



VOLUME

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# CLIP

## The Clemson Industrial-Organizational Psychologist

### Welcome Back from the President

Welcome back CSIOP! I hope you all had a relaxing summer break and are re-energized for another great school year! As always, we are excited to welcome our newest members to CSIOP and very happy to have many members return. CSIOP is looking forward to a new year full of great experiences for professional and social opportunities. Your officers have been working hard already and are excited to fill the year with events that target everyone's interest, so we hope you all get an opportunity to learn something new and get involved!

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How to keep up with CSIOP!

I would like to take the time to recognize the talented and dedicated group of officers we have for CSIOP, who have already begun putting together some exciting initiatives and events this semester:

Vice President – Zachary Klinefelter  
Secretary – Riley Pegram  
Treasurer – John Morgan  
Media Coordinator – Katie D'Souza  
Alumni & Undergraduate Liaison – Paige Watson  
Social Affairs Coordinator - Phoebe Xoxakos

I also want to give praise to all of our outgoing officers from 2018-2019 for their outstanding work and for making CSIOP a great success last year:

President – Natalie Vanelli  
Secretary – Elyssa Johnson  
Social Affairs Coordinator – Alex Moore  
Alumni & Undergraduate Liaison – Michelle Flynn

As you may have heard, some of our members have been busy working hard over the summer interning at numerous different organizations across the country! We heard about their experiences during our first, First Friday event, an internship panel in a new style format. We will continue our speaker series with some Data Science Experts who will inform us on the new developments of machine learning and its importance to IO with an interactive workshop style talk, as well as hear from Dr. Naoimi Swanson, Senior Science Advisor and manager of the Healthy Work Design and Well-Being Cross-Sector Program from the National Institute of Occupational Safety and Health (NIOSH). We are also excited to launch another applied project in partnership with HFES to help Clemson Facilities with their training! Stay tuned for more information to get involved and develop your skills! Finally, we are beginning the groundwork for a mentorship program that will connect CSIOP to undergrads interested in graduate school! This will be a great opportunity to give back.

CSIOP has several events planned for the fall! There was a great turnout for the Welcome Back Happy Hour, and we are excited to continue the tradition of the Alumni tailgate for the homecoming game October 26th. Please see the social calendar for more details on all of our planned events for this semester! We're always 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.

Wishing you all a productive and smooth semester, please do not forget to take care of yourself and have a little fun!

Chloe Wilson

# MEET THE CUBS

## Anna Wolf

I am a new PhD student in the I-O program working in Dr Marissa Shuffler's lab on Leadership and Multi-team Systems projects. I haven't been back to America since completing my undergraduate degree in Aberdeen, Scotland, and before that my highschool degree in Karlstad, Sweden. I am excited to spend the next few years in a warmer climate, and to learn as much as I can about Teamwork Dynamics and Complex Multit-Team Systems. I am particularly interested in how Teams research can be applied to boost the effectiveness of healthcare organisations and the welfare of those who work in them. I am also interested in Occupational Health Psychology and will consider pursuing the OHP certificate offered by the program. I enjoy swimming, binge watching Rick and Morty episodes, and periodically daydreaming about my future dog during lectures.



## Lauren Kistler

I am a first year MS student in Clemson's Applied Psychology Program. I graduated from Auburn University with a bachelor's degree in psychology. I am originally from SC, so I am happy to be back and excited to still be able to say, 'Go Tigers!'. During my time at Auburn, I became interested in I-O psychology and worked in two research labs. One lab focused on individual differences, training, and assessment, and the other focused on work-life and organizational effectiveness. My research interests include occupational health, work-family conflict, organizational climates, and team leadership. Now I am working in Dr. Bob Sinclair's lab, and I am looking forward to pursuing my specific research interests. My non-academic interests include playing basketball, lacrosse, and tennis. I also enjoy watching college and professional football on the weekends. I love to spend any free time I can find traveling around the world, especially if there is skiing involved!



