validation*

study. Paper presented at the 12th International Conference on Work Stress and Health, Minneapolis, MN.

Shuffler, M. L. & Kramer, W. S. (Chairs) (2017, June). *Creating Expert Teams: Advancing Science Team Dynamics through Research and Theory from the Study of Groups and Teams*. Symposium presented at the 12th Annual Interdisciplinary Network for Group Research Conference, St. Louis, MO.

Shuffler, M. L., Kramer, W. S., Flynn, M., Patel, A., Summers, J. (2017). *Profile analytics as a mechanism for understanding engineering team dynamics*. Symposium presented at the Science of Team Science Conference, Clearwater Beach, FL.

Shuffler, M. L., Kramer, W. S., Savage, N., & Verhoeven, D. C. (2017). *Maximizing Functionality While Minimizing Dysfunctionality: Considerations for Multiteam Systems in Long Duration Spaceflight Missions*. Poster presented at NASA's Human Research Program Investigator's Workshop, Galveston, TX.

Shuffler, M. L., Verhoeven, D. C., Burke, C. S., Hernandez, C., Savage, N., Wilson, S., & Tappert, T. (2017). *Developing Healthcare Leaders to Enhance Teamwork and Patient Safety: An Intervention for Improving Leadership Skills in Relationship Management*. In *Leadership in Healthcare: Influence on Climate, Performance, and Well-Being*. Paper presented at the 12th International Conference on Work Stress and Health, Minneapolis, MN.

Shuffler, M. L., Verhoeven, D. C., Burke, C. S., Hernandez, C., & Tappert, T. (2017). *Developing healthcare leaders to enhance teamwork and patient safety: An intervention for improving leadership skills in relationship management*. Symposium presented at the 12th International Conference on Work Stress and Health, Minneapolis, MN.

Shuffler, M. L., Kramer, W. S., Flynn, M., Patel, A., & Summers, J. (2017). *Profile Analytics as a Mechanism for Understanding Engineering Design Teams*. Paper presented at the Science of Team Science Annual Conference, St. Petersburg, FL, June 2017.

Shuffler, M. L., LeNoble, C., Wilson, S., & Tappert, T. (2017). *What is the "Right Stuff" For Healthcare Leadership? Evaluating Multilevel Effects of a Healthcare Leadership Development Program*. Paper presented at the 2017 Clemson University Research Symposium: Moving Clemson Forward Through Research. Clemson, SC, May 2017.

Sinclair, R. R. (Discussant, 2017 April). *Putting the "health" in healthcare: Protecting worker safety and well-being* (J. Lanz Chair). Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Sinclair, R. R. (Discussant, 2017, April). *Employment stress and financial hardship: Implications for occupational health* (J. H. Cheung and L. B. Hammer, Chairs). Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Sinclair, R. R. (Session Chair, June 2017). *Safety training and intervention effectiveness*. Paper session at the 12th International Conference on Work Stress and Health, Minneapolis, MN.

Sinclair, R. R., Yang, L-Q., Cheung, J. H., Sliter, M. T., & Mohr, C. D. (2017, April). *Would returning the favor from coworkers hurt employee work engagement?* Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Sytine, A., Britt, T. W., Pury, C. L. S., & Rosopa, P. J. (2017, April). *Savoring as a moderator of the combat exposure-symptoms relationship*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.



Marissa Shuffler and Chelsea LeNoble were part of the inaugural championship team for the HackMANathon competition, held at the INGRoup conference this past July.

