THE PULSE

CONTENTS

WORDS FROM

DR. JESSIE WILDMAN - PROGRAM DIRECTOR

Hey there, past, present, and future Florida Tech I/Oers! I'm thrilled to help welcome our Fall 2024 edition of the Pulse, setting us back on track to have two editions per year to keep you all in the know. There's lots going on these days, but I'll give a shout out to our newest group, the Florida Tech Industrial Organizational Psychology Society (FIOPS), which continues to make fantastic strides to support the IO program and connect our many other awesome groups. I urge everyone to get involved with FIOPS if they can and "pay it forward" for our program – attend events, join the board, serve as a peer mentor – there are so many opportunities to develop yourself and give back! We are stronger together. And of course, consider donating to, and attending, our SIOP 2025 reception (formal invitation at the end of this issue). Hope to see you all in Denver!

RYAN GUNTER - THE EDITOR

Welcome everyone to another edition of The Pulse! I don't have much to say that hasn't already (or will) been said, so I'd like to extend my gracious thanks to both Madison and Olivia for stepping up and volunteering to help with The Pulse this year! I wouldn't have had the time to get everything together by myself, nor would it look as good as it does! Happy Holidays!

MADISON BRUNSON - ASSISTANT EDITOR

As we embark on another edition of The Pulse, I am ecstatic to have joined the team. As a first year student at Florida Tech, I am honored to help record the history of our program. Each issue is a window into our beloved program and an opportunity to see the progress we are making. Our program presents unique opportunities unmatched by any other university. Our program has some of the most talented, diverse, hardworking, and balanced people I have ever met. Every day is an opportunity to learn something new. Thank you for your continued support!

OLIVIA CHANDLER - ASSISTANT EDITOR

Finishing up my first semester in the dynamic I/O program at Florida Tech, I am eager to continue to immerse myself in learning and developing my skills as a student and professional. This program has already provided me with valuable experiences with critical thinking, peer collaboration, research, and problem-solving, all of which are shaping my journey in this field. This newsletter reflects the vibrant I/O community we have here at Florida Tech! Thank you to everyone who contributed their insights and experiences to make this issue possible!

SUMMER HIGHLIGHTS
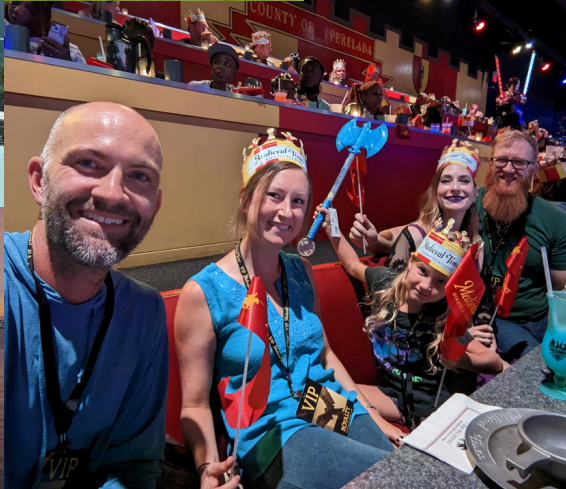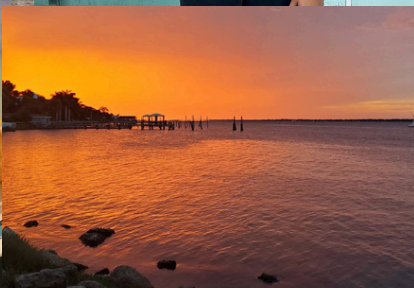
FLORIDA TECH I/O PSYCHOLOGY SOCIETY

As a young student organization, we have had a very successful first year. Our Spring 2024 SIOP Alumni Reception was a huge success thanks to Jordan Dillard, Jessie Wildman, and everyone who was gracious enough to donate! We have already planned the Spring 2025 SIOP Alumni Reception, so make sure to save the date (details on pages 18-19)! This Fall we hosted the I/O Welcome Picnic for all I/O faculty, staff, students, friends, and family to attend. Everyone was able to connect and build their network of relationships. Our first year students were paired with a mentor in the program to help guide them through anything and everything to come. We supported STEM Power Day at Florida Tech by hosting a table and educating attendees about I/O Psychology. We expanded our presence by creating a LinkedIn, so connect with us to stay up to date on program events and fundraisers! We look forward to seeing new and familiar alumni faces at SIOP next year! Thank you all for you continued support and dedication to the I/O program! A special thank you to Amanda Thayer and Jessie Wildman for supporting us through everything and helping us achieve our goals for FIOPS and the I/O program! We appreciate you both!