## Alexxa Bessey

I am a first year Industrial Organizational Psychology student working with Dr. Tom Britt. I graduated from Lipscomb University with a B.S. in Psychology and from University of Maryland College Park with a M.P.S. (Master's of Professional Studies) in Clinical Psychological Sciences. Previously, I was a part of an operational research team for the U.S. Army through the Walter Reed Army Institute of Research. Through that team, I participated in field data collections with a variety of military units all across the United States. Currently, some of my research interests include the effects of organizational culture/leadership on occupational health outcomes such as role overload, stress, and mental health in high-reliability organizations. In my spare time, I enjoy reading, hiking, photography, and traveling. I am currently trying to visit all 50 states before 30!



## Get to know the newest I/O students!



### Chelsea Robbins

Hi, I'm Chelsea Robbins, a first year I-O PhD student in Robin Kowalski's lab! I just finished my undergrad in Psychology at Wesleyan College, a small women's college in Georgia. Because of this experience, I'm interested in the experiences of women (including the intersectionalities for women of color) in the workplace. Working with Robin Kowalski, we've been looking at ties between gender and bullying in the workplace, along with differences in expectations of service load for female faculty in universities. Beyond that, I'm originally from South Florida and love scuba diving, kayaking, and hiking with friends.



### Baylor Graham

I am beginning my first year in the IO graduate program here at Clemson. I received my undergraduate degree in Psychology with a minor in Spanish from West Texas A&M University. During my undergrad, my research was primarily in comparative psychology and cognitive psychology. I also studied abroad in Managua, Nicaragua and Heredia, Costa Rica where I learned to speak Spanish. I love to travel and am passionate about cultural diversity. I spend most of my free time at home with my dogs and my family and we are happy to call SC home. Here at Clemson, I am working with Dr. Bob Sinclair and my interests primarily include economic stress, job attitudes, underemployment, and other related occupational health topics.



### Sydney Milian

Hello, my name is Sydney Milian and I just started the master's program under Dr. Cindy Pury! My current research interests are in positive measures of minority identity and motivation. I am a Clemson University graduate with my BS in Psychology and a minor in Sociology. On a more personal note I grew up in Florida but consider Texas home as I've lived there a long time. I enjoy traveling, hiking, and reading.

# UPCOMING EVENTS

## AWESOME EVENTS COMING SOON!

### September

20<sup>th</sup> | 4:00pm | Psychology Department Picnic | Clemson University Outdoor Lab

### October

11<sup>th</sup> | 11:30am | Clemson CITI group workshop on machine learning | Brackett 419

18<sup>th</sup> | Time TBD | HFES vs. CSIOP Kickball! | TBD on campus

26<sup>th</sup> | Time TBD | Homecoming Tailgate with Alumni | Meet in Brackett

### November

15<sup>th</sup> | 11:30am | Speaker Dr. Naomi Swanson from NIOSH | Brackett 419

22<sup>nd</sup> | 6:00pm | CSIOP Happy Hour | Esso Club near downtown Clemson



CSIOP and HFES members at the first happy hour of the year in August.