- Verhoeven, D. C., Savage, N., Farago, P., Flynn, M., Shuffler, M. L., & Burke, C. S. (2017). How Does Social Intelligence Influence Teams? An Empirical Investigation. Poster presented at the 12th Annual Interdisciplinary Network for Group Research Conference, St. Louis, MO.
- Verhoeven, D. C., Shuffler, M. L., Hernandez, C., & Burke, C. S., (2017). Leveraging Relationship-Oriented Leadership Skills for Healthcare Teamwork & Patient Safety Perceptions: An Intervention for Healthcare Leaders. In C. Hernandez (Chair), *A Deeper Dive into Team Leadership: An examination Across Contexts*. Symposium presented at the 12th Annual Interdisciplinary Network for Group Research Conference, St. Louis, MO.
- Wilson, C., Millard, M. R., Sytine, A., Jennings, K. S., Goguen, K. N., & Britt, T. W. (2017, April). *Role, manager, and team resources as predictors of turnover*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Grants

- Patrick Rosopa** | Co-Principal Investigator. National Science Foundation EAGER Program. EAGER: Multiscale methods for generating infrastructure networks. \$200,000. (2017-2019. Status: Awarded; Award #: 1745300) PI: Ilya Safro
- Marissa Shuffler** | NSF CAREER grant on teamwork profiles and team interventions, approximately \$466,000 over 5 years for research and education initiatives around teamwork. (<http://newsstand.clemson.edu/mediarelations/psychology-researcher-to-use-grant-to-improve-teamwork-across-disciplines/>)
- Marissa Shuffler** | Institutional Principal Investigator. NASA grant on multiteam systems for almost \$1 million (3 year effort) starting in October (led by Dr. Dorothy Carter at UGA, "Project FUSION: Facilitating Unified Systems of Interdependent Organizational Networks," <http://spaceref.com/news/viewpr.html?pid=50949>)
- Marissa Shuffler** | Clemson Research Initiatives (Tier 2) Internal Funding Grant for \$10,000, Mapping Teamwork Competency Acquisition and Transfer in the Engineering Design Curriculum: Metric Tool Development & Validation (Shuffler PI, Joshua Summers of mechanical engineering, co-PI)
- Sinclair, R. R.** & Jones, K. O. (2017). Improving patient communication for the 21st Century: Revising the Patient Needs Assessment Protocol. Private donor. Amount: \$19,938. Role: PI.
- Sinclair, R. R.** & **Britt, T. W.** (2017). Understanding the role of hazard reporting in Total Worker Health. Pilot project grant funded from the Rocky Mountain Center for Total Worker Health (CDC 1 U19 OH011227). Amount: \$15,000. Role: PI.
- Sinclair, R. R.** & **Britt, T. W.** (2017). Rocky Mountain Center for Total Worker Health. Research evaluation subcontract from Rocky Mountain Center for Total Worker Health (CDC 1 U19 OH011227). Amount: \$18,638. Role: PI on subcontract.

Invited Addresses

- LeNoble, C., & Shuffler, M.L. (2017). Leadership research at Greenville Health System: Updates on a longitudinal study. Presentation given to Greenville Health System Leadership Team Meeting, Greenville, SC, May, 2017.
- Shuffler, M.L. (2017) Panelist, CAREER Awardees Panel. 2017 Clemson University Research Symposium: Moving ClemsonForward Through Research. Clemson, SC, May 2017.
- Shuffler, M.L. (2017) Panelist, CUSHR Healthcare Innovation Panel. 2017 Clemson University Research Symposium: Moving ClemsonForward Through Research. Clemson, SC, May 2017.

Honors & Awards

Department of Psychology 2016 Outstanding Faculty Publication for Britt, T. W., Shen, W., Sinclair, R. R., Grossman, M., & Klieger, D. (2016). How much do we really know about resilience in organizational settings? *Industrial-Organizational Psychology: Perspectives on Science and Practice* (Focal Article), 9, 378-404.

Theses & Dissertations

Emily Burnett successfully defended her thesis, *Bad Behavior with Good Intentions: The Role of Organizational Climate in Unethical Pro-Organizational Behavior*, in April, 2017.

Comprehensive Exams

Tiffany Cooper, Pam Farago, Megan Morgan, and Dana Verhoeven passed Comps in May, 2017.

Summer Internships

Emily Burnett | Publix Supermarkets

Pam Farago | Johnson & Johnson

Megan Morgan | State Farm

Dana Verhoeven | ICF

Recent Ph.D. Graduates



**Kristen S. Jennings,
Ph.D.**

Dissertation: *Stress as a Badge of Honor: Relationships with Employee Performance, Health, and Well-being*

Advisor: Thomas W. Britt, Ph.D.



