

The Pulse

Keeping Everyone on the Same Beat!

Featuring...

SIOF Festivities

Meet the First Years

Promise in Brevard

The Anthony Report



Spring 2018

Editors' Note

Wow, what do you know... another semester is in the books! And we are pleased to provide the latest edition of the Pulse for your viewing pleasure! If you'll be in Chicago for SIOF join us at Lizzie McNeill's Irish Pub 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

Your Editors



Anthony



Lida



Mike

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Prelude from the Program Chair

The Pulse editors and writers have assembled another informative issue! Read about the FIT SIOP contributions of the current faculty and students and plan to meet up with us at our sessions and posters. We look forward to joining our distinguished alums at their SIOP sessions as well! I also hope you can make our annual social gathering at Lizzie McNeill's Irish Pub Friday April 20th at 7:00 pm. It is always great to see everyone and catch up! Conference attendance is a great way to see what is happening in the field right now and get new ideas, energize, meet up with old friends and make new ones. Plus, Chicago is a great city.

And the beat goes on...Dr. Zhiqing Albert Zhou has decided his beat must go on elsewhere and will be joining the faculty at Cuny Baruch in the fall. We will truly miss Albert's smile, affable personality and of course his statistics knowledge. We wish him all the best and remind him that he is a Panther for Life, and will always be part of the FIT family!

-Dr. Lisa Steelman

Keeping on Beat with....

...SIOP 2018

**Florida Institute of Technology is Taking over SIOP!
Support your faculty and peers and learn about some of the exciting
research that is taking place in sleepy Melbourne, Florida**

Converse

Converse, P., Moon, N., Caylor, J., Crum, K., & Duong, N. (2018) *Economic Individualism and Job Engagement: A Moderated Mediation Model*. Poster Presented at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Friday, April 20th at 11:00-11:50 a.m. #398 Riverwalk

Converse, P., Moon, N., **Merlini, K.**, & Vaghef, K. (2018) *The Role of Off-Task Thoughts and Behaviors in Linking Self-Control With Outcomes*. Poster Presented at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Friday, April 20th at 3:00-3:50 p.m. #534 Riverwalk

Gabrenya

Mochinushi, Y., Alzaidalsharief, R., Armon, B., Champion, S., Chen, X., Jiang, H., Osikoya, O., Rodriguez, A., Wolfeld, L., & **Gabrenya, W.** (2018) *Development of a Decentered, Multilingual Repatriation Adjustment Scale*. Poster Presented at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Friday, April 20th at 12:00-12:50 p.m. #460 Riverwalk

Armon, B., Glazer, S., **Gabrenya, W.**, Kwantes, C., Ridgley, K., & Vijver (2018) Drawing on Cross-Cultural Psychology to Internationalize I-O Psychology. Panel Discussion conducted at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Saturday, April 21st at 1:30-2:20 p.m. #923 Sheraton 3

Griffith

Gammon, A., Lee, L., Kung, M., **Griffith, R.**, Skinner, J., & Moretti, D. (2018) *Behind the Curtains of Faking: Lie Acceptability, Attitudes, and Intentions*. Poster Presented at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Friday, April 20th at 8:30-9:20 a.m. #316 Riverwalk

Lee, L., Gammon, A., **Griffith, R.**, & Skinner, J. (2018) *Psychological Contracts and Deception Acceptability Effects on Applicant Faking*. Poster Presented at the 33rd Society for Industrial and Organizational Psy-

Gutman

Gilbert, S., Alvarez, F., **Gutman**, A., Haimann, C., & Robinson-Morrall, E. (2018) *What—Essentially—Is an Essential Function? ADA-Compliant Job Analysis Best Practices*. Panel Discussion conducted at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Thursday, April 19th at 1:30-2:20 p.m. #172 Sheraton 1

Gammon, A., **Gutman**, A., Kung, M., Lin, L., Munson, L., & Reeder, M. (2018) *Validation in 21st Century: Legal Issues, Globalization, and All That Jazz*. Panel Discussion conducted at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Friday, April 20th at 1:00-2:20 #477 Gold Coast

Merlini

Merlini, K., Bupp, C., Sudduth, M., & Merlini, P. (2018) *Inclusion and Intent to Leave in the Military: The Mediating Role of Burnout*. Poster Presented at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Thursday, April 19th at 4:30-5:20 p.m. #247 Riverwalk