FIOPS

FLORIDA TECH SHRM STUDENT CHAPTER

The Florida Tech SHRM Student Chapter is proud to be able to continue supporting the professional development of our members through monthly events, developmental workshops, and funding opportunities. Our chapter's dedication to fostering growth and engagement was recognized with the 2023-2024 Merit Award from SHRM. This award honors our commitment to delivering impactful programs and services to HR students and the local community. This semester, we have continued to host several events, including workshops on storytelling as a professional tool, approaches to consulting projects, and communicating scientific knowledge effectively to HR professionals. A highlight of the year was sending a team of new members to represent our chapter at the 2024 Student Case Competition. This opportunity allowed our members to gain real-world experience while building connections with HR professionals and peers. We are grateful for the support of the SBSHRM network, which enables us to provide such enriching opportunities for growth and learning. As we look ahead, we are committed to expanding our reach and enhancing the opportunities available to our members. **- Navojit Roy**

INSTITUTE FOR CULTURE, COLLABORATION & MANAGEMENT

As the Operations Director, I am proud to report that ICCM has been making great strides this semester, and we have many exciting things on the horizon! The Operations Team onboarded six first years and our undergraduate intern into ICCM. The Operations Team also held a Project Lead Training, opened our annual pulse survey, and developed a few professional toolkits for our members. Our active federally-funded projects, AFOSR and ARI Next-Generation Teams, have progressed greatly. Since Spring 2024, the AFOSR Trust in Human-Agent Teams project has had 3 conference presentations, an accepted article, an article in R&R, and an invitation to write a book chapter. The team also received an extension to conduct a qualitative study exploring how people experience trust with autonomous agents in their teams. The ARI Next Generation Team project is working on developing an unobtrusive measure for Team Adaptation, began a meta-analysis on Team Empowerment and another unobtrusive measure for Team Cohesion. As always, ICCM is doing great things for our students and will continue doing awesome work in the spring! **- Zoe Walters**

FLORIDA TECH | ICCM
Institute for Culture, Collaboration, & Management

THE CENTER FOR ORGANIZATIONAL EFFECTIVENESS

The Center aims to provide applied learning by engaging students in internal and external projects and equipping them with specialized skills through internal committees. This semester, we collaborated on three external projects with Johnson & Johnson, Regal Marine Boats, and L3Harris. These projects helped students develop a wide range of skills, including consulting, project management, writing, presenting, leadership, training development, and conducting HR audits, among others. Through internal committees, students gain hands-on experience in analytics, assessments, curriculum development, collaboration, and workshop creation. By fostering applied learning opportunities, the Center plans to continue to prepare skilled I/O professionals and eagerly anticipates future external projects. **- Shria Sharma**

FLORIDA TECH
The Center for Organizational Effectiveness

I/O PETS

FIRST YEAR STUDENTS

INTRODUCING THE FALL 2024 FIRST YEAR STUDENTS!

ASHLI CASEY (MS)

- **Colorado State University** - Bachelor's in Animal Science and Psychology/Business minor
- **Professional Interests:** Consultant in the veterinary field & healthcare industry working with hospitals, clinics, shelters, etc. Would like to be a consultant in the pet industry working for companies like Barkbox or Chewy
- **Why FIT?** I chose FIT because the opportunity to receive hands-on and applicable experience offered in the labs is unlike any other program. Plus, the beaches, obviously
- **Hobbies:** I am a big foodie and my fiance and I love to go to restaurants and be food critics rating our meals and experiences.
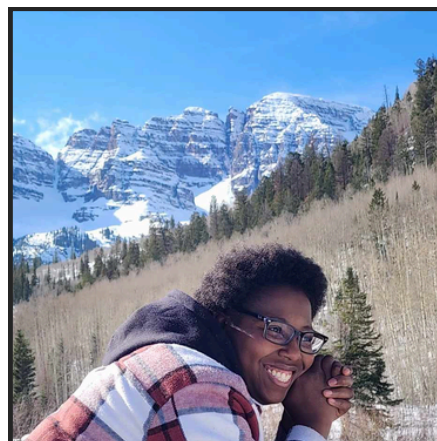
FRANCESCA CATALANO (PHD)

- **CUNY - College of Staten Island** - Psychology BA with a Minor in Business Management
- **Professional Interests:** Motivation, Work-Life Balance, Personnel Selection, and Individual Differences.
- **Why I/O?** I took an Intro to IO Psychology class as an undergrad, which completely changed my perspective and made me realize I wanted to learn as much as I could about it. Florida Tech was my top choice when applying; the scientist-practitioner model and the overall culture of the program really resonated with me. Plus, the campus is only a 10-minute drive from the beach!
- **Fun Fact:** Back at home in New York, I have two dogs named Bentley and Lambo. Bentley is a Goldendoodle, and Lambo is a Cheagle (Beagle/Chihuahua mix!).