**Miranda M. Pelkey,
Ph.D.**

Dissertation: *Relationship of Organizational Commitment, Job Involvement, and Generativity to Interest in Mentoring Among Retirees*

Advisor: Mary A. Taylor, Ph.D.



**Kandice N. Goguen,
Ph.D.**

Dissertation: *Flexible and Fit: Examining the Relationship Between Flexible Work Arrangements and Employee Health*

Advisor: Thomas W. Britt, Ph.D.

Meet the Cubs

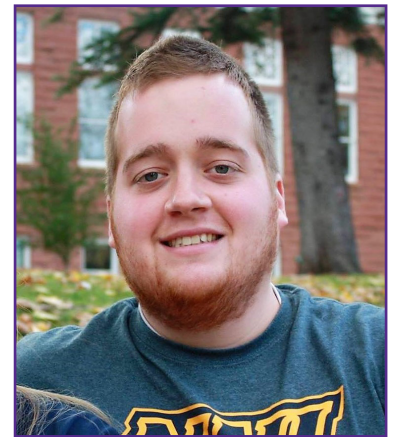
Ratie Prown

Last December, I graduated with a B.S. in Psychology and a minor in Business Administration from Florida Southern College, which just got hit by Hurricane Irma, so I guess I got out just in time. I am a first year student in the I/O Psychology program, and I am doing research with Dr. Patrick Rosopa. I am interested in investigating factors that contribute to female leadership in organizations, specifically the STEM fields. In my spare time, I enjoy reading, drinking excessive amounts of tea and coffee, and traveling, when I can.



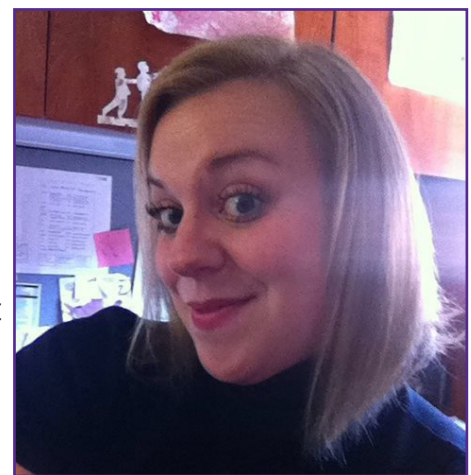
Zachary Hinefelter

I am a new graduate student in the I/O PhD program at Clemson! I recently completed my master's degree in psychology focusing on quantitative research methods at Northern Arizona University. At NAU, I also completed two undergraduate degrees in psychology and Spanish. Though my family ended up in Arizona, I grew up in a military family moving back and forth between Europe, the East coast of the U.S., and South America. My research interests include occupational health psychology, thriving in stressful and discontinuous work environments, and some methodological and measurement concerns common to psychological research. In my free time I enjoy hunting, traveling, and woodworking. I am excited to be at Clemson and look forward to the lasting impact the program will have on my career and development.



Annie McCord

I am from the mountains of western North Carolina where I completed my BS and MA in Experimental Psychology at Western Carolina University. My previous research focused on various aspects of social psychology online including mate selection, group dynamics, and prejudice. I am working with Dr. Robin Kowalski on a number of projects pertaining to cyberbullying and plan to explore related avenues such as cyberbullying and online sexual harassment in the workplace as well as the concept of trolling and how that is related to/separate from cyberbullying. Outside of work I enjoy reading, music, social media (mostly cat memes...), spending time with my family and friends, and the occasional karaoke night!



Get to know the newest I/O students!



Prandon McIntyre

I am a first year I-O doctoral student in Cindy Pury's lab. My current focus for research involves positive psychology and courage, and how it relates to minorities in the workplace. I completed my undergraduate degree here at Clemson where I received a BS in Psychology and a minor in Chemistry. Most of my previous research experiences have been in hypervalent-iodic-peptide synthesis and racemic selectivity, so switching to social/behavioral research has been a large adjustment. I live with my boyfriend who is a first year in the master of communication program. We are both from Myrtle Beach, SC. My major interests outside of school are: fitness, photography, cooking, and hiking.