Richard

Sprung, J., Fletcher, K., Hoffman, A., Mattingly, V., **Richard**, E., & Shore, D., (2018) *I-O In-Reach: Increasing Awareness of I-O for Undergraduates at Our Own Universities*. Alternative session conducted at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Friday, April 20th at 10:00-10:50 a.m. #387 Superior A

Dieguez, T., & **Richard**, R. (2018) *The influence of contextual factors on emotional labor processes*. In Dieffendorff & Magill (Chairs), *Emotional Display Rule Conflict: When Personal and Organizational Expectations Differ*. Symposium conducted at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Friday, April 20th at 13:30-12:50 p.m. #423 Chicago 9

Richard, E., Bupp, C., & Vola, V. (2018) *Coping with challenging service encounters*. In Richard & Bupp (Chairs). *Affective Events and Emotional Labor Strategies in a Computer-Mediated Environment*. Symposium conducted at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Saturday, April 21st at 12:30-1:20 p.m. #866 Streeterville

Wildman

Scott, C., Fry, T., Pagan, D., Yumiko, M., & **Wildman**, J., (2018) Beyond the C-Suite: interdisciplinary perspectives on high-impact coaching. *Crossing Digital and Social Boundaries: Coaching Global Virtual Teams. Alternative session conducted at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.*

Thursday, April 19th at 5:00-5:50 p.m. #274 Streeterville

Milosevic, J., & **Wildman**, J. (2018) Measurement advances in assessing team processes. Burke, C. & Georganta, E. (Chairs), *The Enactment, Perception, and Measurement of Shared Leadership. Symposium conducted at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.*

Saturday, April 21st at 11:30-12:20 a.m. #761 Ontario

Moukarzel, R., Khoury, H., Fullick-Jagiela, J., Johnson, R., Stern, R., Watson, J., Weaver, S., Wiese, C., **Wildman**, J., & Willett, S. (2018) Early career lessons I wish I knew (a tribute to Chicago based movies). In Moukarzel, R. & Khoury, H. (Chairs). Alternative session with presenters conducted at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Saturday, April 21st at 1:30-2:20 p.m. #876 Gold Coast

Zhou

Li, A. & **Zhou**, Z. (2018) *Examining the Buffering Effect of Mindfulness in Work–Family Contexts: A Diary Study. Poster Presented at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.*

Thursday, April 19th at 1:30-2:20 p.m. #153 Riverwalk

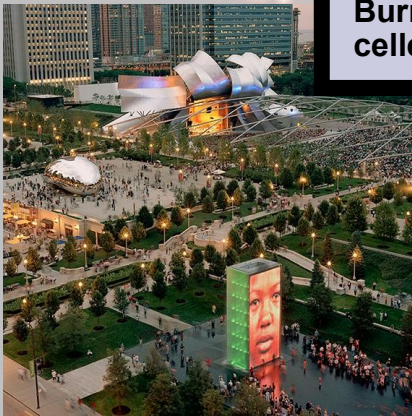
Li, A., Skiba, T., **Zhou**, Z., & Sinar, E. (2018) *Who Are High Potential Leaders? Should We Share Status Information With Them? Poster Presented at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.*

Saturday, April 21st at 12:30-1:20 p.m. Riverwalk

Chicago Guide

By Anna Saelinger

Once an industrial wasteland, Millennium Park has been transformed into a world class public park and winner of the 2009 Rudy Burner Award for Urban Excellence.



While you're in Chicago for SIOP, don't forget to check out these unique spots!

The Skydeck at the Willis (most people still think of it as the Sears Tower).



Cloud Gate or "The Bean" is a public sculpture created by Sir Anish Kapoor. Inspired by liquid mercury, the sculpture was intended to reflect the park's lights and activity along with the city's skyline.



In competition with the Skydeck, the John Hancock Center came up with the Tilt



Jay Pritzker Pavilion was originally intended to be the focal point of Millennium Park. Its bent structural design is a reference to the windy city.



Emporium: A bar with retro arcade games, pool, and street art.



Scofflaw: Gin-centric cocktails, craft beers & pub grub served in a relaxed urban-rustic bar with cozy



Check out Portillo's a "fast food" chain located only in IL. Please try their Cake Shake.



