

THE PULSE

Keeping everyone on the
same beat.



Editors' Note

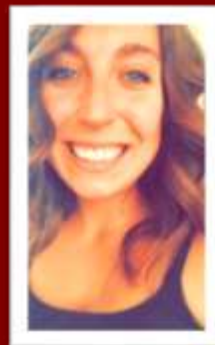
Inside this *PULSE!*

Prelude from Lisa	2
SIOP Guide - Anaheim	3
Presenter List	5
SIOP Gathering	8
Organizational Spotlight	9
Summit Recap	14
Personal Updates	15
Shout-Outs	16
Meet the 1 st Years	17
Research Team Spotlight	20
Postcard from Spain	24
SBSHRM Social Invite	25
Where in the World is M&C?	26
That's a Wrap!	27

Hi Everyone!

Another semester has flown by and we are pleased to provide the latest edition of *The Pulse* for your viewing pleasure. If you'll be in Anaheim for SIOP join us at nFuse to catch up with faculty and friends! But no worries if you can't make it, take a look at the list of presentations and drop a line to faculty or students if you see an interesting topic. We also have some personal and professional updates that you'll definitely want to check out in the updates and shout-outs section. As always we want to keep everyone *on the same beat*, so we hope you enjoy this edition!

Your Editors:



Ché



Tessly



Charlie



Kyi Phyu

Prelude from the Program Chair



SIOP season is upon us! As usual, there is a lot of buzz around the department as people get ready for the trip to Anaheim. As you will see in this issue, FIT students and faculty are well represented at the conference. We look forward to seeing our alumni and all of your presentations as well! I hope you can find some time to join us at the FIT meet-up at nFuse Bar & Kitchen inside the Anaheim Marriott on Friday evening. We would love to see you and catch up!

Special shout out to Steve Young, Stacey (Fehir) Peterson, and Bianca Trejo for recently publishing their dissertations! This is a great accomplishment and the culmination of many years of hard work. Congratulations!!

Hope to see y'all ... out there having fun in the warm California sun!!

Guide to SIOP Anaheim!

We FIT I/Os are looking forward to seeing alumni and friends in Anaheim soon! Below you will find everything you need to know about the area. See you soon!

Anaheim, CA

Part of the Los Angeles Metropolitan areas, Anaheim, CA, was founded by a group of German-Americans in 1867. Anaheim is best known worldwide for Disneyland, Walt Disney's original theme park. It is also home to the Anaheim Ducks hockey team and Los Angeles Angels baseball team.

Anaheim Convention Center

The Anaheim Convention Center is located across from Disneyland on Katella Avenue. The Convention Center, Hilton Anaheim, Anaheim Portofino Inn & Suites, Sheraton Park Hotel, Clarion Hotel, Anaheim Marriott, Hyatt Place, Doubletree Suites, Courtyard Marriott, Springhill Suites, Anabella Hotel, and Eden Roc Inn and Suites are all located on the city block bordered by Katella Avenue Harbor Boulevard, Orangewood Avenue, and South West Street.

How should You Get Around?

Uber → www.uber.com

Orange County Transit Authority (OCTA) Bus → <http://www.octa.net/>

Yellow Cab Anaheim → 714-905-5453

Conference Essentials!

Where to Caffeinate	For Last Minute Emergencies	Groceries
Coffee Bean & Tea Leaf <i>101 S Harbor Blvd Suite 101</i>	CVS Pharmacy <i>1803 S Harbor Blvd</i>	7-11 <i>611 W Katella Ave</i>
Starbucks <i>Inside Hilton Anaheim</i>	FedEx Office Print & Ship Center <i>700 Convention Way</i>	Food 4 Less <i>1616 W Katella Ave</i>
Sarbucks <i>Inside Anaheim Marriot</i>	Target <i>12100 Harbrow Blvd Garden Grove, CA</i>	Vons <i>12961 W. Chapman Garden Grove, CA</i>