# FACULTY & STUDENT UPDATES

## Publications

- Black, K.J., Britt, T.W., Cheung, J.H., Pury, C.L.S., & Zinzow, H.M. (2019). The role of social support in treatment seeking among soldiers. *Occupational Health Science*. DOI: 10.1007/s41542-019-00044-2
- Black, K. J., Britt, T. W., Zinzow, H. M., Pury, C. L. S., & Cheung, J. H. (2019). The role of social support in treatment seeking among soldiers. *Occupational Health Science*. doi: 10.1007/s41542-019-00044-2
- Black, K., Sinclair, R. R., Munc, A., & Cheung, J. (2019). Stigma at work: The psychological costs and benefits of the pressure to work safety. *Journal of Safety Research*, 70, 181-191.
- Borzendowski, S. A. W., Tyrrell, R. A., Sewall, A. A. S., Britt, T. W., & Rosopa, P. J. (in press). Applying the Theory of Planned Behavior to drivers' use of high beam headlights. *Advances in Transportation Studies*.
- Brawley Newlin, A. M., & Pury, C. L. S. (2019). All of the above?: An examination of overlapping organizational climates. *Journal of Business and Psychology*. doi:10.1007/s10869-019-09639-6
- Britt, T.W., Sipos, M.L., Klinefelter, Z., & Adler, A. B. (2019). Determinants of mental and physical health treatment seeking among military personnel. *British Journal of Psychiatry*. doi: 10.1192/bjp.2019.155.
- Britt, T.W., Wilson, C.A., Sawhney, G., Black, K.J. (2019). Perceived unit climate of support for mental health as a predictor of stigma, beliefs about treatment, and help-seeking behaviors. *Psychological Services*, DOI: 10.1037/ser0000362.
- Donnelly, J. & Taylor, M. A. (2019) Examination of objective and subjective financial factors in predicting financial and retirement satisfaction in retirees. *Educational Gerontology*. <https://www.tandfonline.com/doi/full/10.1080/03601277.2019.1648174>
- Giumetti, G., & Kowalski, R. M. (2019). *Cyberbullying in schools, workplaces, and romantic relationships: The many lenses and perspectives of electronic bullying*. New York: Routledge.
- Kelley, K. L., Murphy, H. J., Breeden, C. R., Hardy, B. P., Lopez, S. J., O'Byrne, K. K., Leachman, S.P., & Pury, C. L. S. (2019). Conceptualizing courage. In M. W. Gallagher and S. J. Lopez (Eds.) *Positive Psychological Assessment: A Handbook of Models and Measures*, Second Edition. Washington D. C., American Psychological Association. pp 157 – 176. doi: 10.1037/0000138-011
- Klement, K. R., Xoxakos, P., Nazario, M., Erickson, J. M., Salley, S., Pieterick, M., DeLaFuente, J. L., Hemmerling, T. R., Martin, K., & Sagarin, B. J. (in press). Winning the game: Sexual narcissism relates to adversarial sexual beliefs and pick-up techniques. *Sexuality & Culture*.
- Kowalski, R. M., & Gunsoy, C. (2020). *Social psychology*. San Diego, CA: Cognella.
- Kowalski, R. M., & McCord, A. (2019). If I knew then what I know now: Advice to my younger self. *Journal of Social Psychology*. Doi: <https://doi.org/10.1080/00224545.2019.1609401>
- Rosopa, P. J., Fynes, J. M., Brown, K. N., & Xoxakos, P. (in press). In pursuit of inclusivity: A review of human resource management research and practices involving LGBT employees. *Research in Human Resource Management*.
- Rosopa, P. J., McIntyre, A. L., Fairbanks, I. N., & D'Souza, K. B. (2019). Core self- evaluations, job complexity, and net worth: An examination of mediating and moderating factors. *Personality and Individual Differences*, 150, available online. Doi: <https://doi.org/10.1016/j.paid.2019.109518>.

- Sawhney, G., Britt, T.W., & Wilson, C.A. (2019). Perception of a calling as a predictor of future job engagement: The roles of occupational commitment and meaningful work. *Journal of Career Assessment*. doi: <https://doi.org/10.1177/1069072719848981>.
- Schroeder, A. N., Rosopa, P. J., Whitaker, J. H., Fairbanks, I. N., & Xoxakos, P. (in press). Heteroscedasticity in organizational research. *Research in human resource management: Toward valid research-based inferences*.
- Taylor, M. A. (2019) Recruiting and retaining older workers. K. Shultz and G. Adams, Eds. *Aging and Work in the 21st Century*, 2nd Ed. (pp 13-33) New York: Routledge.
- Taylor, M. A. & Bisson, J. (2019) Changes in cognitive function: Practical and theoretical considerations for training the aging workforce. *Human Resource Management Review*. <https://www.sciencedirect.com/science/article/pii/S1053482218302535>
- Villanueva, R. A. M., & Chen, Z. J. (2019). ggplot2: Elegant Graphics for Data Analysis (2nd ed.). *Measurement: Interdisciplinary Research and Perspectives*, 17(3), 160-167. doi: 10.1080/15366367.2019.1565254
- Whetsel-Borzendowski, S.A., Tyrrell, R.A., Sewall, A.S., Britt, T.W., & Rosopa, P.J. (in press). Applying the Theory of Planned Behavior to drivers' use of high beam headlamps. *Advances in Transportation Studies*.
- Yuan, Z., Baranik, L. E., & Sinclair, R. R. (2019). Let's talk about death at work. *Harvard Business Review*, online only. <https://hbr.org/2019/06/what-happens-when-were-reminded-of-death-at-work>
- Yuan, Z., Baranik, L. E., Sinclair, R. R., Sliter, M. T., Rand, K. L., & Salyers, M. P. (2019). Memento mori: The development and validation of the Death Reflection Scale. *Journal of Organizational Behavior*, 40, 417-433.