For delicious deep dish pizza go to Pequod's Pizza or The Art of Pizza



Our very own **Kayla Hoelzel** and **Kat Rau** worked on a list of suggested sessions and advice as part of the SIOP Education and Training Committee. Make sure to check it out!

Here is a link to the list of all the must-see Sessions & Events for students attending SIOP:
<http://www.siop.org/Conferences/18con/gradstudents.aspx>

Here is a link for the page with advice for student first-time attendees:
<http://www.siop.org/Conferences/18con/graduateadvice.aspx>



Come out on Friday night to Lizzie McNeill's Irish Pub to see current and past FIT students at the Alumni reception!



2018 FLORIDA TECH ALUMNI RECEPTION

**FRIDAY
APRIL 20TH
7:00PM**

**LIZZIE MCNEILL'S
IRISH PUB
CASH BAR**



SIOP MEET-UP

Florida Institute of Technology, Department of I/O Psychology presents the annual SIOP Reception



JOIN US

Enjoy this great opportunity to meet and talk with faculty, alumni and students. All are welcome!



SHERATON
HOTEL

Lizzie
mcNeill's
Irish Pub
CHICAGO

Located along the Chicago River, next to the Sheraton Hotel
400 N McClurg Ct, Chicago, IL 60611

Keeping on Beat with...

...the First Years!

By Lida Ponce

*“The Expert
in anything
was once a
beginner.”*



Maria Faria

What is your hometown? Caracas, Venezuela

What are your current research groups and projects? I'm in Dr. Richards emotion team and the Center for Organizational Effectiveness

What is your favorite body part and why? My legs, cause they remind me of all the time I danced as a ballerina
It's been a long day of meetings and your exhausted. What is the first thing you think of doing? Getting home, go to bed and watch Netflix with my boyfriend and my dog Koda Jose.

Brandon Currie

What is your hometown? Melbourne Beach
Tell us something you wouldn't tell your grandma: I'd honestly tell her anything. She's been through more than I can imagine

What is something about yourself that would surprise the rest of your cohort? I'm a blackbelt in Daito-ryu Aikijujutsu, and have been studying martial arts since I can remember. My earliest memories are me rolling around on the mat!

What are your current research groups and projects? Promise in Brevard I/O team lead, Harris Training, Ft Pierce Apprentice Program



Lily Kerr

What is your hometown? Leesburg, Virginia (near DC!)

What is something about yourself that would surprise the rest of your cohort? I lived in New York City one summer for an internship. I stayed in the dorms at Columbia and I loved exploring the city on the weekends!

What are your current research groups and projects? ICCM (3C, The Summit, Guided Mindfulness), The Center (Promise in Brevard), and the Psych & Law research team

Where do you see yourself in 20 years? Happily married with a couple of kids, a dog or two, and a job I love. And plenty of stamps in my passport

Tell us something you wouldn't tell your grandma:

I'm surprisingly good at Cards Against Humanity

What is your Meyer's Briggs Personality type? ISFJ



Aaron Martes

What is your hometown? Papillon, Aruba

What fictional world or place would you like to visit and why? It's not a place but it would be the world from the movie Surf's Up, because I can spend time with penguins live on a tropical island (yes, I do get homesick sometimes) and still put all my degrees to good use.

If you had to teach a class on one thing, what would you teach? Travel, more specifically traveling on a college budget and how to go on incredible adventures.

What are your current research groups and projects?

3C Navigator, 3C Seminar, GM Development Team, ICCM Business Team, ICCM Operations and Resources team



Anesia Rolle

What is your hometown? I was born in Miami, FL but I spent most of my life in Daytona Beach, FL

If you had to teach a class on one thing, what would you teach? Probably Organization Skills because I'm really good at using tools to keep me organized

What are your current research groups and projects? Currently I am in the Psych and Law Research Group and the Center of Organizational Effectiveness

What is something that would surprise the rest of your cohort? I kinda have some of my favorite Disney songs on my phone for when I need an emotional pick me up

Yuer Peng

What is your hometown? My hometown is Jinzhong, Shanxi Province, in the North China region. Shanxi is famous for many historical sites, vinegar and a huge huge variety of noodle dishes (which is my LOVE)!!

What are your current research groups and projects? Alice's Research Group, CRG research group, Guided Mindfulness project in ICCM, 3C research & workshop group, The Center.

Where do you see yourself in 20 years? I'll live in a middle-size city with my family, have a job that I'm proud of, and have a golden retriever!