Where to Eat? Close to the Convention Center but Outside Hotel Restaurants

Name	Description	Location
CoCo's Bakery	Down-to-earth all-day chain offering modern spins on classic American fare & fresh-baked pies	1100 W. Katella Ave
Shopping Center at Ramada Plaza	This plaza has a Subway, Tanor Fresh Mediterranean Grill, an Indian restaurant, Sabrosada Mexican restaurant, and others	Corner of Katella Ave and Harbor blvd
Anaheim GardenWalk	Open-air mall with Cheesecake Factory, P.F. Chang's, Johnny Rockets, & others	400 West Disney Way
Downtown Disney	Variety of quick-service and sit-down restaurants	1580 Disneyland Drive

Recommended Anaheim Restaurants

Name	Description	Location
In-N-Out Burger	A California institution → burgers, fries, and shakes	multiple
Bistro Bleu	Classic French bistro fare prepared with a Californian touch in relaxing, blue-walled surroundings	918 Magnolia Ave
Tana Ethiopian Restaurant	Tana's Ethiopian cuisine is eaten with injera, the flatbread/pancake hybrid that functions as utensil, plate, and food	2622 W. La Palma Ave
The Ranch Restaurant and Saloon	Sophisticated mainstay features farm-fresh, seasonal steak & seafood meals in an elegant interior	1025 E. Ball Road

What About Disneyland?

Disneyland is offering discounted tickets to SIOP attendees. While we're all probably very familiar with FIT's neighbor, Disney World, this might be a cool chance to check out Disney's original park.

Information can be found at
<http://www.siop.org/Conferences/16con/Disneyland.aspx>

SIOP Presenter List

Come see for yourself what our faculty and students have been working on at the various poster sessions, symposia, and special sessions!

Pat Converse

- Beverage, M., Converse, P., & Trané, S.** (April, 2016). *Organizational justice adherence and violation from the actor's perspective*. Poster presented at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Moore, L., Fry, T., Trané, S., Converse, P., & Beverage, M.** (April, 2016). *Distal effects of adolescent restless sleep on career success outcomes*. Poster presented at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Pomerance, M., & Converse, P.** (April, 2016). *Self-schema characteristics, motivational orientation, and work performance: A within-person approach*. Poster presented at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Converse, P., & Tocci, M.** (April, 2016). *Within-person variability in job performance: Within-person and between-person effects*. Poster presented at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Converse, P., Beverage, M., Moore, L., & Vaghef, K.** (April, 2016). *Self-control over time: Implications for work, relationship, and well-being outcomes*. Poster presented at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.

Jessica Wildman

- Moukarzel, R., Khoury, H., Dumani, S., Fullick-Jagiela, J., Johnson, R., Lopez, S., Stern, R., Wildman, J., & Willett, S.** (April, 2016). *From grad student to professional: Things i wish i knew*. Alternative session conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Wildman, J. L., DiazGranados, D., & Curtis, M.** (April, 2016). *Can't hear you scream: Self-maintenance in spaceflight teams*. In Burke & Weisse (Chairs), *Examining team process and performance requirements in mission critical teams*. Symposium conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Scott, C. P., Fry, T., Pagan, A., & Wildman, J.** (April, 2016). *Team diversity and shared leadership: Examining emergence in action teams*. In Freitas & Salazar (Chairs), *Current state of diverse teams; Going beyond the diversity-performance link*. Symposium conducted at the 31st Society for Industrial and Organizational Psychology Conference.

Erin Richard

Bupp, C. P., & Richard, E. M. (April, 2016). Displays of anger: Perceived deviance and bystander reporting. In Bowling & Raver (Chairs), *I saw what you did! Bystander responses to workplace deviance*. Symposium conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.

Liu, W., **Richard, E. M.**, & **Skiba, T.** (April, 2016). Engagement in high potential leaders across 40 countries. In Zhou (Chair), *The intersection of leadership development and social contexts*. Symposium conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.

