



Special points of interest:

- New I/O Students
- Catch up with our newest Ph.D.
- Feature: What's New @ AU



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# AUBURN

# I/O pener

## Looking Forward to SIOP 2012!

The 27th annual SIOP conference will be held in beautiful San Diego, CA on April 26-28th. The conference will take place at the Manchester Grand Hyatt. Make sure to check out our Spring 2012 issue for more information regarding our annual SIOP alum party!



## MEET OUR NEW STUDENTS

### Angela Beiler



I was Born and raised in Glendale, Arizona. I graduated from Arizona State University in 2011 with dual Bachelor of Science degrees in Psychology and in Criminal Justice/Criminology. I am currently working under Malissa Clark, and my research interests include employee productivity, workplace multi-tasking, emotion, and workplace motivation. After graduation, I hope to gain experience in an applied setting before returning to the field of academia.





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## MEET OUR NEW STUDENTS

### Ning Hou



I earned my BA in Applied Psychology from Sun Yat-sen University of China, 2011. I am originally from Shenyang, China. My research interests are: Cross-cultural adjustment and newcomer training. I think it's very meaningful to help newcomers socialize into their position in the organization. I would love to apply psychology into the real world of business!

My hobbies include traveling and swimming. I love Auburn because it is a beautiful city with kind people, and a comfortable lifestyle. The most challenging aspect of being a first year graduate student is serving as a GTA. Watching my students learn gives me a sense of great achievement!

### Brandon Johnson



I recently graduated from Christian Brothers University with a bachelor's degree in psychology. I had a swift descent into the world of I/O thanks to an internship with ServiceMaster, Inc., which includes such brands as ServiceMaster Clean, Terminix, TruGreen, Merry Maids, AmeriSpec, and Furniture Medic. This experience both solidified my interest in I/O and confirmed my passion for business. Upon graduation, I plan to make the necessary investments of time, work ethic, and business planning to assume an executive position within a top corporation. It is there (wherever there is!) that I hope to transition into a CEO position for an indefinite time before eventually pursuing more entrepreneurial ventures. To that end, my research interests include the following: selection

tests, the varied role of motivation as a component of organizational success, and predictors of leadership ability. I look forward to an amazing professional experience at Auburn, as well as being equipped to make meaningful contributions to the field of I/O!



## MEET OUR LATEST Ph.D.

### Kristin Cullen

#### What have you been doing since graduating?

I am a postdoctoral research fellow at the Center for Creative Leadership (CCL). CCL offers an exclusive focus on leadership education and research and unparalleled expertise in solving the leadership challenges of individuals and organizations everywhere. We equip clients around the world with the skills and insight to achieve more than they thought possible by developing their capacity to think and act beyond the boundaries that limit effectiveness (i.e., developing creative leadership solutions). I am currently working on projects designed to facilitate the implementation of organizational change through informal workplace networks and conducting research on global leadership competencies and 360-degree feedback in different cultures.



#### How would you describe your transition from school to "the real world"? Was it a shock?

The transition went pretty smoothly. I do miss wearing jeans to the lab every day and that it was completely normal in grad school to work at odd hours. FYI, in "the real world" sending e-mails at 1:30 in the morning attracts attention and concern for your health and wellbeing.

#### What was your favorite thing about Auburn's I/O program?

During my time at Auburn, I worked with nearly every faculty member in the I/O program. I learned a lot from their different viewpoints on research, consulting, writing, and teaching. My exposure to multiple perspectives helped me develop a style that works best for me.

#### What is your current location? Do you like it there?

I am currently living in Greensboro, North Carolina. I absolutely love it here. I live across from a large historic park where the "most hotly-contested battle of the Revolutionary War's Southern Campaign was fought". I'm not a history buff, but I love having a beautiful place to run after work and on the weekends. Greensboro has a lot to offer and it is within an easy drive of Winston-Salem, Chapel Hill, Durham, Raleigh, and Charlotte.

#### Of your experiences in school, which do you think were the most helpful and/or related to your current position?

In my current position, I am leading a large research project involving team members with a variety of different backgrounds and functions. Working on two different interdisciplinary grants during my time at Auburn was essential to preparing me to step into this role.

#### What advice do you have to offer incoming and current I/O students?

Figure out what you want to do and take action to craft the graduate school experience that will make it happen!





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## MEET OUR LATEST Ph.D.

### Daly Vaughn

#### **What have you been doing since graduating?**

This past July I began working as a Consultant for a small, entrepreneurial company, Shaker Consulting Group. Shaker specializes in developing highly customized online prescreen assessments, typically termed Virtual Job Tryouts®, for various retail, manufacturing, and financial services companies. Our assessments enable our clients and their respective applicants to have a two-way exchange of information. Through completing the experience, the applicant gains insight into the company's culture, the opportunities and challenges presented by the position for which they are applying, and the benefits of working for the company. At the same time the system is collecting valuable data which has been validated to predict new hires' performance. Thus far I have been involved in developing system content, creating scoring, analyzing data, conducting focus groups, job observations and interviews, and participating in project meetings and system training sessions.