Give us a memory of Hurricane Irma (category 5)! Had a successful road trip! Thanks for Irma!



Nisha Qurashi

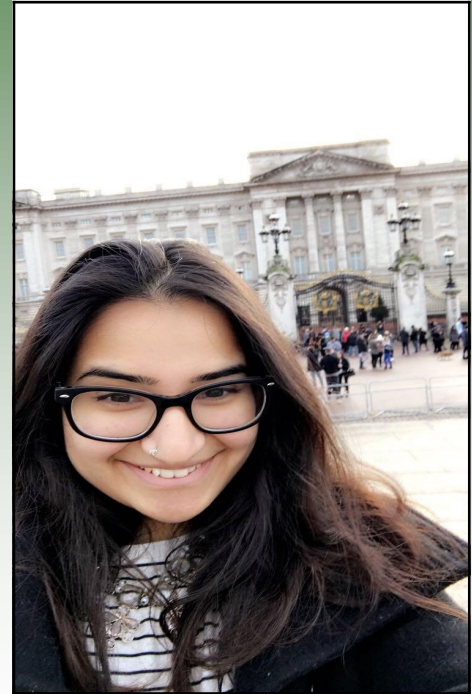
What is your hometown? Houston, Texas

What are your current research groups and projects? I am on the Feedback Team with Lisa and the Emotions Team with Erin. I am also in The Center and ICCM where I work with Piper Aircraft and the Guided Mindfulness, 3C, and the Business Team.

It's been a long day of meetings and your exhausted. What is the first thing you think of doing? Binge eating Hot Fries and watching Psych aka the best TV show, ever.

Give us a memory of Hurricane Irma (category 5)! I went back to Houston for Hurricane Irma and my siblings had no idea I was coming so I surprised them and it was priceless.

What fictional world or place would you like to visit and why? Hogwarts - if it was a fictional place. I'm still waiting on my letter, things really fell apart for the Ministry of Magic when Dumbledore died.



Garret Kilmer

What is your hometown? Lancaster, Pennsylvania

What are your current research groups and projects? ICCM and Lisa's feedback lab -- Working on the Summit and Guided Mindfulness

Where do you see yourself in 20 years? 43.. In Barcelona, maybe married, probably with a child or 2 by then (adopted) and in a happy position with a small company that enjoys their jobs as much as their paychecks :)

Give us a memory of Hurricane Irma (category 5)! Irma happened on my birthday, and there was much drinking that day-- so I passed out at 8:00pm. But I got my second 'Irma' wind 45 minutes later and kept on partying :)

Tell us something you wouldn't tell your grandma: She is an avid reader of The Pulse, so I will abstain from this.

Sherif Al-Qallawi

What is your hometown? Pearl of the Mediterranean: Alexandria, Egypt

What are your current research groups and projects? I'm involved in Pat's self-regulation and motivation research team, Alice's leadership, workplace safety, and stress research team, Dr. Gabrenya's culture research group, in addition to applied projects at Institute for Cross-Cultural Management (ICCM) and The Center for Organizational Effectiveness.

If you had to teach a class on one thing, what would you teach? Optimism 101

What is something about yourself that would surprise the rest of your cohort? I chose my own PC features while I was in elementary school in 1998! And I co-founded my first start-up company almost seven months after graduation.

What is your Meyer's Briggs Personality type? INFP



Mike Sawdy

What is your hometown? Burnsville, Minnesota

If you can instantly become an expert in something, what would it be? Dogs, I would get paid to train dogs and play with dogs all day

If you had to teach a class on one thing, what would you teach? Cognitive biases.

What are your current research groups and projects? I am currently involved with the Psych and Law research group working on a study examining social media and hiring, Albert's research team looking into constructive deviance, and I am a part of a couple projects with ICCM.

What is your Meyer's Briggs Personality type? INTJ

Where do you feel the least lonely? Out on a hike with my fiance and our doggo



Lee Duong

What is your hometown? Hanoi, Vietnam.

What are your current research groups and projects?

Currently, I'm apart of the RIOT, Motivation, and Alice's labs. For RIOT, I'm involved with the longitudinal study and the Artemis study. For the Motivation, I'm involved with the P&G personality data. And for Alice's lab, I'm involved with the VA data and meta-analysis on organizational change and stress.