Kaloydis, F., & Richard, E. (April, 2016). *Sharing political and religious information on facebook: Coworker reactions*. Poster presented at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.

Lisa Steelman

Ellison, L., & Steelman, L. (April, 2016). *Inequitable gender climates adversely impact women in male-dominated fields*. Poster presented at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.

Albowicz, C., & Steelman, L. (April, 2016). *Mindfulness serves as self-regulatory buffer in presence of negative feedback*. Poster presented at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.

Rich Griffith

Gammon, A., & Griffith, R. (April, 2016). *A way to decrease applicant faking*. Poster presented at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.

William Gabrenya

Armon, B., Wolfeld, L., Alzaidalshareif, R., Jiang, H., Osikoya, O., Rodriguez, A., & Gabrenya, W. (April, 2016). *Understanding overseas adjustment: An affective events theory perspective*. Poster presented at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.

Zhiqing Zhou

DeNunzio, M. M., Eatough, E., **Zhou, Z. E.**, & Wald, D. R. (April, 2016). Wasted time as an affective event: Impacts on daily frustration. In Gonzalez, Larson, & Cohen-Charash (Chairs), *Discrete emotion processes in the workplace: New research frontiers*. Symposium conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.

Xinxuan Che

- Che, X., Zhou, Z. E., & Spector, P. E.** (April, 2016). Buffering effects of reception of OCB on compulsory citizenship behavior. In Wald & Eatough (Chairs), *More stressed than ever? Emerging contemporary workplace stressors*. Symposium conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Che, X., Rosen, M. A., & Christie, C. J.** (April, 2016). Developing situational judgment tests for safety leadership in healthcare organizations. In Zhou (Chair), *The interaction of leadership development and social contexts*. Symposium conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Rosen, M. A., Goeschel, C., Che, X., Kosel, K. C., Pronovost, P. J. & Weaver, S. J.** (April, 2016). Shared leadership accountability for patient safety/quality: Misalignment and repair mechanisms. In Shuffler & Verhoeven (Chairs), *Leadership demands for 21st century healthcare: A multilevel approach*. Symposium conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.

Art Gutman

- Stockdale, M., Banks, C., Dunleavy, E., Goldberg, C., Gutman, A., & Ross, D.** (April, 2016). *Competencies and content expertise for I/O psychology expert witnesses*. Panel Discussion conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Moretti, D., Gutman, A., Kung, M., Reeder, M., Stephens, K., & Zarns, N.** (April, 2016). *Applied criterion-related validation challenges: What we weren't taught in textbooks*. Panel Discussion conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.

Current Students

- Scott, C. P., & Fry, T. N.** (April, 2016). Failure to launch: Barriers to shared leadership in GVTs. In Peiro (Chair), *Leading by distance: Challenges and considerations round virtual team management*. Symposium conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Bush, J., & Skiba, T.** (April, 2016). *The financial impact of strategic development and high potential programs*. Poster presented at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.

SIOP Gathering!

Florida Tech Faculty, Alumni, and Students

Join us in Anaheim for the annual
SIOP Reception!



FRIDAY April 15th
7:00 - 9:00 pm
nFuse Bar and Kitchen

Come for a great opportunity to reconnect
with old faces and meet a few new ones!

Walk-in/CASH BAR

Located in the Anaheim Marriot
700 West Convention Way Anaheim, CA 92629

Organizational Spotlight: Korn Ferry

with Jaya Pathak

Kyi Phyu was able to pick Jaya's brain about life as a consultant at Korn Ferry, and about life after FIT. Thank you for taking the time to talk with us Jaya!

Jaya Pathak, Ph.D.
Senior Consultant
Leadership and Talent Consulting
Korn Ferry, Minneapolis
If anyone wants to connect with her, her email is jaya.pathak@yahoo.com.



For those of us who are new to the program and haven't got a chance to get to know you, please give us a brief introduction of yourself and your experience in the program.

