

Spring  
2019

# The Pulse!

*The Official  
Newsletter of  
Florida Tech's  
I/O Psychology  
Program!*

## Keeping Everyone on the Same Beat!

### Featuring...

SIOF Festivities

Meet the First Years

ICCM Updates

TA Spotlight



Is Rich going to eat a worm at SIOF? How about 15 worms?? Find out on p. 10!

Whaddup with ICCM? Check it out on p. 15!

Who even are the First Years? Meet them on p. 11!

Whatcha doin' at SIOF? Washington D.C. guide on p. 7!

# Editors' Note

**Whoosh!** That's the sound of another semester flying over our heads. We are as shocked as you are! Fortunately, we have the latest edition of The Pulse! to cue you in on anything you might have missed this year in FIT's I/O program. If you'll be in Washington for SIOP join us at The Irish Whisper to catch up with faculty and friends! Also, take a look at the list of SIOP 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

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## Your Editors



Anthony



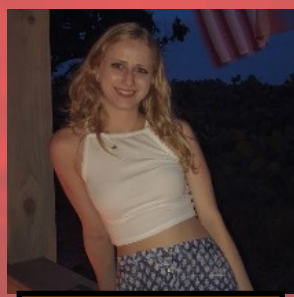
Lida



Mike



Michael



Alyssa



Jackie



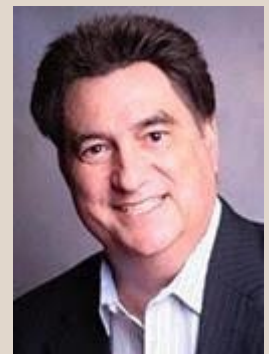
Lavanya



## Prelude from Lisa!

Welcome to the Spring 2019 edition of The Pulse, thanks for reading! As you'll see the program continues to be very active with research, application, teaching and fun. We are all preparing for SIOP and hope to see lots of alumni there. Please join us to catch up over drinks (and earthworms) at the Irish Whisper at 7:00 pm on Friday April 5<sup>th</sup>!

This semester I am especially pleased to welcome Jim Taylor to the gang. Jim is our new Director of the Center for Organizational Effectiveness. He comes to us after a long career in the field and with great expertise in executive coaching and leadership development. And he is an alum of the program so you know he believes in our mission and fully embraces our values. He has a great vision for The Center-we are fortunate he decided to join us.



Jim Taylor

**-Dr. Lisa Steelman**



**Check out all of the amazing new research coming out of Florida Tech this year! Support your faculty and peers and learn about some of the exciting research taking place in Melbourne. Current faculty names are bolded!**

### **Dr. Gary Burns**

**Burns, G.**, Besahi, S., Christiansen, N., Daljeet, K., Donovan, J., Feener, J., Gammon, A., Goffin, R., **Griffith, R.**, Haskins, A., Hlebasko, H., Mochinushi, Y., Reburn, Z., Roebke, M., Skinner, J., Voss, B., Wegmeyer, L., Woolley, M., & Yang, Y. (2018) *Detecting and Explaining Faking on Personality Tests. Symposium/Forum*

Friday, April 5th at 3:00 p.m. National Harbor 2-3. Program #546

Haskins, A. & **Burns, G.**, (2018) *An Interaction Between Anthropomorphism and Personality on Trust in Automated Systems. Poster Presentation*

Friday, April 5th at 3:00 p.m. Prince George's Exhibit Hall D. Program #575

### **Dr. Xinxuan "Alice" Che**

Wald, D., **Che, X.**, Zhou, Z., & Rodriguez, W. (2018) *Illegitimate Tasks and CWB-O: Psychological Contract Violation as a Mediator. Poster Presentation*

Thursday, April 4th at 11:30 a.m. Prince George's Exhibit Hall D. Program #080

Pindek, S., **Che, X.**, Eatough, E., Gazica, M., Gray, C., Shen, W., Spector, P., & Zhou, Z. (2018) *Surprising and Underexplored Stress Phenomena in the Workplace. Symposium/Forum*

Thursday, April 4th at 5:00 p.m. Chesapeake 1-3. Program #260

Liu, W., **Che, X.**, Zhou, Z., & Xie, J. (2018) *A Latent Profile Analysis of Couples' Work-Family Interactions and Their Correlates. Poster Presentation*

Saturday, April 6th 12:00 p.m. Prince George's Exhibit Hall D. Program #824

### Dr. Patrick Converse

Moon, N. & **Converse, P.** (2018) *Examining the Nature and Regulation of Job Search Goals. Poster Presentation*

Thursday, April 4th at 1:30 p.m. Prince George's Exhibit Hall D. Program #167

Milosevic, J., Moon, N., Al-Qallawi, S., **Converse, P.**, & McFerran, M. (2018) *Self-Control Strategies: A Measure Development. Poster Presentation*

Friday, April 5th 11:00 a.m. Prince George's Exhibit Hall D. Program #420

### Dr. Richard Griffith

Parr, A., Chang, L., Coleman, M., **Griffith, R.**, Kim, D., & Lam, A. (2018) *One Size Doesn't Fit All: Various Approaches to Change Management. Alternative Session Type with Presenters (no authorship order)*

Thursday, April 4th 5:00 p.m. Potomac 3-4. Program #278

Gallo, J., Bigerton, K., **Griffith, R.**, Moffett III, R., Morganson, V., & Nakai, Y. (2018) *Airing Today: "The Good, Bad, and Ugly of University Based Consulting" Rated PG-13. Alternative Session Type with Presenters (no authorship order)*