TIRSA PEREZ (PHD)

- **Florida Tech** - Bachelor's degree in Psychology
- **Professional Interests:** Remote work arrangements, procrastination, and challenges on career enhancement in underrepresented groups.
- **Why FIT?** I initially came to Florida Tech in 2023 for the PsyD program, but after completing a year, I ended up realizing that clinical/therapy wasn't the right fit for me; I switched to I/O Psychology based on research and advice from my professors.
- Hobbies: I love crafts/knitting/crochet/sewing! I love playing video games. (Play Baldurs Gate 3)! Two of my cats are named after food. (Mocha and Mozzarella)

MADISON BRUNSON (MS)

- **Methodist University** - BS in Psychology Minor in Management
- **Professional Interests:** Recruitment, Culture, Workplace Stressors, Training and Development
- **Why IO?** I chose I/O psych because I want to work with people to improve our workplaces and improve our day to day lives. I chose Florida Tech because of all the unique opportunities the IO program presents.
- **Hobbies:** Cooking, playing soccer, training for a half marathon, and traveling!

OLIVIA CHANDLER (MS)

- **University of Idaho** - BS in Psychology, BS in Apparel, Textiles, & Design with a Minor in Marketing
- **Professional Interests:** Motivation, employee well-being, personality, workplace stress, (EVERYTHING)
- **Why I/O?** I chose I/O because work is a significant segment of life, and we spend so much of our time doing it. I believe it's essential to create the best possible work environment to enhance both productivity and overall quality of life!
- **Hobbies:** Going to the beach, golfing, cats, cleaning, graphic design, & sewing

KARA VANDE BRINK (PHD)

- **Ripon College** – BA in Psychology with a minor in Business Management
- **Professional Interests:** I have a lot of interests, so I'm still trying to narrow down an exact area. A few broad areas I'm currently interested in are leadership, retention, employee preferences, and training.
- **Why I/O?** I chose I/O because of the interdisciplinary nature of the field. I knew I wanted to pursue both psychology and business, and I/O offered me both. I chose Florida Tech because the program has several learning and professional development opportunities. The weather in Florida is a nice bonus!
- **Hobby:** Going to concerts

JOSHUA DURON (PHD)

- **University of North Texas –** B.S. in Psychology with a minor in management
- **Professional Interests:** Team dynamics in extreme environments. Seeking to contribute to this growing field by developing new frameworks that integrate psychological principles with artificial intelligence to enhance team effectiveness.
- **Why FIT?** Florida Tech has a strong emphasis on space technology and is close proximity to space exploration organizations in both the private and public sectors. Additionally, the university offers interdisciplinary collaborative opportunities to work on innovative projects focused on autonomous systems.
- **Hobbies:** I enjoy horror and thriller films, my favorite music genres are Rap and Grave Wave, and I tend to gravitate toward stealth builds in RPGs.

CONGRATULATIONS ON COMPLETING YOUR FIRST SEMESTER!

SPOOKY SEASON

STUDENT RESEARCH

SKYLER GRUNBERG (THESIS, 2ND YEAR M.S.)

Effects & Buffering of AI-Induced Career Insecurity Among University Students

- Surveys will be sent to both FIT and Wright State students on their perceptions of AI-Induced Career Insecurity as the predictor variable, their scores on well-being work engagement and career decision making self efficacy as outcome variables, and their resilience as a hypothesized moderator

- Falls under conservation of resources theory, with career prospects as the valuable resources, and AI as a potential threat

- <u>Thesis Chair:</u> Dr. Gary Burns, of the Workplace Personality Project Lab

- <u>Interest:</u> I've been keeping up with growth of AI, and expect large disruptions in the near future from it, so I want to understand other students' perceptions of AI in context of career expectations and potential negative downstream effects.

- <u>Goal:</u> I hope this would act as preliminary research into an important topic, hopefully the results will lead to more practical research questions, as to why people feel certain ways and what to do about it. I hope a learnable buffer can be found, whether it be resilience or another construct. Times are a changing, so hopefully society bends sufficiently to avoid breaking.