I came to the program as a PhD student in 2006 and graduated in 2011. My advisor was Dr. Lisa Steelman. I was also a member of the feedback research team lead by Lisa. Additionally, I worked with Pat on the self-regulation research team, and with Dr. Gabrenya in the cross-cultural team. My area of interest was around work-life balance. My dissertation was focused on examining the positive outcomes of the interaction between work and family domains. One of my fondest memories is of the day I completed my comprehensive exam. Felt a sense of achievement as well as relief. It felt like coming back to life!

For those who know you from the program, please get them up to speed. What was the transition from FIT to Korn Ferry like? Did you go straight to work at Korn Ferry after graduation? If you worked at somewhere or did something completely different before joining Korn Ferry, please briefly mention that too.

I began working at Questar in November 2011. I had prior experience working at Infosys Technologies Ltd., where I had worked for 5 years in Corporate HR in the Organizational Effectiveness function. Key areas I focused on were Performance Management, Employee surveys, and external HR benchmarking surveys. Due to my employee survey experience at Infosys, I was a good fit for the role at Questar. I did employee survey research and consulting at Questar. In my 3 plus years stint I managed the employee survey needs for over 20 clients across multiple industries. In February 2015, I began working at Korn Ferry.

How would you describe Korn Ferry to others? What kind of opportunities/positions do they offer for I/O psychologists?

Korn Ferry is a global people and organizational advisory firm with nearly 7000 employees and offices across the globe. Korn Ferry delivers services across three broad areas: Executive Recruitment, Leadership and Talent Consulting and Talent Acquisition Solutions. I/O psychologists could work in any of these areas depending on job fit and interest. Most of the I/Os I have interacted with at Korn Ferry are either consultants or members of Korn Ferry Institute (KFI). The KFI team focuses on research, development of intellectual property and Talent Analytics for clients.

Korn Ferry has a collaborative culture that fosters trust and respect. Colleagues share a sense of camaraderie and are always willing to help and support others by sharing their knowledge and insights. Employees are empowered to share ideas and follow them through. There are opportunities to continuously learn, contribute and realize one's potential.

What are your current role and responsibilities?

I manage client expectations during the engagement with a focus on enhancing client satisfaction. I provide services to clients by leveraging Korn Ferry's intellectual property and proprietary tools.



What are a few projects you are currently working on?

Some of the broad areas I have been working on are Leadership Development, which includes assessments, feedback and coaching. Additionally, I have also worked on Succession Planning, Competency Modeling, and Diversity and Inclusion.

What is your typical day at Korn Ferry like?

What is interesting is that there isn't a typical day. Work content drives what my day would look like. On some days I could be working with clients, other days I could be working on my own or with colleagues. I could be at the office, working from home or at a client site. My day could begin as early as 6 a.m. and can sometimes extend late into the evening.

What are the competencies you consider most important at this point in your career or throughout your career? It could also be in your current position at Korn Ferry, somewhere, or in general.

In my opinion, it is critical to continuously learn, be adaptable, network, and build relationships. It is also important to be self-aware.

Please tell us something you love and/or something you find challenging in your position and/or at Korn Ferry.

What I love is the diversity of work content, flexibility, freedom to chart one's own course, and talented and supportive colleagues.

How does what you learned/experienced from the program help or not help you in your current position?

I think the rigorous research process involved in completing a dissertation helped me develop and sharpen my analytical skills. I find myself leveraging those skills at all stages of client interaction, right from diagnosing, identifying issues to designing and delivering solutions.



What are your career aspirations? Where do you see yourself in 5 years?

I see myself continuously learning, growing and becoming an invaluable asset to the organization.

*Editor's
Comment: You
look beautiful,
and this picture
is lovely!*

What are you doing these days for fun?