Friday, April 5th 3:00 p.m. Chesapeake G-I. Program #538

**Burns, G.**, Besahi, S., Christiansen, N., Daljeet, K., Donovan, J., Feener, J., Gammon, A., Goffin, R., **Griffith, R.**, Haskins, A., Hlebasko, H., Mochinushi, Y., Reburn, Z., Roebke, M., Skinner, J., Voss, B., Wegmeyer, L., Woolley, M., & Yang, Y. (2018) *Detecting and Explaining Faking on Personality Tests. Symposium/Forum*

### **Dr. Katrina Merlini**

**Merlini, K.**, Albowicz, C., & Merlini, P. (2018) *A Transformational and an Authentic Leader Walk Into a Bar: Who Feels Included? Poster Presentation*

Saturday, April 6th 8:30 a.m. Prince George's Exhibit Hall D. Program # 699

**Merlini, K.**, Caylor, J., Merlini, P., Bupp, C, & Nguyen, D. (2018) *Making Room for Everyone: Development of a Measure of Inclusive Leadership. Poster Presentation*

Saturday, April 6th 8:30 a.m. Prince George's Exhibit Hall D. Program #700

### **Dr. Jessica Wildman**

Nyein, K. P., **Wildman, J.**, DiazGranados, D., Gibson, C., Goodwin, G., Blackwell Landon, L., & O'Neill, T. (2018) *Longitudinal Team Research: Lessons Learned and Moving Forward. Panel Discussion*

Thursday, April 4th 3:30 p.m. Chesapeake J-L. Program #197

Duong, N. S., Caylor, J., Carter, D., Kevin, E., Sabat, I., Wax, A., & **Wildman, J.** (2018) *We're Here, We're Queer, and We're On Your Team: Studying LGBT Issues in Teams. Panel Discussion*

Friday, April 5th 8:00 a.m. Maryland A. Program #30

# Washington D.C. Guide

By Lily Kerr

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



**#1 thing you can't miss** are the cherry blossoms! These trees were a gift from Japan in 1912. This year, they are expected to "peak" during the time we are at SIOP, so hopefully they will be in full bloom. See them before they're gone!

While you're at the cherry blossoms, you'll be on the edge of a body of water called the **Tidal Basin**. This is a great place to take a walk and enjoy some of the monuments that surround the basin.

The White House is also worth seeing, even just from the outside. It's pretty central, so you can stop by on your way to other attractions, like the Washington Monument and the Mall.



**Take note: the National Mall isn't actually a mall; it's the hub for all the Smithsonian museums, which are free to get into! Definitely worth checking out.** Specifically, the Air and Space Museum should make us Space Coasters feel right at home. :) On one end of the Mall is the Capitol building, and on the other end is the Washington Monument. Another great place to take a walk (hopefully the weather will be nice!)

# Food and Night life

Near the White House is a grilled cheese place called GCDC; you can stop there for lunch when you're in the area.



A little bit further away (but worth the trip): Georgetown is an area that has a lot of nice shopping and places to eat. It is home of the famous Georgetown Cupcake store (they had their own TV show at one point). Georgetown University is also in that area, if you want to check it out.



Milk Bar has a few locations in DC. They have some interesting desserts: if you're feeling adventurous, try their ice cream that's made from cereal milk!



Ben's Chili Bowl (popular chili, but a bit touristy)



For nightlife, 9:30 Club is a popular concert venue. Kind of off the beaten path.





Come out on Friday night to the Irish Whisper (just a short walk from the Conference Hotel) to see current and past FIT students at the Alumni reception!



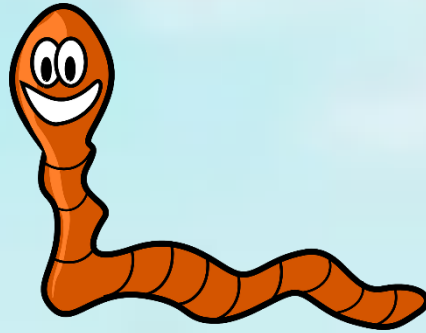
*Florida Tech*

Florida Institute of Technology  
I/O Psychology Presents:

# 2019 Alumni Event

Join Us For a Meet Up & Catch Up  
Friday April 5<sup>th</sup> at 7:00 PM  
The Irish Whisper  
Just a short walk from the  
Conference Hotel





## The Main Event

Our FL Tech SIOP reception is always a special time to meet new and old faces of the program, catch up with faculty and long parted alums, and run up the I/O program's bar tab. But, **THIS** year, we all have ***even more*** reason to attend. *This year, we get to watch our very own Professor, Rich Griffith, come through on a most unusual promise.*

It all started on November 27th, 2018, which was the day of giving. Rich was on a mission: a mission to get our college in the rankings for the most donations (at least away from the bottom when compared to the other colleges at FL Tech). We were falling behind on the charts and that was unacceptable. Rich knew we could do better and climb the competitive ranks. Yet, the deadline for donations was quickly approaching....

Knowing his former students well, Rich went with a sure-fire and, as Matt Pita put it, "[s]trangely effective," tactic to motivate alumni to donate to our college.

On the FL Tech I-O Alums Facebook page, Rich bravely posted, *"OK, for every donation to the College of Psychology and Liberal Arts from our alumni, I will eat one worm at the SIOP hospitality reception."*

In a matter of minutes, Rich got several takers\*. This act of courage helped our college in raising more than \$7K for student travel – which means more of our students can attend conferences like SIOP!

Thanks, Rich, for helping raise student travel money and thanks to the alumni who pitched in! We look forward to seeing Rich eat **FIFTEEN EARTHWORMS** (yes, we counted, and yes, our alums made sure to clarify that we weren't talking about worms of the gummy-variety – thanks Regan!) at our SIOP reception!