You can have an unlimited supply of one thing for the rest of your life, what is it? I truthfully don't have anything that I really want to have an unlimited supply of.

The reason I feel this way is because the moment I have an unlimited supply of something, that something will most likely have zero utility to me in the long run. Scarcity allows us to value things.

If you had to teach a class on one thing, what would you teach? The same thing that I've been telling people, Statistics. This is because I don't think a lot of people understand the importance of statistics and how it teaches us to think critically.



Mara Hesley

What is your hometown? My hometown is Hollidaysburg, Pennsylvania, which is a super small town in central PA.

What are your current research groups and projects? Currently, I am involved in the feedback lab, the emotions lab, the 3C project in ICCM, the International Concentration committee, the Piper project through The Center, and recently the Summit.

What is your Meyer's Briggs Personality type? ESFJ

What is something about yourself that would surprise the rest of your cohort? That I'm a huge European soccer fan.

If you can instantly become an expert in something, what would it be? I would love to be a coffee expert, and get to travel around the world offering my opinion on various kinds of coffees.



Lida Ponce

What is your hometown? Vancouver, WA

What fictional world or place would you like to visit and why? The World of Warcraft or The Never-Ending Story

Where do you see yourself in 20 years? I would like to help out globally by starting a non-profit animal spaying/neutering organization that travels around the world helping to bring down the pet population, and help enact & change laws to prohibit the selling of pets in pet stores (my side hustle).

What are your current research groups and projects? The Motivation Lab and Women in Leadership, The Center for Organizational Effectiveness, and the ICCM Summit Conference Committee.

It's been a long day of meetings and your exhausted.

What is the first thing you think of doing? Going home to cuddle my two babies (Presley-Chihuahua & Lily-Maltese)! Then go for a run to meditate and get extra energy to tackle homework and whatever else needs doing.

Alex DeChurch

What is your hometown? Canfield, OH

What fictional world or place would you like to visit and why? Atlantis, because it is said to have been a beautiful, technologically advanced civilization, historical secrets, and riches beyond compare.

What are your current research groups and projects? The Simuleader and Escape room research projects in Alice's research lab, ICCM Summit programming and business committees, and the 3C activity and workshop committee.

What is something about yourself that would surprise the rest of your cohort? I have a far distant dream of becoming an actor.

What is your Meyer's Briggs Personality type? INFJ



Keeping on Beat with.....

...Promise in Brevard

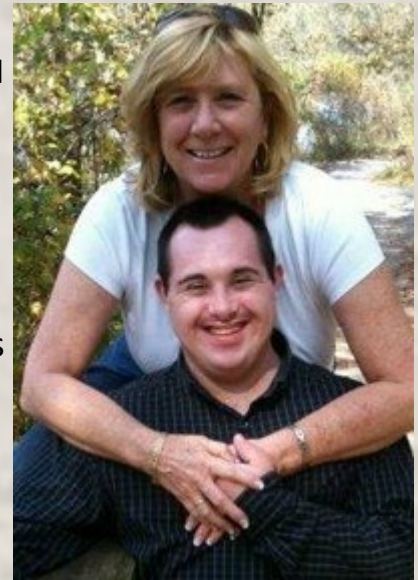
Promise in Brevard: Florida Tech Making a Difference in the Community! **By Anthony Belluccia**

Becoming independent is hard. Your first experience living on your own can be disquieting and painful. How do you use a dishwasher anyway? Is this Walmart a bit *too* sketchy to do my grocery shopping at? How do I tell my roommate to stop eating my yogurt from the fridge? These are questions that many of us haven't fully answered. And locally, there are dozens of adults with special needs and/or developmental delays making that first leap to independent living this year through the local non-profit, Promise in Brevard. As we all know, this lifestyle transition is no easy feat, and Florida Tech is prepared to help.

In conjunction with the Center for Organizational Effectiveness, graduate students from Florida Tech's I/O, ABA, and OBM programs have come together to integrate their specific knowledge and expertise to support the Promise in Brevard Community in an effort to make these adults' transition to independent living as smooth as possible. Promise in Brevard is a non-profit organization that provides adults with special needs (the Promisers) a community in which they can live, work, grow, and find greater meaning in their lives. This community's home has been under construction in West Melbourne on the corner of Minton Rd and Norfolk Pkwy, and is opening its doors this Spring to special needs adults around Brevard County seeking a meaningful and independent way of life.