ZOË WALTERS (THESIS, 2ND YEAR PHD)

*Examine Individual-Level Outcomes of Employees with ADHD During and After Virtual Meetings*

- We hope to better understand this understudied group of employees and how virtual working environments affect employee well-being, meeting fatigue, and multitasking.

- I'm leveraging Job Demands-Resource Theory and Affective Events Theory to examine how ADHD participants perceive and are affected by virtual meetings.

- <u>Thesis Chair:</u> Dr. Liana Kreamer

- <u>Interest:</u> I've always been fascinated by how various people think about and process the same material or event, and I discovered the underresearched area of neurodiversity within the workforce. From there, I narrowed the scope to focus on employees with ADHD and their individual outcomes.

- <u>Goal:</u> I hope to scratch the surface of studying the vocational behavior of ADHD employees so we can gain a better understanding of this sizable population within the workforce.

STUDENT RESEARCH

RYAN GUNTER (THESIS, 2ND YEAR PHD)

Qualitative Inquiries into Workplace Policies Affecting Transgender Employees

- I plan to interview transgender employees about their experiences surrounding a variety of workplace policies that are often suggested to be enacted to reduce discrimination towards them.

- I'll be framing my questions and inquiries around potential friction points using Minority Stress Theory & the Gender Minority Stress and Resilience Model, previous empirical research, and current best-practice suggestions by high-profile organizations like the National Institute of Health.

- Thesis Chair: Dr. Jessie Wildman

- Interest: I'm interested in this topic because from a philosophical standpoint, the concept of gender and its connections to society and language are very intriguing to me. From a practical standpoint, I think that there is a lot of good work being done in the DEI field and especially for this subgroup, but I think some people might be getting carried away with ideologically-driven recommendations, which is in contrast to our drive for science-based practice. On the other hand, I think people might also not be doing as much as they could when it comes to policy recommendations and inclusion efforts, and I think qualitative research can help bridge that gap.

- Goal: Practically, it would be great to see how these policy recommendations that are espoused in research and websites actually hold up to lived experiences, because I haven't seen any research actually doing so. Seeing that there is (or isn't!) a mismatch would be helpful to direct where we either focus efforts on addressing concerns or go forward to the next step of inclusivity research for this population.
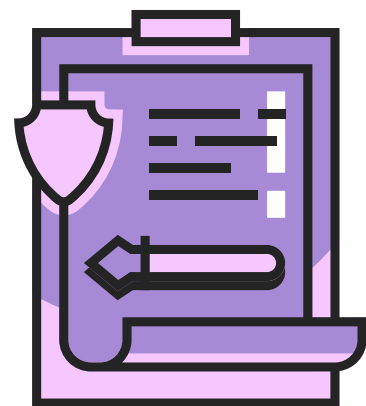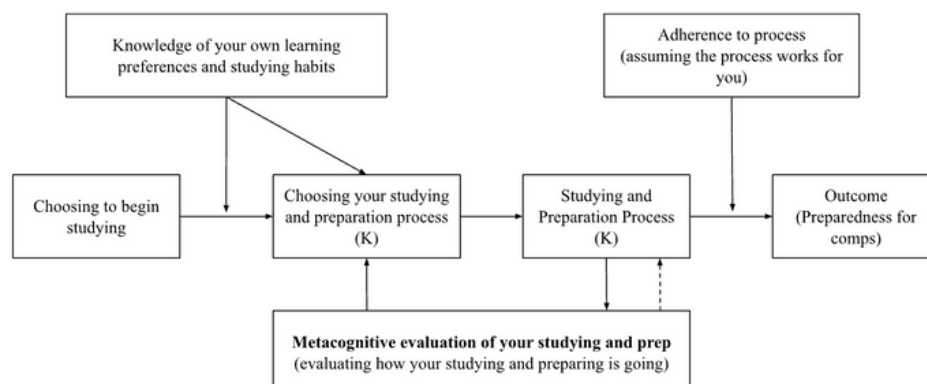
COMPREHENSIVE EXAMS

Congratulations to Momo, Robert, Alex, and Zach on completing their comprehensive exams! We reached out to them for any reflections or advice -- make sure to take notes!

MOMO AKIB

Going through the comprehensive exam was definitely stressful, but looking back, I'm glad to have made it through. The process challenged me in ways I didn't expect, and I came out of it feeling like a new person. It wasn't just about the material— I also learned a lot about myself, my strengths, and my ability to push through tough moments. It was a transformative experience, and I'm grateful for the growth it brought.