I love spending time in nature, went hiking to the Rockies Mountain National Park last summer. Enjoy listening to music and attend concerts when I can. I flew to New York last year to watch one of my all-time favorite bands, U2, perform at the Madison Square Garden. In the Twin cities during the summer I enjoy hiking, kayaking, swimming, and biking. In the winters I sometimes go snowshoeing. Minnesota is the 'Land O' Lakes' and I love walking by the lakes in summers and walking on the lake during winters! I completed yoga teacher training a couple of years ago and teach once a month. Also, a travel enthusiast and enjoy exploring new places; most recent trips were to Washington DC and Houston. Also, try to head back to India once a year to visit family and friends. A self-proclaimed cinephile, have watched most of the Oscar nominated films this year. I'm a big foodie, constantly exploring new restaurants and cuisines.

*A shot of the
Minnesota
landscape*



Thank you, Jaya!

Summit 2016 Recap

ICCM's second Cross Cultural Management Summit has officially come to a close! With some of the greatest minds in global management speaking and leading interactive sessions, attendees received a top-class experience. Here is a taste of the photos that were snapped during the 3-day event. We look forward to announcing the details for the 2018 Summit!



Personal Updates!

When you have exciting news be sure to send Lisa an email (lsteelma@fit.edu) and we will feature you in the next edition of the Pulse!

Congratulations to Josh Quist and his wife Shelby welcomed a beautiful baby boy into their Packer's loving family. Congratulations on this cutie!



Stephanie Turner and Shawn Fox tied the knot in a beautiful ceremony this spring! Congratulations you two!

Shout-outs!

Recognizing the accomplishments of FIT's I/Os

FIT showcased some recent research at the USF Health 2016 Research Day in February!

- Vivian Liu. Engagement in High Potential Leaders Across 40 Countries
- Chelsea A. LeNoble, Erin M. Richard, & Zhiqing E. Zhou. Depletion Today Keeps the Apple Away: Effects of Workplace Resource Processes on Daily Health Behavior and Recovery.
- Ryan Armenti, Chelsea A. LeNoble, & Erin M. Richard. Step While You Work: Using Wearable Fitness Devices to Measure Objective Health Behavior and its Relationship with Job Engagement
- Ann Li, Thomas S. Skiba, Zhiqing E. Zhou, & Evan F. Sinar. Identifying High Potential Leaders: Insight from a Global Leader Survey.

We want to send a huge congratulations to the following alumni who recently published their dissertations: Bianca Trejo, Steve Young (the I/O alum, not the Football player! :]), and Stacey Peterson (Fehir). Completing a dissertation is an enormous accomplishment on its own, publishing it deserves a round of applause!

Trejo, B., Richard, E. M., van Driel, M., & McDonald, D. (2015). Cross-cultural competence: The role of emotion regulation ability and optimism. *Military Psychology, 27*(5), 276-286.

Young, S. F., & Steelman, L. A. (2016). Marrying personality, job, and work demands and their effect on engagement via critical psychological states. *International Journal of Human Resource Management*. DOI: 10.1080/09585192.2016.1138501

Peterson, S. M., & Steelman, L. A. (2015). Repatriate knowledge sharing environment: Scale development and validation. *Journal of Information and Knowledge Management, 14*(4), DOI: 10.1142/S0219649215500318.

Meet the 1st Year Students!

Ryan Armenti



Hometown: Long Valley, NJ

Undergrad: Muhlenberg College

Favorite city in the world: Brisbane, Australia

Favorite first year memory so far: Beach Thursdays

Anything else you'd like to add? I play ice hockey for FIT

Stephanie Champion



Undergrad: Florida Institute of Technology

Prior Grad Institution: Leicester University

Favorite city in the world: Limassol, Cyprus

Favorite sports team: Liverpool F.C.

Something about you that would surprise your classmates: I'm a distant cousin to Gene Tunney who was world champion heavyweight boxer 1926-1928 so that's where I get my fighting spirit from!