The founder of Promise in Brevard, Betsy Farmer, planted the seeds for Promise in Brevard in 1987 via the Space Coast Early Intervention Center (SPEIC). The program was originally for her son, Luke, who is diagnosed with Down syndrome, but it became popular for many students with and without special needs, as it fostered friendships, social acceptance and preparation for school life. When contacted for the personal significance of SPEIC and Promise, current Industrial-Organizational Psychology graduate student Kelsey Perkins remarked, “In 1995, my little brother was diagnosed with autism. As a child myself, I was able to see how this school allowed my little brother to learn and grow.” Kelsey Perkins, who is now the leader of Promise in Brevard projects within Florida Tech, continued. “As a Summer Teacher’s Assistant at SPEIC in high school, I was able to witness first-hand how this type of environment allowed the children to flourish.” And flourish they did, at Betsy’s intervention center. However, as her son grew older, Betsy noticed a shortage of support for adults with special needs and disabilities. And this got her thinking—how could she help this community find happiness and greater meaning in their lives? That’s when she began to develop the vision for Promise in Brevard—a non-profit organization meant to achieve this mission by integrating these adults into the greater community through a chain of workplace facilities in the Melbourne area. Not only does Promise in Brevard help socially integrate this population into the overall community, as SPEIC so successfully did, but it provides a housing community and work opportunities to help the Promisers find accomplishment and greater meaning in their lives.



The Promise team at Florida Tech has been offering assistance in the Promise mission since Spring of 2014, and will continue to assist in the growth and maintenance of the Promise community as an organization. Based on the needs expressed by Promise leadership, the Florida Tech team developed several training courses for the Promisers: Safety Orientation, Work Etiquette, Customer Service, and Growing Your Career training courses. The team has also developed a training course for job coaches at Promise, a set of job descriptions for various positions in their organization, and a Welcome to Independence booklet to assist Promisers in their transition to an independent lifestyle, in addition to a roommate preference checklist. The role of Florida Tech in Promise functions has been evolving and growing as Promisers approach their long-awaited move in date, but this semester, the emphasis has been on the work of two teams within Florida Tech: the Training Development Team and the I/O team.

The Training Development team is implementing the Safety and Crisis Training sessions for groups of Promisers scheduled to move into their new homes. These training sessions cover everything from safety inside the home, safety outside the home, and how to contact community resources in case of emergencies. Training sessions will continue throughout the Spring and are held right here on campus. In addition to providing crisis management information crucial to independent living, the Safety and Crisis training has been engaging and exciting for Promisers who have attended thus far. “The best part of the training so far is that Promisers seem to really enjoy attending it!” says Sandhya Rajagopal, current Behavior Analysis graduate student and co-facilitator of the training sessions. “They are always enthusiastic, excited, and participative.” Meanwhile, the I/O team is currently working on job descriptions and competency modeling. This will be used to develop an orientation training course on Promise’s mission and culture for new recruits, and develop recommendations for best selection and hiring practices to increase employee retention.



Students who are interested are encouraged to join the teams as they gear up for more work. Jim Gallo, director of the Center for Organizational Effectiveness and contributor to Promise in Brevard projects, speaks to both the practical and emotional rewards of joining Promise. “Students are able to apply what they learn in real time. I think the best part is seeing how a project evolves from nothing to full implementation. Also, seeing the results from all of the smiling students and staff is an emotional experience that is everlasting.” Students at any level of education or background are welcome to join either of the two teams accepting new members. If you are interested in being a part of the Promise Team, you may reach out to the Training Development team lead, Kelsey Perkins at kperkins2013@my.fit.edu, or the I/O team lead, Brandon Currie at bcurrie2016@my.fit.edu.

Keeping on Beat with...

...The Summit!

By Mike Sawdy



ICCM has successfully completed the third Cross Cultural Management Summit! Captain Winston Scott started the Summit off by discussing his experiences walking in space and how he was able to work through the challenges of living in a small spaceship with astronauts from all over the world. The Trailblazer award was presented to honor famed moonwalker Buzz Aldrin for his pioneering efforts in exploring and challenging cross-cultural boundaries.