*\*The reason for the effectiveness of this incentive for our alums is still unclear. Suspicions raised are that perhaps our alums have some bizarre food interests, biases against earthworms, or deep-seeded thoughts of revenge for arduous ARM projects and regression games...yet, the world may never know.*

# Meet the First Years!

## Daniel Nguyen



**What is your hometown?** *Austin, Texas*

**What research groups and projects are you currently on?**

*RIOT Lab, OCLL, ICCM (Ops & Resources)*

**What is your Meyer's Briggs Personality type?** *INFJ*

**What was your favorite memory of your first semester here at FIT?** *Going to the Space Coast State Fair with a few others, I'm not sure why but there was something unforgettable about that night.*

**If you could instantly become an expert in something, what would it be?** *Definitely music in general, it's amazing how far the impact of music reaches and I deeply regret dropping piano lessons as a kid.*

**Where do you feel the least lonely?**

*I always feel less lonely when my mom is involved in any capacity, even if it's just for a 5 minute call.*

## Emily Frye

**What is your hometown?** *Pittsburgh, Pennsylvania*

**What research groups and projects are you currently on?**

*I currently am involved in Guided Mindfulness, Gary's Lab, ICCM Ops and Resources Team, ICCM Summit Committee, and The Center.*

**What is something about yourself that would surprise the rest of your cohort?** *I used to have really bad social anxiety.*

**What was your favorite memory of your first semester here at FIT?** *Dressing as the Spice Girls for Halloween with the other girls in our cohort.*

**What is your Meyer's Briggs Personality type?** *ENFJ*

**Where do you feel the least lonely?** *I feel the least lonely anywhere outside (i.e., beach, hike).*

**If you could have an unlimited supply of one thing for the rest of your life, what would it be?** *Yuengling*



## Chris Juszczyk



**What is your hometown?** *Aurora, IL*

**What research groups and projects are you currently on?** *Motivation lab, Navy project, Sekai marketing and app development, Guided Mindfulness, Basic research team, and SBSHRM*

**What is something about yourself that would surprise the rest of your cohort?** *I used to do food challenges*

**It's been a long day of meetings and classes and you are exhausted. What is the first thing you think of doing?** *Have a beer and play some Golden Tee*

**What is your Meyer's Briggs Personality type?** *ENTJ (Meyer's Briggs is a big deal here)*

**If you had to teach a class on one thing, what would you teach?** *Stats*

**What was your favorite memory of your first semester here at FIT?** *Daniel running into a sliding glass door*

**If you could instantly become an expert in something, what would it be?** *R*

## Jackie Scymcyk

**What is your hometown?** *Merrick, NY*

**It's been a long day of meetings and classes and you are exhausted. What is the first thing you're think of doing?** *Going to the beach!*

**What fictional world or place would you like to visit and why?** *Hogwarts for magic, the campus, and their Halloween celebrations*

**If you had to teach a class on one thing, what would you teach?** *Cross-cultural Psychology*

**What was your favorite memory of your first semester here at FIT?** *When we dressed as the Spice Girls for Halloween*

**If you could have an unlimited supply of one thing for the rest of your life, what would it be?** *Coffee*





## Lavanya Kumar

**What is your hometown?** *Hyderabad, India*

**What research groups and projects are you currently on?** *I'm part of RIOT lab and working on the ARI Trust across cultures project there. I'm also part of SPPM and Guided Mindfulness projects at ICCM.*

**It's been a long day of meetings and classes and you are exhausted.**

**What is the first thing you think of doing?** *Prepare a nice meal, enjoy it with a glass of wine while catching up on my favorite shows/reads.*

**Where do you see yourself in 20 years?** *In 20 years, I would have traveled at least half the world, enjoyed the history and traditions of different cultures; would be actively involved in applying my knowledge; would be in blissful companionship!*

**What fictional world or place would you like to visit and why?** *Pandora from Avatar, because of the richness of experiences there.*

**Where do you feel the least lonely?** *Whenever I take a walk in the woods/parks/beach; it's like all of nature's elements talk to me.*

**If you could have an unlimited supply of one thing for the rest of your life, what would it be?** *Energy! I feel one lifetime is not enough.*

## Michael McFerran

**What is your hometown?** *Alexandria, Indiana*

**What research groups and projects are you currently on?** *I am currently working with Gary on several projects, I am a part of Pat's Self-regulation and Motivation team, ICCM (Navigator, Guided Mindfulness), The Center for Organizational Effectiveness, Pulse, and SHRM.*

**It's been a long day of meetings and classes and you are exhausted. What is the first thing you think of doing?** *Watching a good TV show, reading a good book, or playing the guitar.*

**What was your favorite memory of your first semester here at FIT?** *There was quite a few favorite memories from first semester, but one of my favorite memories was learning how to surf. One of the first times I went out at sunrise a dolphin swam up next to me!*

**Where do you feel the least lonely?** *Anywhere with good friends.*

**If you could have an unlimited supply of one thing for the rest of your life, what would it be?** *Frequent flyer miles so I could travel and visit anywhere in the world!*





## Alyssa Michels

**What is your hometown?** *Loxahatchee, Florida*

**What research groups and projects are you currently on?** *I'm in the Psych & Law lab, SBSHRM, The Center, and a few ICCM teams (Business Team, 3C Navigator/Sekai Marketing, and Guided Mindfulness)*

**If you could instantly become an expert in something, what would it be?** *Cooking*

**What was your favorite memory of your first semester here at FIT?** *Friendsgiving with the cohort, complete with a KFC bucket, mac & cheese, mashed potatoes, Lavanya's curry chicken, and pumpkin pie.*

**Where do you feel the least lonely?** *With my dog, Scooby!*

**If you had to teach a class on one thing, what would you teach?** *Social Psych because the topic is super fun and so applicable to the real world.*