#### **How would you describe your transition from school to "the real world"? Was it a shock?**

Overall, the transition from grad school to the real world has been pretty smooth. One of the biggest adjustments has been speaking with and conveying confidence and credibility across key personnel with no statistical (let alone I/O) background. These communications necessitate a different approach from presenting findings to an academic-oriented audience. As a graduate student, it is possible to become so immersed with other similarly trained folks that you begin to make assumptions about others' understanding of basic statistical concepts (for example, what a standard deviation represents). So, one thing I've learned is how to present findings in a manner tailored to the client/audience so that it is not perceived as insulting but also demonstrates a clear message around the value of our product.

#### **What was your favorite thing about Auburn's I/O program?**

Auburn is a great place to be a graduate student! One of my favorite things during my time there was the flexibility to create your own path and pursue your own academic/applied interests. Also, having our beautiful campus, great library/services, rich school tradition, and amazing weather provides an excellent backdrop to your graduate development.

#### **What is your current location? Do you like it there?**

I live in University Heights, OH (a suburb of Cleveland). I like it so far, although the winter weather has not officially set in yet. This region is definitely a big change from 'Bama and Texas, which is a bit out of my comfort zone, but I plan to make the most of it.

#### **Of your experiences in school, which do you think were the most helpful and/or related to your current position?**

My internship at ARI-Ft. Benning was the most related to what I do currently. It allowed me to get my hands on "real world" data in addition to experience interacting with other consultants and end users.

#### **What advice do you have to offer incoming and current I/O students?**

Perhaps more than any graduate seminar, I feel that getting involved in and/or leading projects (both research and applied) will provide the best preparation for an applied consulting job. While the coursework is necessary to build foundational knowledge, carrying out the work first hand can provide an appreciation for its practical application. Doing so will also help you develop all of the other skills you need to be an effective consultant (e.g., project management, analyzing data, presenting, interacting with others as a part of a team).

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## TIGER PRINTS, PRESENTATIONS, AND POSTERS

### Publications

Berry, C. M., Lelchook, A. M., & \*Clark, M. A. (in press). A meta-analysis of the interrelationships between employee lateness, absenteeism, and turnover: Implications for models of withdrawal behavior. *Journal of Organizational Behavior*.

\*Bubb, R., Stowell, J., & Buskist, W. (Eds.). (2011). *The Teaching of Psychology in Autobiography: Perspectives from Exemplary Psychology Teachers (Vol. 4)*. E-book on the Society for the Teaching of Psychology (APA Division 2) website. Retrieved from <http://teachpsych.org/ebooks/tia2011/index.php>

\*Fan, J., Meng, H., Zhao, B., & \*Patel, T. (in press). Further validation of a US adult social self-efficacy inventory in Chinese populations. *Journal of Career Assessment*.

\*Fan, J., Litchfield, R. C., Islam, S., Weiner, B., Monique, A., Liu, C., & Kulviwat, S. (accepted). Workplace social self-efficacy: Concept, measure, and initial validity evidence. *Journal of Career Assessment*.

Rudolph, C. W., Baltes, B. B., Zhdanova, L., \*Clark, M. A., & Bal, A. C. (in press). Testing the Structured Free Recall Intervention for reducing the impact of bodyweight-based stereotypes on performance ratings in immediate and delayed contexts. *Journal of Business and Psychology*

\*Stevens, G. W., Deuling, J. K., & Armenakis, A. A. (in press). Successful psychopaths: Are they unethical decision-makers and why? *Journal of Business Ethics*.

### Presentations

\*Doyle, A. L., Thomas, A., Buboltz, W. C., & Deuling, J. (2011, August). *True factor structure of and gender differences in psychological reactance*. Poster session presented at the 119<sup>th</sup> Annual Convention of the American Psychological Association, Washington, D.C.

Ellis, R. C. (2011). Keynote Address: P=MxA: A parallel between successful employees and successful graduate students. 2011 Troy University spring psychology conference, Troy University, Troy, AL.

Guerdon, E., \*Bubb, R., \*Scruggs, R., & Buskist, W. (2011, August). *The effect of a digital diagnostic learning system on student outcomes: A lab and field study approach*. Poster session at the American Psychological Association Conference, Washington, DC.

\*Gunther, K., Oxford, R., Brittain, M., \*Doyle, A. (October, 2011). Language self-assessments: A test of scale ordering and validity. Presented at the annual conference of the International Military Testing Association, Bali, Indonesia.

\*Horn, M., \*Beiler, A., & \*Clark, M.A. (2011, October). The effects of mood and arousal on performance evaluations. Poster presented at the Annual River Cities Industrial-Organizational Psychology conference, Chattanooga, TN.

\*Patel, T. G., Childers, O. K., Krenn D. K., & \*Clark, M. A. (2011, October). All work and no play: A meta-analytic examination of workaholism. Poster presented at the Annual River Cities Industrial-Organizational Psychology conference, Chattanooga, TN.