Xiaowen Chen



Hometown: Wenzhou, China

Undergrad: Tongji University

Favorite city in the world: Zurich, Switzerland

Favorite sports team: FIT Panthers

Something about you that would surprise your classmates: My age

Tessly Dieguez



Hometown: St. Augustine, FL

Undergrad: University of Florida

Prior Grad Institution: Florida State University

Favorite city in the world: Utrecht, Netherlands

Bucket List Item: To be a contestant on Jeopardy!

Julianna (Julie) Fischer**Hometown:** *Wellington, FL***Undergrad:** *Southern Methodist University***Favorite city in the world:** *Prague, Czech Republic***Bucket List Item:** *Cage diving with Great White sharks***Something about you that would surprise your classmates:** *I wear unicorn slippers***Dakota Fraley****Hometown:** *Bright, IN***Undergrad:** *Florida Institute of Technology***Favorite first year memory so far:** *The beach bonfire with the upper years***Something about you that would surprise your classmates:** *I used to do a lot of community theater and acting. I was also formally trained in vocals.***Mina Milosevic****Hometown:** *Belgrade, Serbia***Undergrad:** *Florida Institute of Technology***Prior Grad Institution:** *University of Central Florida***Favorite first year memory so far:** *Crashing the laptop during Artemis training (For RIOT Team)- Dakota will never forgive me:)***Something about you that would surprise your classmates:** *I'm actually an introvert***Kyi Phyu Nyein****Hometown:** *Yangon, Burma***Undergrad:** *Davidson College***Prior Grad Institution:** *George Washington University***Bucket list item:** *Swimming with killer whales***Something about you that would surprise your classmates:** *I am right-handed, but I can play table tennis well with both my right and left hands.*

Nick Rosemarino

Hometown: Newtown, PA

Undergraduate Institution: Bloomsburg University

Favorite city in the world: Florence, Italy

Bucket list item: Hike the Nepali coast

Something about you that would surprise your classmates: I used to compete in dance competitions and I am a 2nd degree black belt

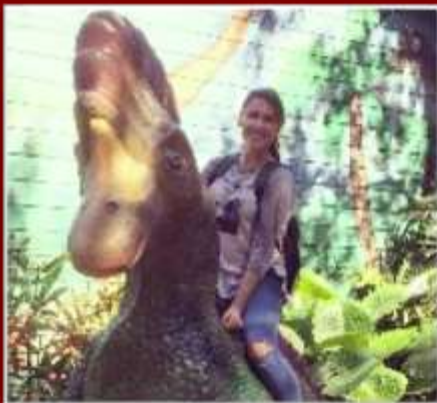
Anna Saelinger

Hometown: Addison, IL

Undergraduate Institution: Northern Illinois University

Favorite first year memory so far: When my car wouldn't start many people from the program from all different years pitched in to help me. It really showed the character and camaraderie of the program.

Something about you that would surprise your classmates: I used to help my dad in his construction remodeling business. I even stripped and shingled my garage roof by myself. That and I used to be a cheerleader in grade school...I think they would be more surprised by the cheerleading.

Jennica Sergio

Hometown: New Albany, OH

Undergraduate Institution: University of Central Florida

Favorite city in the world: South Lake Tahoe, California

Favorite first year memory so far: When a few of my fellow first years and I snuck into an art thief's office, recovered a stolen Monet painting, and made it out undetected while playing The Escape Game in Orlando.

Aten Zaandam

Hometown: Paramaribo, Suriname

Undergrad: University of Central Florida

Prior Grad Institution: Florida A&M University

Favorite city in the world: Eindhoven, Netherlands

Bucket list item: Owning and operating numerous multimillion dollar companies. I also want to go attend Carnaval in as many different countries as possible

Research Team & Faculty Spotlight

Relationship and Interaction Optimization in Teams (RIOT) lab
- Dr. Jessica Wildones

Brought to you by Kyi Phyu, a proud member of RIOT Team!