## Lexi Redmond

**What is your hometown?** *Baltimore, Maryland*

**What research groups and projects are you currently on?** *RIOT; OCLL; Psych and Law; The Center; ICCM: Ops And Resources, International Concentration*

**What is something about yourself that would surprise the rest of your cohort?** *I auditioned for X-Factor once*

**Tell us something you wouldn't tell your grandmother.** *I'm not sure- don't think there is anything that I wouldn't have told her*

**What was your favorite memory of your first semester here at FIT?** *The Halloween Party was pretty fun*

**If you could instantly become an expert in something, what would it be?** *The Victorian Age*

**What fictional world or place would you like to visit and why?** *Genovia so I could hang out with Mia Thermopolis and Queen Clarise*

**If you could have an unlimited supply of one thing for the rest of your life, what would it be?** *Broadway Tickets*



# ICCM Updates!

By Jackie Scymcyk

## 3C Training: Expanding Online, Campus Wide, and Internationally

Cross-Cultural Competence (3C) plays a major role in ICCM's endeavors in helping organizations and individuals adapt, prepare, and prosper in a global environment. Training 3C is a focus of several ICCM teams, and this year the 3C Online Training Team and the 3C Students Workshops Team have worked hard to expand their audience in order to help as many people as possible improve their 3C. Whether trainees would like to improve this competence for work, school, or daily life, these two ICCM teams have tried to reach them and adapt trainings to fit their needs.

The 3C Online Training Team, lead by Ann, focused on searching for an online learning platform to house the web-based version of the 3C training, which was developed for business professionals who might find it challenging to attend face-to-face trainings. Weekly the team would meet to discuss the pros and cons of several platforms based on their features, if they can meet the needs of our intended audience, and if it is user friendly. The team narrowed down the options to a platform that can be easily navigated and is accessible to both business and individuals who wish to invest their time and resources into improving their 3C by viewing our video based training. The platform also allows trainees to complete the 3C Navigator® in order to assess six key success factors crucial for thriving in international environments. The Insight Report provides detailed analysis and customized recommendations, based on their current 3C, which prepares trainees for the online training.

The 3C Student Workshops Team is also working to expand ICCM's 3C training efforts right here on campus. As one of the most culturally diverse campuses, with one of the highest rates of international students in the United States, 3C is an important competence for students to develop at Florida Tech. This year the team conducted thirty four 3C Activity Sessions in First Year Experience courses and four 3C Workshops. The team is currently working with several student groups on campus in order to reach a wider audience of students who may not have had the opportunity to learn about and improve their 3C as part of their first year curriculum. Additionally, the team is also working on developing a more advanced version of the current workshop so that students across campus can see the value in and improve their 3C in their daily lives and course work here at Florida Tech.



Lastly, ICCM's 3C training has gone international! This Fall Mara, a 3C Team Member taught a 3C course at the University of Salerno, using the knowledge and skills she developed as part of the team in order to teach and train several students on topics related to 3C.

# ICCM Updates!

By Jackie Scymcyk

## 3C Training Has Gone International!

We got a chance to sit down with Mara and ask about her time teaching a 3C course at the University of Salerno. Thank you for sharing your incredible experience, Mara!

### What class did you teach in Italy?

*I helped teach a Cross Cultural Competence (3C) course.*

### Who did you work with?

*I worked closely with Dr. Bice Della Piana, who is an Assistant Professor at the University of Salerno in southern Italy.*

### How many students did you have?

*About 20-25 students.*

### What languages did they speak?

*The class was comprised of a combination of Italian students who attended the University of Salerno and exchange students who were studying in Salerno. They were from all around the world, so they all spoke different languages, and that is why the class was taught in English.*

### What topics were covered? How did you pick? Which was your favorite?

*A variation of cross cultural topics were discussed, from cultural intelligence to trust, but my favorite was the topic that I chose to teach. This topic was on innovation and culture, where I discussed the research behind cultural differences and innovation.*

### What was the biggest challenge of teaching?

*The language barrier was definitely the biggest challenge of teaching (no surprise)...*

### What was the most rewarding part of teaching?

*The most rewarding part of teaching students from all over the world was hearing their different perspectives on all of the cultural topics discussed in class. I definitely had a few "aha" moments.*

### What best prepared you to teach?

*It was a combination of a lot of my experience throughout my PhD, but I believe my involvement in ICCM helped me the most! Specifically, my experience developing 3C trainings, because it helped me understand how to welcome different cultural perspectives.*

### What did you learn?

*I learned a lot about the Italian way of life (some of the language, but mainly the food...), and being okay with being outside of my comfort zone.*





# 2018-2019 Winter School

**We were lucky to receive post-cards from both Garret and Jesse about their experience at Winter School! Thank you both for sharing your stories and pictures!**



Greetings from Gandía, Spain!

Here at the Winter school we are busy busy busy! The Winter school is an intensive 2 week program in a small town in Spain that focuses on designing major changes within an organization. With over 50 students from 15+ countries, and 8 professors from 5 different countries, we work in a role-play environment where professors pretending to be different stakeholders that we collect information from and propose a final intervention. We work in groups of 5-6 from completely different countries, and work 8 hours a day for 2 weeks while incrementally collecting more information, adjusting our plans, and learning how to design an intervention with different perspectives in mind. You learn how to work in a completely international environment, manage stakeholders, and learn while doing. It is *very intense*. *Luckily, every moment is a learning opportunity, and from world-renown professors like Jose Peiro, Rob Briner, and Richard Griffith (you heard right!), you walk away with an unforgettable experience that changes how you view WOP-Psychology (how Europeans call I/O).*

My favorite experience so far has been making new friends and hanging out with them every day! I've left with many more connections across Europe, South America, and even the USA. If you're thinking about it.. don't. Just do it!