Alex Moore

I am starting my first year in Clemson's IO Psychology program. I am a Georgia native, and a recent UGA graduate. Most of my undergraduate research experience involved teams and multi-team systems (teams of teams (team-ception)). My advisor, Dr. Fred Switzer, is involved with a multiplicity of research topics, from mutual monitoring in teams to developing resilient infrastructures in power grids. In my off time I love to skateboard with my friends, but with the nearest skatepark being 70 miles away, I am learning to really enjoy hiking.



Natalie vanelli

I am one of the new I/O graduate students working with Cindy Pury. I am a native of the Dominican Republic but have lived within the United States for most of my life (see me for some great Latin American home cooking). I attended Clemson University as an undergraduate and received my Bachelor's degree in Psychology. As a first year, I am currently interested in studying topics related to Positive Psychology and how they can be applied to I/O concepts. When I'm not in the office I enjoy working out at the gym, playing video games, and spending time with friends. I have seen The Office more times than I'd like to admit, and can provide anecdotes from the show that relate to most situations. I'm not superstitious, but... I'm a little-stitious.

New Faculty



Kaileigh Byrne graduated from Texas A&M University with a Ph.D. in Cognition and Cognitive Neuroscience. She has also received certifications in Population Genetics Analysis, fMRI Analysis and Acquisition, and Applied Statistics. Prior to receiving her doctoral degree, she received a B.S. in Biology and Psychology from Trinity University. Dr. Byrne's research focuses on individual differences and mechanisms of reward-based decision-making using neuroimaging, computational, genetics, and physiological methods. In particular, her work examines how factors such as psychopathological symptoms, personality traits, aging, and performance pressure affect decision-making outcomes. She is interested in factors that affect individuals' tendency to engage in goal-directed versus habit-based decision strategies, people's ability to focus on immediate and delayed outcomes of their decisions, and individuals' responses to gain and loss feedback during decision-making.



Job Chen received his Ph.D. in Psychology and a Master's in Mathematics from the University of Oregon. His research interests are broadly in the psychology of religion, personality and culture, and quantitative methods in applied research. With amazing collaborators in Tibet, Taiwan, China, Malaysia, India, Pakistan, Iran, and the US, Job has studied and published papers on mysticism, the structure of ideology, the dynamics of faith and reason, and how religious and spiritual commitments facilitate coping and well-being, among other things. Job has also done extensive consulting work and research within government and hospital settings, for example, creating metrics of evaluation in the health care system and using machine learning to develop predictive models for welfare programs. An avid team worker and global traveler, Job is highly interested in collaboration in research that is psychological, inter-disciplinary, and/or cross-cultural. Please email him if you are interested in participating in such collaborations!



Ceren Gunsoy worked as a postdoctoral researcher at Iowa State University before coming to Clemson University. She completed her Ph.D. in Social Psychology at the same institution. Her research focuses on how individuals from different cultures emotionally and behaviorally respond to conflict. Moreover, she examines how members of different cultures behave on social media platforms, such as Facebook. She is especially interested in cultures of honor, which are located in southern states of the US, Latin America, and the Middle East. She has conducted research in the US as well as in Turkey, which is her home country.

Upcoming Events

First Friday Brown Bag Speakers

All First speaker events will be held in the Psychology Department Conference Room, 419 Brackett.

October 6th | CARMA Webcast | 12:00pm

October 20th | Daisy Chang of Michigan State University | 11:30am-1:00pm

November 10th | Tom O'Neill of the University of Calgary | 11:30am-1:00pm



Social Events

October

7th | Homecoming Tailgate | Between Brackett & Hardin | Time TBD

27th | Ultimate Frisbee & Flag Football | 3:30pm

| Happy Hour | Esso | 5:00pm

November

10th | Happy Hour | Backstreets | 5:00pm

17th | Holiday Party | Time TBD

28th | Rock Climbing | 4:00pm

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