Friday started bright and early with a speech by the President of Florida Institute of Technology, T. Dwayne McCay. Afterwards, we had the culture and well-being session, with speeches by Dr. Richard Griffith and Sonya Kaleel detailing the stress factors that expatriates and repatriates experience abroad and at home, and what can be done to mitigate these factors.



After a quick lunch break Dr. Fons Trompenaars, Dr. Vas Taras, and Dr. Huatong Sun brought us new and exciting perspectives about the impact of the constantly changing technological environment on the way that people from different cultures communicate.

We opened the final day of the Summit with the scientist-practitioner exhibit, where a group of the leading researchers on cross-cultural management issues got to talk about some of their latest research and answer questions from curious attendees. After the scientist-practitioner exhibit, attendees worked in teams to solve thought provoking, complex challenges that will likely plague astronauts on their initial trips to the red planet. The case analysis was sponsored by the Buzz Aldrin Space Institute (BASI) and was facilitated by their very own Martian, John Deaton. After ensuring that our astronauts were safe out there, we learned about when to take risks back home with speeches from Carolyn Fennel and Dr. Michele Gelfand. With perspectives from both the practitioner and science side, we learned about cutting edge approaches for navigating the international waters of the risk-reward payoff.



The Summit concluded with Dr. Jill Tarter talking about a question so difficult, so important, that humans have been asking it for at least as long as they have been able to write it down: are we alone? Through her work with the Search for Extra-Terrestrial Intelligence institute (SETI), Dr. Tarter has been putting the most advanced radio and satellite technology to the task. Her speech forced us to see ourselves from a cosmic perspective, one that demonstrates how connected we all are, all earthlings floating on a very small rock in a inconceivably large cosmos. A perspective that is fundamental to ensuring we find a way to sustain life on Earth for the long future.

Shout-out to Albert, Rich, the program chairs, and everyone else who took part in the hard work and dedication required to make Summit 2018 a success. We are very excited to announce that Dr. Jill Tartar's speech was recently the subject of a USA Today article in which ICCM was recognized for its work on the Summit!





Keeping on Beat with... ...program happenings!!

We had 2 student teams participate in the 2018 HR Florida student case competition recently. The 1st year team (left photo) placed 2nd in graduate programs and the 2nd year team (right photo) placed 4th. Good show by all!



Kayla Hoelzel, a second year Industrial/Organizational Psychology graduate student, was awarded a \$1,000 scholarship from the South Brevard Society for Human Resource Management. The award was presented Feb. 8 at the chapter luncheon by Associate Vice President of Human Resources and chapter President Karen Gathercole and Environmental Health and Safety Officer and chapter College Relations Director Fanak Baarmand. Congratulations Kayla!!



Our alumna, Mary Margaret (formerly Sudduth) Garza, her husband, OP, and step-son, Alex, welcomed the new addition to their family! Lucille "Lucy" Helena Garza was born on January 17, 2018. Congratulations!



We'll miss you Albert!

Dr. Zhiqing Zhou, who most of us in the I/O program call Albert, will be leaving FIT in the Fall. Thank you for all that you've done here, and we will miss you! Good luck in New York!

Big congratulations to another alumna, Stephanie Lopez (Miloslavic)! She and her husband, Ed, are so excited to announce the arrival of Annabella Alexandra Lopez. She was born March 20th at 3:06pm, weighing 8lbs, 14oz and 21 inches long. "We love her more than anything in this world! Our hearts are so full!!"- Stephanie



Keeping on Beat with..... ...the future!

Ever wonder what the FIT I-O program would look like 41 years in the future? Look no further, and enjoy some futuristic satire by Anthony Belluccia!

It took them long enough, but the illustrious program at FIT finally changed its name from the Industrial-Organizational Psychology program to the Business Psychology program. After many years of inspired debates, the psychologists of the world agreed at SIOP 2042 that “Industrial-Organizational Psychology” sounds a little stuffy and overall off-putting for prospective students and laypeople. This change inspired conversations about visibility and community impact, one that Armando Musk found himself at the center of in the year 2057.

Armando Musk fell in love with the Space Coast after visiting a Titusville museum dedicated to the legacy of his great-grandfather, Elon. He came from a family of great minds, proud space explorers and a lineage of “First Martians” as history books call them. Armando Musk, while a bright kid, would be the first to admit that all that “space talk” made him a bit nervous, and he was more interested with practical issues back on earth. The FIT Business-Psychology program was a perfect fit for Armando; holding the title of #1 in program culture for 53 straight years and boasting the world’s most successful student run business (The Institute for Cross Cultural Management), the program had everything he wanted.