ROBERT ALBA

My first instinct is to say something like "You'll extract from the process what you put into it." But, I don't think that is true. I enjoyed the comps experience in the same way UFC fighters enjoy training camps before fights. Preparation can be tough, uncomfortable, filled with uncertainty, and at times, painfully tedious. People often think about comps as an exercise in changing oneself. Although it's true that you'll have to do a certain amount of encoding, the time you'll spend studying is going to be punctuated (if not dominated) by attempts to identify and scale a studying process that works best for you. Personally, I changed my studying and preparation methods 4 or 5 times before I found something that I thought worked well for me, so one piece of advice to future comps takers would be to constantly evaluate the effectiveness of your chosen studying process and to make adjustments as needed. Once you've found a process that works, the responsibility rests on you to adhere to it, even when you don't want to. You'll have days where you think you know everything followed by days where you wonder if you've learned a damn thing in your whole life. But, through diligent planning/scheduling and consistent, disciplined application of your focused time/attention to the material, you'll find that you won't actually "extract from the process what you put into it." Rather, you'll extract from yourself what you put into the process (discovering what you can draw from within yourself through the process). Below is a lil model that is useful for thinking about how you think about your approach to comps.

COMPREHENSIVE EXAMS

ALEX SILVERMAN

The comprehensive exam process was better than expected! I think there is a lot of hype and nerves that build up for a few years as you make your way through the program and ultimately prepare to take the exam, and that makes it out to be way more than it really is. Yes, it is a tough process, and there is a lot of information to make sure you know, but it is important to trust the learning you've done throughout the years and to trust the exam process. In the end, you know yourself best. I waited a year to take the exam because I was dealing with a lot in my personal life, and it was the best decision I could have made for myself. Don't be afraid to make your timeline your own. Heed the advice of those who have completed the exam, but stick to your gut and the learning styles that benefit you!

ZACH HESSON

If I could go back, this would be my study strategy:
- **(1)** Review each powerpoint slide from the core classes and note general areas where you may need a refresher
- **(2)** Try practice questions for each topic for generals
- **(3)** Try practice questions for your concentration (or something similar). The level of depth here is different, so it's good to work on
- **(4)** Create flashcards and study them using spaced repetition (thank you Training)
- **(5)** Rinse and repeat... for weeks

Overall, I would say just put in the time studying and you should be good. Comps is just one way of assessing what you know versus what you don't know, and making sure you know the general consensus around what is happening in the field of IO as you start the dissertation process. Studying for everything that could be on the test and then being tested on ~10% of that can be scary since you don't know what ~10% you really need to study, but I think if you know the general consensus for each core class, then you should be completely fine if you put in the time studying. There's an unbelievable amount of information, and you need to cite a lot of papers. Be familiar with the general consensus for generals, and be prepared to delve into a ton of detail for your concentration. For orals, just refresh some of your notes and be confident in your answers. By the time you make it to orals, you should be incredibly prepared.

PROGRAM ACHIEVEMENTS

RECENT PAPER PUBLICATIONS

Florida Tech's faculty and students are constantly publishing high-quality research across a variety of domains!

- Carmody K., Sharma, V., **Addis, A**., **Nguyen, D**., Ficke, C., **Thayer, A., L., Wildman, J.**, & Carroll., M. (2024). Behave Yourself! behavioral indicators of trust dynamics in human agent teams. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 1-6. doi.org/10.1177/10711813241276485

- *Caylor, J., *Warren, C., & **Wildman, J. L**. (2024). Identifying as lesbian, gay, and bisexual at work: Atemporal associations between sexual identity disclosure and work team experiences. *Team Performance Management*, online first. doi.org/10.1108/TPM-01-2024-0002

- Chandler, M. R., Johnson, M. E., Goodier, C. E., Traylor, A. M., Shuffler, M. L., Carter, D. R., **Thayer, A. L.**, & Salas, E. (2024, July). *"In with the Group:" Testing the mediating effects of task cohesion and social cohesion on the relationship between team familiarity, satisfaction, and coordination* [Presentation]. Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Charlotte, NC, United States.