This is a photo of my group sampling Portuguese wine to celebrate our final project!

XIth Winter School  
2018-2019





Greetings from Gandía, Spain!

A typical day, for me, involves skipping breakfast in favor of an additional hour of sleep (don't worry though, they feed us four additional times a day!) followed by a combination of either class or group work in the morning from 9AM to about 1PM, split up by a coffee break. After a 2 hour break for lunch and a nap, the afternoon session is set up the same, ending at around 7pm. Then dinner and a glass (or two) of wine at the hotel bar with the group and it's off to bed to start all over again. Aside from our own Dr. Rich Griffith, there is quite a variety of instructors who each teach one session in their own specialty. The students are all members of the WOP Master Program and they come from all over. For them, the Winter School is the end of their course work, before heading off to their internships. On my team, specifically, we had two individuals from Spain, one from Italy (who is actually ICCM's new intern!), Portugal, and Ethiopia. However, there are students from many other nationalities. There were around 50 students and only 3 of us were from the States, so it was a diverse group! Lots of our projects are in the pre-residency phase! However, the primary project during the residency has been to design a new performance appraisal system for a hospital in Belgium.



The best thing about Winter School is definitely the people I have met and new friendships/networks I have been able to build. I love meeting people from different backgrounds and hearing their stories. Winter School really gives you the ability to do that in a very condensed time frame. Of course, the opportunity to travel around Europe a bit after isn't so bad either. The biggest lesson I have learned is Virtual teamwork is very difficult, especially when you're in different time zones! My best advice for anyone who wants to participate in the program is be prepared for a lot of hard work, but don't work too hard! Part of the point of the experience is to build connections with the other participants. The challenge can be that just as your workday in Spain is ending, the workday in Florida is getting started. So you have to keep aware of the work that is going on back home, but also focus in on the moment you are in. Communicating with your teams about what you will be doing is very important.

As you may or may not know, I absolutely **love** to dance, and this has been my favorite "extracurricular" activity during the program. So Friday night's at a club in Spain, dancing with the group was an absolute blast! I was dubbed the King of Dance, so I'll wear that title with pride!

- Jesse

# ICCM Updates!



By Jackie Scymcyk

GOAA project is about helping Orlando International Airport reach its goal of becoming the first and the best culturally competent airport in the world. ICCM has partnered with IOS Partners, Inc. to advise the Greater Orlando Aviation Authority (GOAA) on cultural aspects related to the design, planning, development, and operations of the South Terminal Complex (STC) and related existing facilities, as well as training for all GOAA employees in cultural competence and customer experience.

The current focus of the GOAA project is on providing cultural competence and customer experience trainings for all GOAA employees. This training is envisioned to help employees successfully navigate cultural interactions and ensure that they are providing the best customer experiences possible.

In the last six months the GOAA team - Mara, Tessly, Kayla, Ann, Yuer, Anthony, Mina, and Hairong, have developed customized workshops for three different employee groups: executives, managers, and rank-and-file employees. So far, they have completed delivery of executive-level and manager-level workshops and as of spring break are currently in the process of delivering rank-and-file training. By the end of the project 24 executives, 249 managers, and approximately 400 rank-and-file employees will have been trained. The spring semester started with piloting the trainings on ICCM members and then the team hit the ground running with trainings at the airport! The GOAA team has been especially busy in the last few months facilitating and co-facilitating these workshops.



Aside from facilitations, a typical team meeting strikes a great balance between fun and upbeat yet productive! Mina says, "Lots of 'creative juices' were flowing this year on GOAA team. We developed several different versions of the cultural competence workshops, and then spent many hours revising and improving the slides. There was also some serious acting going on! Shout out to Nisha, Alex, Anthony, Lida, and Mara for Oscar-worthy performances in GOAA videos! And let's not forget Kayla, our 'Master of voice overs'. Not even respiratory infection can stop her from giving voice to our 'shutterstock' photos"

After the workshops are completed, the team is going to design and conduct "Cultural Jeopardy" game throughout the Orlando Airport! They expect to continue advising GOAA on all cultural matters.

Keep going GOAA!

# TA Spotlight!

*I cannot teach anybody anything. I can only make them think.*

– Socrates

By Lavanya S. Kumar

The teaching assistants here at FIT have been hard at work forming young minds! Here are the teachers in the I/O psychology program, and a little bit about them! Thank you for all that you do!

## Yuer Peng

**Year in the program?** Second year student

**What class do you teach?** I taught PSY 2515 Lab Psych Research & Stat 1 in Fall 2018.

**Is this your first time experience with teaching?** Yes, it is my first time teaching. It is a little bit challenging at the beginning to prepare the class and grade the assignment, because it is a whole new experience for me! But then Dr. Contradt and Jesse (another 3rd year student) helped a lot, and I started to enjoy teaching and answering students' questions.

**What is the one thing you hate most about teaching?**

When students don't listen to me at all and ask me the questions that I already answered many times during class.

**What is the one thing you love most about teaching?**

Answering questions from students and discuss the class material with Dr. Contradt and Jesse. They provided me some new perspective of thinking the materials that I already knew.

**What is the one piece of advice you would give to aspiring**

**TAs in the program?** Take this position as an opportunity to better understand stats knowledge and explore the SPSS, I learned some new functions in the SPSS that I didn't know before.