Current and former CSIOP members enjoying themselves and exploring the hotel at the SIOP 2019 conference.

### Presentations

- Bourque, L., Chapman, C., Chitty, H., Kowalski, R., Bednar, H., Jones, R., Longacre, M., Graham, R., Scarborough, M., Wells, S., & Leary, M. (2019). *Predictors of school shootings*. Paper presented at the Southeastern School Behavioral Health Conference, Myrtle Beach, SC.
- Discussant: Debus, M. & Dumani, S. (2019, April). *Jobs without thorns? New findings in the field of economic stressors*. Symposium presented at the 34th annual Society for Industrial and Organizational Psychology (SIOP) Conference, Fort Washington, MD.

- Fuqua, T., LeNoble, C., Crocker, A., Wilson, C., Johnson, E., Britt, T., & Wiper, D. (April, 2019). *Let's talk: A pilot study of oncology nurse compassion fatigue and burnout*. Abstract submitted to the Prisma Health Health Sciences Center Research Showcase, Greenville, SC.
- Jones, K. O., Neal, A., McElfresh, J., Andreasen, E., Owens, C., Sinclair, R. R., & Pittman, M. D. (2019, April). *The Transactional Model of Stress and Coping Applied to EM Physicians' Coping, Mental Health, and Job-Related Outcomes: A Qualitative Systematic Review*. Poster presented at the Prisma Health-Upstate Health Sciences Center Research Showcase. Greenville, SC.
- Panelist: Kath, L. (2019, April). *What you need to know now: Occupational Health Psychology updates*. Symposium presented at the 34th annual Society for Industrial and Organizational Psychology (SIOP) Conference, Fort Washington, MD.
- Rosopa, P. J., Brown, K., & Xoxakos, P. (2019, April). *(Modern) sexism in STEM: Gender differences in academia*. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Rosopa, P. J., Moore, A., & Klinefelter, Z. (2019, April). *Employee selection: Don't let the machines take over (yet)*. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Sawhney, G., Britt, T. W., Sinclair, R. R., Mohr, C., & Wilson, C. (2019, April). *Work events and employee health: The moderating role of occupational commitment*. Poster to be presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, Washington, DC.
- Sawhney, G., Sinclair, R. R., & Klinefelter, Z. (2019, April). *Careless responding: The role of individual differences and perceived income adequacy*. Poster to be presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, Washington, DC.
- Schwambach, B., Brooks, J., Jenkins, C., Mims, L., Rosopa, P. J., Tanner, R., Woody, C., Evans, D., Melnick, K., Stasaski, R., & Suryakumar, R. (2019, April). *Characterization of a new glare source for a driving simulator under varying levels of visibility: A pilot study*. Poster presented at the 2019 Association for Research in Vision and Ophthalmology Annual Meeting, Vancouver, Canada.
- Wilson, C., Lenoble, C., Crocker, A., Johnson, E., Fuqua, T., Britt, T.W., Shuffler, M., Wiper, D. (2019, November) *Training personal resilience in oncology nurses through momentary and cross-domain recovery: A mixed-method approach*. Symposium submitted to the 13th International Conference on Occupational Stress and Health: Work, Stress, and Health (WSH). Philadelphia, Pennsylvania.