- **Duong, N. S**., *Fry, T. N., *DeChurch, A., **Steelman, L., & Wildman, J. L.** (2024). The antecedents, outcomes, and mediating role of inclusion at work. Equality, Diversity and Inclusion: A*n International Journal*, online first. doi.org/10.1108/EDI-11-2023-0399

- **Wildman, J. L., Thayer, A. L.,** *Warren, C., Fiore, S., & Salas, E. (2024). Interpersonal trust and distrust at work: Scale validation and theoretical exploration. *Applied Psychology: An International Review.*

- Johnson, M. E., Goodier, C. E., Washam, M. B., Christenson, K. M. S., Traylor, A. M., Shuffler, M. L., **Thayer, A. L.**, Carter, D. R., & Salas, E. (2024, July). *Just do your job!: Exploring the relationship between effective followership behavior and leader emergence in teams over time* [Symposium]. Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Charlotte, NC, United States.

- Scheinbart, L., Hertling, M., & **Wildman, J. L.** (2024). Improving organizational commitment through interprofessional leadership development programs. Physician Leadership Journal, 11(5), 5-11. doi.org/10.55834/plj.4829940553

- **Thayer, A. L., Addis, A., Canady, K., Akib, M., Nguyen, D**., Carmody, K., **Wildman, J. L.**, & Carroll, M. (2024, July). *The bad apple spoils the barrel: Trust spillover in heterogeneous, multi-agent human-agent teams.* In Wildman, J. L. & Thayer, A. L. (Co-Chairs), Advances in human-agent teaming research [Symposium]. Interdisciplinary Network for Group Research (INGRoup) Annual Conference, Charlotte, NC, US.

- **Wildman, J. L., Nguyen, D., Thayer, A. L., Robbins-Roth, V. T.**, Carroll, M., Carmody, K., Ficke, C., **Akib, M., & Addis, A.** (2024). Trust in human-agent teams: A multilevel perspective and future research agenda. *Organizational Psychology Review, 14*(3), 373-402. doi.org/10.1177/20413866241253278

*INDICATES PROGRAM ALUMNI
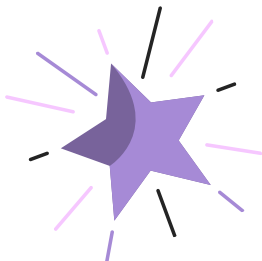
PROGRAM ACHIEVEMENTS

DISSERTATIONS, PRESENTATIONS & OTHER NEWS

> Not only do we publish papers, but we also have faculty-led teams collaborate with federal agencies, students lead presentations across the country, and bring new PhDs into the field of I/O Psychology!

- **Jewel Morrison** successfully defended her dissertation, **"Malicious Compliance: Examining Revenge Behaviors in Organizations"** on November 18, 2024!

  ### CONGRATULATIONS JEWEL!

  - "Malicious compliance, a unique form of workplace revenge, involves strategic adherence to directives to highlight flaws or retaliate against perceived wrongs. My dissertation research used a two-study approach: **Study 1** analyzed online forum data, revealing themes of workplace injustice, subversive compliance, and tactical repercussions; **Study 2** analyzed survey data, finding significant positive relationships between malicious compliance and both vengeance inclinations and maladaptive rumination. These findings shed light on the prevalence and psychological underpinnings of malicious compliance, contributing to the limited literature on this distinct revenge behavior."

- **Doctors Thayer** and **Wildman** received a one year extension and additional funding on their **Air Force Office of Scientific Research** grant investigating human-agent teams, to conduct a qualitative interview study aimed at better understanding similarities and differences in how humans trust other humans versus non-human agents.

- The **ARI (Army Research Institute) Self Regulation** team led by **Doctors Converse** and **Griffith** submitted its Year One technical report for final review!

- **Britton (Bee) Stewart** and **Julia MacGregor-Peralta** presented on Diversity, Equity, and Inclusion research from **Dr. Lisa Steelman's** lab at the **Private Directors Association** conference in Chicago this past September!

The Florida Tech I/O Program Presents:

THE SIOP 2025 ALUMNI RECEPTION

Join us for cocktails & appetizers!

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Date: April 3, 2025
Time: 6:00 - 9:00 PM
The Corner Office in the Curtis Denver
Room: The VIP Room
Address: 1401 Curtis Street, Denver, CO 80202

FEELING THE HOLIDAY SPIRIT? SUPPORT FIOPS BY DONATING!

Use this Bit.ly link to donate to FIOPS! We appreciate your continued support and your dedication to helping our program thrive. Your donations help support events like the SIOP Reception!

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WANT TO STAY CONNECTED?

Use this Bit.ly link and click the LinkedIn icon to follow our page! We will keep you up to date on all things Florida Tech IO Psychology!

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