## Anthony Belluccia

**Year in the program?** Third year student

**What class do you teach?** Intro to Psychology at the undergraduate level.

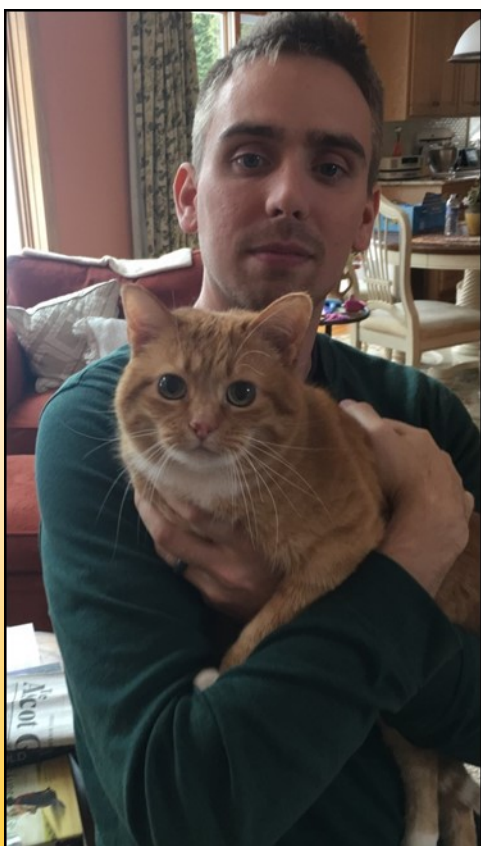
**Is this your first time experience with teaching?** I taught Research Methods 1 during the 2017-2018 school year too.

**What is the one thing you hate most about teaching?** The thing I hate most about teaching is the pseudo-requirement that you have to be a tough ass the first few weeks to gain the students' respect. I remember my high school theology teacher being the teacher we all hated the most over the first two months, but then he became our favorite. I chalked this up to the fact that we had to respect him first in order to like him. I try to embody this in my teaching style, but it's not comfortable for me to be the tough guy right out of the gate. So the first few days of class, where I have to stretch my comfort zone to be somewhat disagreeable, and convey an authoritative self-seriousness. That is probably my least favorite thing about teaching. That, and the fact that I teach at 5pm this semester.

**Is there a funny or embarrassing moment you would like to share with other students in the program?** During the neuroscience chapter in Intro to Psychology, I was teaching my students the story of Phineas Gage (railroad worker whose cortex was struck with a rod) to illustrate the function of the frontal lobe. Apparently, I mistakenly reported the direction that the rod entered his skull (from underneath him or from above him). A student corrected me in the moment, and started explaining the mechanics of the railroad. It was embarrassing to say the least, and I made sure I knew virtually everything about Phineas Gage for the next semester, as a way to compensate.

**Do you see yourself as an academic down the lane?** Not as a researcher, but I could see myself as at a teaching college somewhere in the future.

**What is the one piece of advice you would give to aspiring TAs in the program?** You wouldn't have been chosen if you weren't qualified. Believe that! Pull in outside examples, metaphors, stories, and keep them on their toes!



## Mike Sawdy

**Year in the program?** Second year student

**What class do you teach?** Research Methods and Statistics 1 with Dr. Converse and this is my second semester teaching this class. I have about 15 students in my section of the lab.

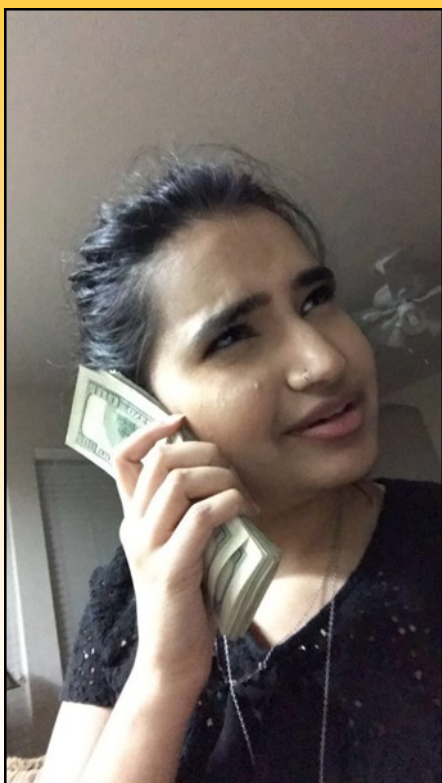
**Is this your first time experience with teaching?** Yes, I had been a TA in the past, but I did not actually teach classes. I had run some study sessions for extra credit though with about 40 students.

**What is the one thing you hate most about teaching?** I don't like it when students don't care about the material. I think the material is valuable and I don't like it when I am unable to convince a student of the importance of it.

**What is the one thing you love most about teaching?** I love when students get really excited about a topic or when that lightbulb goes off for the students and I can tell they are understanding whatever it is that we are going over.

**Is there a funny or embarrassing moment you would like to share with other students in the program?** I do not log into the campus computers very often and my first time teaching I was having trouble logging into the system. My screen was visible to the class and they watched for about 3 minutes while I tried every password I have ever used to no avail. Finally, one of the students spoke up and informed me that I was supposed to enter my username without the @my.fit.edu at the end.

**What is the one piece of advice you would give to aspiring TAs in the program?** Mistakes are going to happen. I was so worried about making mistakes before I started, and I have come to learn that mistakes happen, and they are never as bad as you think they will be.



## Nisha Quraishi

**Year in the program?** Second year student

**What class do you teach?** I teach Research Methods 2, my class is full of upper level undergrads (juniors & seniors)

**Is this your first time experience with teaching?** This is my first time teaching university students, but I taught first graders and seventh graders in Sunday School throughout high school and undergrad.

**What is the one thing you hate most about teaching?** The students are only going to pay as much attention as they want and sometimes they really don't care.