*Hello
from
RIOT
Team*

Back Row (from left to right): Nick Rosemarino, Trevor Fry,
Charlie Scott

Middle Row (from left to right): Hairong Jiang, Kyi Phyu Nyein,
Allyson Pagan, Vivian Liu

Front Row: Dr. Jessica Wildones
(Member not pictured: Mina Milosevic)

The last time we interviewed you for the Pulse was back in Fall 2011. How have things changed since then?

So much has changed since I first started here in August 2011! One of the things I most loved about my time in graduate school was the fact that students in my lab were really empowered to help develop each other's leadership skills and to take on leadership roles as soon as they were ready. I knew I wanted my research team to follow a similar system, but it was tough to get it started at first. I think we've finally got that system in full swing now, and the team really seems to be kicking ass and taking names because of it. Charlie Scott has been a big driver of that, but I'm really seeing it ripple through the team and inspire others to step up and take initiative. A related change is our recent shift toward shared leadership in teams as a central research topic: since we practice it, I guess we also want to understand it more!

What are the research projects you and RIOT team are currently working on or projects coming up in the near future?

Shared leadership definitely seems to be our jam lately. We've been collecting data in the lab examining the emergence of leadership (as well as other states and processes) in our "Artemis" project for a while now, and have plans to expand that into a multi-team system study in the future. We also recently started a longitudinal survey of shared leadership in teams within several of the capstone projects teams in the College of Engineering. That's been an exciting, yet challenging, project thus far because we are collecting network-style data in teams that vary widely in terms of size and structure. The data cleaning will be a nightmare, but we are hoping it will be worth it. I'm also excited that we'll be getting back to my roots soon with an upcoming Army Research Institute (ARI) grant focused on trust development, violation, and repair across cultures. We'll be interviewing international students here on campus to do some grounded theory building, so it should be really interesting.

What classes do you usually teach?

My core set of classes right now include (1) Introduction to Research in IO, (2) Group and Team Development, (3) Culture in IO, and (4) Attitudes and Values. The Intro to Research class is a relatively new core first year, first semester class that I absolutely love teaching because I'm such a research nerd, but the other three classes are electives so which one I'm teaching depends on student interest and whether or not I'm bought-out for a grant at the time.

What competencies are most important at this point in your career?

All of them! It's actually interesting, in my Culture in IO class we've been discussing lately that there seems to be a core set of competencies that make all people better at all jobs, and I would say it's primarily those competencies that help me the most at this point: openness to experience, tolerance for ambiguity (and the ability to put structure on chaos but still be ready to adjust as needed), and self-regulation skills (emotional, cognitive, and behavioral). IO knowledge and written/oral communication skills are still really critical, but it's the other things that allow me to tackle new problems and roles.

Recently, the Institute for Cross Cultural Management (ICCM) successfully organized and hosted its 2016 Summit. What was your role in ICCM? What were the highlights of the Summit?

I was the planning chair for the summit, though I had a fantastic student team doing most of the work this time around, which was so great. I think the event was fantastic, and I would say that Dr. Fons Trompenaars' keynote speech on the opening night was definitely a highlight. He was quite the entertaining speaker. I also absolutely loved seeing Rich Griffith present on ICCM's new work with Guided Mindfulness and the "Abby" artificially-intelligent avatar from Select International. If you haven't seen the Abby demo, you need to!

Florida Tech established the Buzz Aldrin Space Institute (BASI) where Dr. Aldrin is serving as a Senior Faculty Advisor for an eventual "Mars colonization". What are your thoughts on it? How does it open the door for opportunities for the students?

I honestly think this is the most exciting thing that's happened at Florida Tech since I arrived, and I cannot wait to see the opportunities it creates. What is a more inspiring context to apply our science to than "space, the final frontier"? I was lucky enough to attend the inaugural BASI workshop in January, and it is clear that social sciences, and psychology in particular, will be absolutely critical to the BASI mission of permanent human colonization of Mars. As I mentioned during the workshop, the engineers can spend all day creating the perfect habitats and architectures to get humans to Mars safely and in one piece, and none of that will matter if the crew ends up killing each other out of stress and conflict before they get there. We have already been working with BASI on various activities, and I expect that there will be many future opportunities for unfunded and funded research coming up.