It was true, Miami was now completely underwater thanks to Hurricane Jacquez in 2049, and the Space Coast was looking to be in danger of rising sea levels, but the FIT Business-Psychology program—the magnet for commerce that it was—kept the Melbourne economy afloat. Armando had heard about The Harris Commons, and while it took some beating from Jacquez, it still stood proud. It was considered by many, even as the oldest structure on campus, to be the coolest building on Babcock- but don’t tell that to proponents of the Lisa Steelman Building. The Steelman Building was the home of the booming field of 360 degree feedback research, and it replaced the underwhelming 7/11 gas station on University Boulevard which was “good for gas and granola bars, sometimes” according to a 2035 FIT Business-Psychology graduate who asked to remain anonymous. Refreshingly though, the Love Hut was still open for business and was a popular place for FIT students to study differential test functioning.

Armando looked up to the greats of the FIT Business Psychology program, no doubt, but he had his own legacy to build. As a child, Armando Musk had had been regaled with family stories of the motley crew that made the 2024 manned Mars mission, and naturally he took interest in the historic “RIOT lab” at FIT, spearheaded by emeritus professor Dr. Jessie Wildones and now led in part by retired diversity consultant Dr. Jesse R. Caylor, not to be confused with Jesse Q. Caylor, the winner of the 2044 season of Australia’s Got Talent. Armando joined the lab in hopes to make a name for himself and advance the electrifying field of Business-Psychology.

The organization previously known as SIOP, now either Society of Business Psychology (SBP) or Body Of Occupational Behaviorists (BOOB) depending on which camp you talk to, was scheduled to hold its annual conference in Maryland. The last time the conference was there in 2019, former FIT student and current millionaire Nick Moon famously led his first, but not last workshop titled “Machine Learning in the Selection of Taxidermists, among other jobs” in his now legendary Steve Jobs turtleneck. The history was rich, and while Armando Musk was seemingly filling the shoes of giants, he heard opportunity knocking and fearlessly submitted his poster titled “The Funding Vacuum that is Research on Space Teams: Why Earth Research is More Urgent.”

Unsurprisingly, this didn’t sit well with Dr. Lee Cronbach VII, USF professor and project lead for selecting a team for the Venus mission at Space X. Research on space teams was his livelihood, after all, and he wasn’t going to let some genius’ descendant outshine him. Additionally, since dethroning USF as most prolific research program in the country in 2042, the FIT Business-Psychology program had been competing yearly with USF and other schools to maintain that standing. Upon getting accepted into BOOB 2057 for the conference’s poster session, Armando Musk received an email from Dr. Lee Cronbach VII, which was long and well-crafted. An excerpt was discovered at the FIT archives and it reads,

“Good evening Armando. Your poster content appears problematic to our community. It would be wise to stay home this year, and not present at BOOB. Leave it up to those of us who have been here.”

Coincidentally, Dr. Lee Cronbach VII was never able to make it to the conference to confront his potential nemesis. On that fateful April weekend, he was summoned to the Latham Estate, where Business Psychologists unite for urgent meetings and Dr. Paul Spector roams the halls as a cyborg. Armando Musk went on to present his poster and significantly steer the focus of teams research back to earth for years to come. When reached for comment, Collin Latham, president of the Latham Estate and biological son of Gary P. Latham (according to blood work), had this to say, “Yeah, I set up the meeting and yeah it wasn’t actually *urgent*. But there was no way that Cronbach guy was going to threaten Armando like that. We need diverse perspectives at our conferences. Oh, and go Panthers!”

To this day, we remember what Armando Musk did for earth research. He propelled the field of Business-Psychology into further heights and generated jobs for future earth practitioners. Here at FIT and around the world, we salute Armando and the indelible print he has made on society.

That's a Wrap!



Nisha Quraishi, Lily Kerr, Julie Fischer and Garrett Kilmer enjoying a relaxing day together.



Jesse Caylor presenting his poster at IOOB at the University of Tulsa



I/O students helping each other jump a car! "Thanks for the help!"



Beach Bonfire with I/O students on a chilly January evening



Kayla Hoelzel, Tessly Dieguez and Vivian Liu having a little fun poolside.



I/O students enjoying a get together