**What is the one thing you love most about teaching?** That "aha" moment where they understand something they were struggling to understand

**Is there a funny or embarrassing moment you would like to share with other students in the program?** I'm tiny so before class begins, I'll be sitting behind the computer and my students aren't able to see me. Let's just say I've heard a lot of absurd/funny things ranging from cheating on partners to Trump.

**Do you see yourself as an academic down the lane?** Maybe, who knows where life will take me

**What is the one piece of advice you would give to aspiring TAs in the program?** Be organized.

## Nick Moon

**Year in the program?** Third year student

**What class do you teach?** Research Methods and Statistics 2 to undergrad Psychology majors.

**Is this your first time experience with teaching?** This is my second semester of teaching. I taught Research Methods and Stats 2 in Fall 2018 as well. Prior to teaching, I did help Vanessa with grading for her Forensic Psychology undergraduate course.

**What is the one thing you hate most about teaching?** Grading is pretty rough, but it's a small portion of what I do.

**What is the one thing you love most about teaching?**

I love watching the students understand concepts after I go through the material with them. It's really rewarding to see the students learning.

**Is there a funny or embarrassing moment you would like to share with other students in the program?** One time, Dr. Edkins needed a TA to cover one of the classes for her lecture class. She told her students that there was going to be an arm-wrestling competition between Kat (another 3rd year student) and me, and the winner would be teaching the class. Kat ended up teaching the class, so I had to live with the students talking about how I lost an arm-wrestling competition to Kat. It was brought up on multiple occasions!

**Do you see yourself as an academic down the lane?** Yes, I see myself becoming an academic. I love research and (as of right now) love teaching.

**What is the one piece of advice you would give to aspiring TAs in the program?** Practice simplifying concepts that are difficult to understand. One way you can do this: come up with examples.



## Jesse Caylor

**Year in the program?** Third year student

**What class do you teach?** Currently teaching Research Methods 2 lab, but also taught Research Methods 1 lab to undergraduate students.

**Is this your first time experience with teaching?** I taught for the first time in Spring 2018 with Dr. Gabrenya (RM1). Prior to that I had been running 3C workshops, but that was my first formal experience teaching in a classroom.

**What is the one thing you hate most about teaching?** Probably grading, especially if you have a large class reading the same assignment repeatedly and counting off for the same mistakes can get tedious.

**What is the one thing you love most about teaching?** Getting to know the students and learn what they are interested in within the field. It kind of takes you back to your own undergraduate days. Plus, students are a great source for feedback. At the end of the semester, you definitely know what you do well and what you can improve which is always helpful!

**Do you see yourself as an academic down the lane?** Up until recently I would have said no. However, teaching is definitely interesting and the autonomy of being an academic is quite appealing! I would say it's good to leave nothing off the table completely in our field.

**What is the one piece of advice you would give to aspiring TAs in the program?**

Go into the room with confidence and ultimately know that you DO actually know what you're talking about, even if there are times when you feel a bit unsure. The questions students ask are just that: questions. Don't be afraid to look up an answer if you aren't sure, but also don't second guess yourself.



## Kayla Bigerton

**Year in the program?** Third year student

**What class do you teach?** I teach Intro to Psychology, my class all undergrad majors.

**Is this your first time experience with teaching?** Yes. I've grown a lot throughout the experience though. My first class I had my slides and notes printed out and caught myself reading right from them. Now, I use my slides as a reminder of content and just freely talk to them.

**What is the one thing you love most about teaching?** Helping show students how relevant psychology is to their day-to-day life

**What is the one piece of advice you would give to aspiring TAs in the program?** Prepare for technology to fail! I've had to adapt several times from not having my notes accessible to not having slides for the students at all and doing just lecture. Also know that everyone has at some point, all instructors have struggled! You have to start somewhere. I'm willing to bet that even some of our professors may have started out as a nervous TA too.



# Alumni Spotlight

*What better way to conclude the TA spotlight then by hearing from a Florida Tech Alumni who is now a Professor! Stacey Peterson was an advisee of Lisa's and graduated from Florida Tech in the summer of 2010. She is currently a professor of Psychology at Normandale Community College in Bloomington, Minnesota where she will be receiving tenure this Fall!*

## **1.) Can you tell us a little bit about yourself, your current position, and how you got there?**

While I was at Florida Tech I met husband Mitch Peterson and after graduation we were trying to decide what kind of jobs we wanted to get. Instead of chasing jobs around the country, we decided to move back home and take our chances. I am from Detroit and Mitch is from Wisconsin and we decided on Wisconsin right by the Minnesota border because we thought the twin cities area of Minnesota would probably have better opportunities. I wish I could say that I had always wanted to be a professor, but when we got back home I was applying to all types of jobs. I ended up taking a full-time adjunct position at University of Wisconsin River Falls where I taught for 5 years. At that time there were some political factors at play that led me to apply for positions outside of Wisconsin, which is how I ended up taking a faculty position at Normandale Community College where I currently teach.



\*Fun Side note – Mike Sawdy who is interviewing me for this piece received his associate degree from Normandale Community College and I met him when he joined the Psych program at UWRF. I had him in my Introduction to Research Methods course at UWRF!



**2.) Were you ever a TA at Florida Tech and if so how did it prepare you for your career as a professor?**

I was a TA for a stats class that Erin taught. Half way through the semester she went on maternity leave and I became the primary instructor for the class. I also taught at Eastern State College (Formerly Brevard Community College) for about 2 years. When you teach at a community college you are expected to be a generalist, so now I might be asked to teach courses across lots of different areas of psychology. So, it was not so much the content that I taught at Florida Tech that was helpful for me, but more the skills that I picked up throughout the program. Florida Tech did a really great job making theories practical and since most of my students are not Psych majors, demonstrating the real-world value and application of psychological theories helps me to better reach my students. The master's program at Florida Tech was intense and it taught me how to be a hard worker, to multitask, to work well in teams, prioritize tasks, and accept criticism. Lisa is an amazing mentor and working with her helped me to learn mentorship skills that I use all the time. I try and recreate the collaborative culture of the I-O program at Florida Tech in all my classrooms.