\*Stevens, G. W., & Harris, S. G. (2011, November). *Emotions during organizational change: Getting agents and recipients on the same page*. Paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA.

\*Stevens, G. W., \*Scruggs, R. S., & Deuling, J. K. (2011, August). *Development of a scale for personalized and socialized power (SPSP)*. Paper presented at the 71<sup>st</sup> Annual Conference of the Academy of Management, San Antonio, TX.



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# PROFESSIONAL ACCOMPLISHMENTS

## Internships:

*Julia Howell* started a research internship with ARI at Fort Benning in August.

*Craig Ellis, Jinyan Fan, Marianna Horn, and Trishna Patel* are currently cleaning and analyzing data for Affintus Job Chemistry, LLC, in order to improve their selection instrument.

*Katie Gunther* has been promoted to Director of Assessment, Air Force Culture and Language Center at Air University.



Marianna Horn and Julia Walsh Howell at SIOP 2011



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# DEFENSES

## Theses:

*Brian Perdomo* defended his thesis, "The Effect of Between Group Dependence on Measurement Equivalence/ Invariance Tests" on August 17, 2011.

## Comps:

*Julia Howell* defended her comps in Summer 2011.

*Gregory Stevens* defended his comps in September 2011.

## Dissertations:

*Jimmy Johnson* proposed his dissertation in Fall 2011.

Trishna Patel and Undergraduate RA's Daniel Krenn and Olivia Childers Presenting their Poster at the River Cities I/O Conference in Chattanooga.



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# GET LINKED IN!

LinkedIn is an online social networking site for academicians and professionals (think MySpace for adults). Join the Auburn University LinkedIn group at <http://www.linkedin.com/e/gis/78951> to network with other Auburn I/O Alumni, students and practitioners interested in our program!

We'd love to hear about the many accomplishments of our alumni! Please send us your news and updates at [auiopsy@auburn.edu](mailto:auiopsy@auburn.edu).





# What's New @ AU

The campus at Auburn has been coined by some as "The land of perpetual construction," and it has certainly had no trouble living up to that billing in recent years. With new facilities seemingly popping up overnight, we thought it important to update you on some of the major changes that the campus has undergone in recent years. First, Auburn's Beard-Eaves Memorial Coliseum has been replaced as the basketball arena by the more modern Auburn Arena (pictured here). The new Auburn Arena is situated directly adjacent to Jordan-Hare stadium just across Donahue Drive. The fate of Beard-Eaves Memorial Coliseum, one of the most recognizable features of AU's campus, has not yet been decided.

Additionally, Auburn has demolished Sewell Hall and has made plans to rebuild a more modern, functional dormitory in its place. Sewell hall stood just beyond the right field fence at Auburn's Plainsmen Park and had traditionally served as an athletic dorm. Auburn has also built two new engineering buildings containing classrooms and labs, extended the Thach Avenue concourse across Donahue Drive to connect the newly constructed Auburn Village (pictured) to campus, as well as fenced in the intramural fields.



The New Arena!



## NEWS FROM TOOMER'S CORNER

As you may be aware, Toomer's Oaks were poisoned by a member of rival Alabama's fanbase following Auburn's 28-27 victory in 2010's Iron Bowl. The Oaks, although resilient, were damaged beyond repair and will eventually wilt and perish. This year is the final opportunity for Auburn faithful to enjoy the history of the Oaks. Toomer's Oaks (located at the corner of South College Street and Magnolia) have been a landmark on Auburn's campus, and the "rolling" of the trees has been a long-standing tradition following athletic victories. Several different plans for replacement have been discussed, ranging from planting new oaks to supplanting seedlings grown from Toomer's Oaks' acorns to memorial statues. Plans have not yet been finalized but one thing is for certain, though the Oaks may not continue to stand, their historical significance as a central feature of Auburn will not be forgotten.



The New AU Village Dorms





# Stay Connected With AU

**The Emotions and Work-Family Relations lab headed by Dr. Malissa Clark has a brand new Facebook page! Check out the page for lab news, and interesting new research on work-family balance and emotions in work contexts.**

**Like us on Facebook at <http://www.facebook.com/AUOrgResearchLab>**



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## Auburn University I/O Psychology Program

The objective of Auburn University's I/O psychology program is to produce psychologists well-trained in scientific methods applied to the industrial/organizational environment. Graduates of the program will be prepared for work in academic, research, and/or applied settings, depending on the objectives of each student.

The program features strong preparation in research methodology, statistics, measurement, and general psychology, as well as course work in the broad areas of industrial and organizational psychology. Elective courses are designed to allow students flexibility in developing their own areas of specialization. Practicum placements provide students with opportunities to gain research and applied experience in a variety of organizational settings.

### Special Thanks to the following contributors:

Malissa Clark and Jinyan Fan

Marianna Horn, Editor-in-Chief  
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Kristin Cullen

Marianna Horn and Angela Beiler  
Presenting their Poster at the River  
Cities I/O Conference in  
Chattanooga