With SIOP coming up, where can we find you or RIOT team members? Any posters, presentations, and/or talks?

Of course! I'll be contributing to a panel chaired by one of our alumni, Dr. Rana Moukarzel, talking about the transition from student to faculty, and I'll also be presenting some of the work I did for NASA on team-self maintenance in a symposium. Charlie will be presenting some of our shared leadership work in a symposium as well. (For a complete list, please look at the SIOP Presenter List in this newsletter.)

What are you doing for fun these days?

Usually you can find me hanging out with my husband Steve and our two ridiculously adorable dogs, Chakotay and Neelix (total bonus points to anyone that knows where those names are from). Steve and I also recently ran our first half marathon, which some people might call fun. I also love brainless teenager TV: The Vampire Diaries, The Originals, and The 100 are some of my favorites.

Does anyone know where we got our names, Chakotay and Neelix?



Thank you, Jessie, for the responses!

Go RIOT Team!

Hello from Spain!

Writing you from the lovely city of Gandía, España (Spain, if you must) where I'm taking part in the second annual Hunger Games – er – I mean the 16th Edition of the Erasmus Mundus Winter School. It's been crazy busy since arriving, I was warned but I didn't really believe until now. Classes are from 9 to 1 and then 3 until 7 (2 hours for lunch and Siesta) and we have two weeks to design an intervention for a Hospital suffering communication failures from the ground up. Interviewing stakeholders, establishing goals, building the architecture of the intervention, etc. etc. etc. We present our projects to our clients at the end of the Winter School. Good news though, I definitely feel very prepared for this experience thanks to our I/O education.

But besides the work it's been an intense social experience here. There are people from across the world working and drinking together. After we finish work for the day we usually have a few drinks and go on adventures. I can't believe how many new friends I've made, people from the Philippines, Montenegro, Italy, Portugal, Brazil, Germany, exotic Canada, France, South Africa, etc. etc. etc. Definitely a crazy experience learning to talk across both language and *communication barriers*. Body language and the *way people talk* is a completely separate problem from just language fluency. But I've had my brain (stuttering, sputtering) on full drive to analyze the problem and come up with the solution. That solution is..... Recognition and Adaptability[™]. Oh yes, you just have to recognize when there are differences and adapt to them, bringing them to the attention of others as well to allow for *mutual adaptation!* Also alcohol. Alcohol soothes intercultural ills and ails.

Miss you all dreadfully but I'll definitely miss España and all the new friends I've made here. They are all heading world-wide (again) for internships and job opportunities as they finalize the last requirements for their degrees.

See you all in a few weeks,
<3 Charlie



The Pulse!

I/O Department

Florida Institute of Tech.



SBSHRM Social Events

This year, the student chapter of the South Brevard Society for Human Resource Management (SBSHRM) has started hosting professional networking happy hours. These happy hours serve as an opportunity for our I/O students to network with local professionals.

3/16/16 SHRM Happy Hour @ Matt's Casbah



Additional social events, such as an **end of the year kickball game** and **trivia at Intracoastal Brewing Company**, are also being planned.

If you're in the area, we'd love for you to join!

Stay tuned to the [I/O Peeps Facebook group](#) for an announcement about the next happy hour.

or contact [Tessly](mailto:tdieiguez2015@my.fit.edu) at tdieiguez2015@my.fit.edu for more information..

Where in the World is Murphy & Cleveland?



By now you know the drill! If you have an idea where Murphy and Cleveland jetted off to, be the first to email Lisa (lsteelma@fit.edu) with your guess to win a free T-Shirt!

As always, **thank you for your time and attention.** If there is anything you would like to see in the fall issue please contact Ché (calbowicz2013@my.fit.edu).

We hope you enjoyed this installment of
The Pulse!