**3.) What advice might you give to a TA or any student who wants to go into teaching?**

I am at a teaching college and I am not currently doing any research. Therefore, my focus has been on developing my teaching skills. My biggest piece of advice is to learn how to teach and not just focus on the content. We teach about psychological research, but there is some great research on the best approaches for teaching. SoTL is a great resource that can help you learn the best teaching practices, as well as different interventions and their outcomes all from a research basis. I think that it is good to move beyond what content you want your students to learn and think about how to help them be better critical thinkers. Your job as a teacher is not to answer all the students' questions, but rather to help them come up with good questions and then to help them find the answers. Think about the context of the content that you teach so that you can provide real examples that can help students to get more curious. I think it is helpful to get together with other TAs and talk about teaching and what strategies have been successful or not so successful. Finally, I recommend the book *What Would the Best College Teachers do?*

**4.) What is your favorite thing about teaching? Your least favorite?**

I work with a lot of underprepared students and seeing these students succeed despite all the obstacles that confront them is very rewarding. Some of these students are first generations students who don't yet have the study skills and seeing them grow to be critical thinkers and become curious about how research can be a part of their life is wonderful. I love mentoring students and helping them figure out how to appreciate college, the culture of college and learning how to navigate the system are some of my favorite parts of teaching.

My least favorite part of teaching is seeing students face obstacles in their lives that prevent them from succeeding despite them wanting to succeed. Also, some of the administrative aspects of teaching like grading papers and meetings are not my favorite.

**5.) Is there a funny or embarrassing moment from your time teaching that you would like to share?**

I was given a schedule when I started at Normandale and the classes shifted, and I did not find out until the first day of classes when the Dean called me at home to ask why I was not in class! I did not know that the classes shifting was a possibility and I still had the first schedule I was given so I had a full class of students show up for a class that I did not show up for!

**6.) What are some of your best memories from FIT?**

I really enjoyed my time at Florida Tech and my overall best memory is probably my cohort. I loved the social aspects of grad school. Even comps (although it is the worst thing you will ever go through) I look back on fondly since you really bond with your classmates when you are staying up late studying and sharing all your notes. I keep in touch with a lot of my colleagues from Florida Tech and we touch base often. The memories created while at Florida Tech had led to long lasting friendships. Also, working through the Center and doing trainings at Harris Corporation was an amazing experience. Not many programs put that level of trust in their grad students to deliver training programs to rooms full of engineers!

# Shout-outs!

By Lida Ponce

Married on December 29, 2018: Kayla Hoezel & Nick Bigerton.



Married November 19, 2019: Yadi Yang & Zhaobo Hu

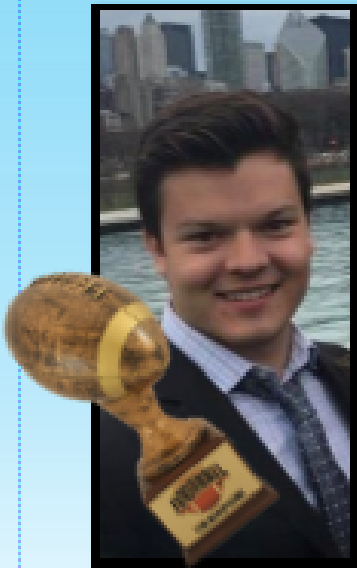


Jaya Pathak (alum) recently married Param back in her home of India



# Shout-outs!

By Lida Ponce



After a tough fought season within the IO Fantasy Football League, Chris Juszczuk's team, Not Fully Losing, walked away with the 2018 championship title. Thank you to all the IO's who participated this year!

## Tessly's ATD Scholarship:

Tessly Dieguez was selected as the recipient of the 2019 Association for Talent Development (ATD) Student Scholarship to receive complimentary registration to the 2019 ATD International Conference & EXPO, May 19-22, in Washington D.C.!

This conference scholarship is intended to help students further their professional development. Out of more than 30 students, only one is awarded this scholarship. According to the selection committee, Tessly's "dedication to the talent development field was evident through her application." Congratulations, Tessly!



## SBSHRM

"I am excited that our chapter is making an impact on the Florida Tech campus and that we have been recognized for doing just that by SGA! I look forward to hosting more events for our campus and increasing involvement in the chapter. I see great things on the horizon!" -Kayla SB-SHRM President

# Sad to see you go!



Jim Gallo has left Florida Tech to embark on new adventures. We will sorely miss Jim Gallo as the Director of the Center for Organizational Effectiveness. He has been a great leader in our program through teaching us how to apply the scientist-practitioner model with different projects, building our client base, and helping fulfill the client's organizational needs while developing opportunities for students. His valuable consulting guidance and easy-going nature will be missed!

Thank you for your support here at Florida Tech, Jim!

# Congratulations to the Fall 2018 Graduates of the I/O Psychology Program!

## PhDs

Joshua Bush  
Leah Joyce Ellison  
Keemia Vaghef

## Masters

Jungah Kim  
Katherine Naomi Rau  
Victoria Vola

# That's a Wrap!



A few of the first years enjoying dinner together.



Michael McFerran and Jackie Scymcyk (pictured above) and Emily Frye and Lexi Redmond (pictured below) representing ICCM at the International Festival on campus



Kayla Bigerton enjoying her name change ceremony with a few strange eggs.



Cohort round-up!



The I/O kickball team, "Control Group", cheering in relief after the only win of the season.