Current and former CSIOP members Anton, Chloe, and Zach checking out the sights in DC after the SIOP 2019 conference.

## Grants

Britt, T. W. 2019 Prisma Health–Upstate under the Enhancing the Practice of Medicine Seed Grant program, \$10,714 “Examining the relationship between burnout, teaching, and meaning in the clinical learning environment: a mixed-methods study”, (PI: Benedum).” Co-Investigator.

Sinclair, R. R. & Britt, T. W. (2019). Rocky Mountain Center for Total Worker Health. Research evaluation subcontract from Rocky Mountain Center for Total Worker Health (CDC 1 U19 OH011227). Amount: \$23,825. Role: PI on subcontract.

Watson, P. National Science Foundation Graduate Research Fellowship.

## Invited Addresses

Britt, T.W. (2019, May). Meaningful work and resilience among military personnel and astronauts. Webinar provided as part of the Division 19 and Adler University Chicago Regional Symposia Series, May 31st.

## Honors & Awards

Dr. Robin Kowalski received the Centennial Professor award and the College of Behavioral, Social, and Health Sciences Mentoring Award.

## Comprehensive Exams

Elyssa Johnson, Chloe Wilson, Zach Klinefelter, Joe Ligato, Michelle Flynn, Annie McCord, and John Morgan all passed their comp exams in May 2019! Congrats!

## Proposals & Defenses

Michelle Flynn successfully defended her thesis, “Development and Validation of a Situational Judgement Test of Critical Social Thinking in the Workplace” in April 2019.

Stephen Robertson defended his dissertation, “Bifactor Models and Factor Collapse: A Monte Carlo Study” in April 2019.

Benjamin Hardy defended his dissertation, “Transformational Leadership and Perceived Role Breadth: Multi-Level Mediation of Trust in Leader and Affective Organizational Commitment” in April 2019.

Natalie Vanelli successfully defended her thesis, “The Relative Value of Pathways towards a Life Well-Lived” in April 2019.

Brandon McIntyre successfully defended his thesis, “The Mixed Motives of Identity Disclosure: Concealable Identity Disclosure in the Workplace” in April 2019.

Dana Verhoeven proposed her dissertation, “Team Familiarity and Task Interdependence: A New Perspective on Dynamic Team Composition” in June 2019.

Alex Moore successfully defended his thesis, “Online Disinhibition and its Relation to Cyber Incivility” in July 2019.





## RECENT PHD GRADUATES



Emily Burnett, Ph.D.

Dissertation: *Building a New Perspective on Unethical Workplace Behavior: A Qualitative Examination of Former Employees' Recounted Experiences*

Advisor: Dr. Cindy Pury



Nastassia Savage, Ph.D.

Dissertation: *The Job Demands-Resources Model: Understanding the Impact of Job Characteristics on Healthcare Leaders*

Advisor: Dr. Marissa Shuffler

Anton Sytine, Ph.D.

Dissertation: *The Role of Savoring Positive Experiences When Faced with Challenge and Hindrance Demands: A Longitudinal Study.*

Advisor: Dr. Thomas Britt



## SUMMER INTERNSHIPS

*What were CSIOF members up to all summer?*

**Chloe Wilson | HR Analyst for the U. S. Government**

**Elyssa Johnson | Worked for the Teacher Retirement System of Texas**

**Riley Pegram | Intern at Prisma Health - Upstate**

**Zach Klinefelter | Research Associate at Amgen, Inc.**

**Katie D'Souza | Research Associate at Amgen, Inc.**

# PERSONAL NEWS

**J. P.** and his wife had a baby boy, Caleb, born on June 21st!

**Katie D'Souza (Brown)** got married on May 19th!

**Dr. Tom Britt's** twin sons, Noah and Jordan Britt, started this semester at Clemson University in the Honors College!



CSIOP members Alex, Natalie, Ian, Elyssa, Paige, and Phoebe enjoying the sights in D.C. during the SIOP 2019 conference.

*Keep up with CSIOP!*

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[www.blogs.clemson.edu/csiop/](http://www.blogs.clemson.edu/csiop/)

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