



THE PULSE!

Keeping everyone on the same beat.

Spring 2017

Editors' Note



Hello FIT Family! Welcome to the spring edition of *The Pulse*! Another busy semester is coming to a close as we all prepare for SLOP. We are extremely excited to have SLOP in our backyard this year and welcome everyone back to our sunshine state! Make sure you check out our list of SLOP presenters and take a minute to read "That's not what I ce-meant" by our newest editor Anthony Belluccia.

Enjoy!

Season's Greetings!

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Ché

Anthony





Prelude from the Program Chair

This busy spring is wrapping up with the SIOP conference in Orlando, just a couple of weeks away. It should be a great conference! We hope to see many of you there!

Don't forget to join us at our FIT I/O Reception on Thursday April 27th at 8:00pm in Il Mulino Lounge in the Dolphin Hotel. Thanks to the planning committee of Dr. Merlini, Jenn Sergio and especially Collin Latham who took the lead to organize what will surely be a great event. When you see Collin, be sure to thank him...and buy him a beer!

Speaking of Dr. Merlini, in a really successful semester our highlight is welcoming Dr. Katie Piccone Merlini to the team! A graduate of our program, Dr. Merlini is joining us as an Assistant Professor and Chairperson of the online MA in Organizational Leadership. She is in charge of the academics and administration of the program and we could not be happier to have her in this role! Catch up with Dr. Merlini in the Faculty Spotlight in this issue!

Faculty Spotlight

We were able to sit down with the newest faculty member at Florida Tech, Dr. Katie Merlini, and ask her about her time as a student here, her influence with developing *The Pulse*, and her new role as the chair of our online Organizational Leadership MA program. Thank you for your time Katie!

-Anthony Belluccia



For those of us who are new to the program or do not know you yet, please give us a brief intro of yourself and your experience with FIT.

I'm Katie Merlini (formerly Piccone) and I'm a former I/O student – I started in the program in 2008 and graduated in 2013. In January, I began my new role as the chair of our online Organizational Leadership MA program, which Lisa spearheaded. Before that, I worked as a research analyst at DEOMI on Patrick Air Force Base for 2 years and as a human performance analyst at GDIT in Orlando for 4.5 years.

How did you initially become interested in I/O psychology?

I took an introduction to I/O class in undergrad at the University at Albany (SUNY) and really loved it. I don't know if I would have taken this route had my undergrad not

offered that class because I hadn't really heard anything about I/O before then.

What are your current roles and responsibilities?

My responsibilities mainly fall under teaching, course development/maintenance, administrative functions, and research. I report to Lisa and work with her to ensure the academic side is rolling smoothly. I also work with the online faculty and administration (over at River's Edge) to manage technical issues regarding the course content and development, contracts, and any student issues that pop up.

Describe a fond childhood memory.

I grew up in upstate NY where it's cold and dreary 80% of the year. In January, when I was 8, my dad walked out of a travel agency and said, "Guess where we're going?" I shouted, "Disney World!" as I always did to questions like that because I had been wanting to go all my life (again, I was 8). He said, "YES!" and we got to go to Disney

World and I had the best time ever (with the exception of begging to ride Space Mountain, front row, without realizing it was a roller coaster – embarrassingly, I cried after).

How were you involved when you were a student at FIT?

Pat was (and still is in many ways!) my advisor so I worked mostly with him/with his Motivation team. Before comps and internships, I worked with Rich when he had his ARB research team and a little for ICCM when it was getting started. I also worked a little with Lisa at the Center (before Jim started the program/became the director). Finally, I was heavily involved in the mentor program, which was really fun and led to *The Pulse*!

Can you describe your role in developing *The Pulse* into what it is today?

I can go on and on about *The Pulse* (and I have, you can read about it in the Fall 2013 issue's column, "A Farewell"), but I'll try to keep this brief. *The Pulse* originated because Lisa had asked for a newsletter about our program that could reach several audiences (alumni, current students/faculty, and prospective students). She specifically wanted something that reflected our program's unique culture and she emphasized the importance of representing our alumni (as they've laid much of the groundwork of our program's culture – see the Fall 2012 issue where we paid homage to our program's past). So, I worked with Maria Twitchell, Ben Tryba and Sara Trane to create

something to meet those goals. We established the magazine-like look (because, who wants to read another article in their spare time?), several "core" columns (like the prelude from the program chair, faculty interviews, meet the first years, alumni updates, personal updates, etc.), and supplemental columns that depended on the current state of the program. I'm happy to see that it's still going strong and maintains its purposes of (a) representing our program's "work hard, be cool" personality and (b) "keeping everyone on the same beat" while still being flexible enough to reflect each new editor's vision.

Has working at Florida Tech been in alignment with your expectations? What are some aspects of academia that surprised you?

The Organizational Leadership program is a new program and I'm new; so, there's still some ambiguity and there's a lot for me to learn, but that's not too surprising. I think our I/O program really helped prepare me for dealing with ambiguity by teaching me how to identify knowns and create structure around unknowns. I'm lucky to work directly for Lisa, who provides a ton of support. What's really nice is that I got to skip over that initial get-to-know you awkwardness that comes with being in a new job and I feel comfortable knocking on her door or shooting her an email when I have questions. I often still rely on Pat for guidance as well and, of course, all of the I/O faculty have been super supportive.

Do you have any advice for current students in the I/O program at FIT? How can we take advantage of grad school while enjoying life at the same time?

Can I refer you to Pat's response in the March 2010 issue of The Pulse? He talks about how resource depletion/managing fatigue is important to everyday life and I think that definitely applies here. It's no secret that grad school (especially our program) is life-consuming (and that's what we signed up for as grad students). However, taking those times when you're really *not* going to be productive to do something you enjoy/hang out with friends can help when you're in the thick of it (e.g., "hellmester" and studying for comps).

Also, remember, it doesn't have to be grad school "or" life. It IS possible to enjoy life as a grad student. For instance, studying can be really fun if you study with friends! Our class used to meet for several hours (like 5+) at the old applied research lab and work through concepts/quiz each other before tests. We had a ton of laughs and even made the process more fun by creating challenges ("beer questions") for test day. Try to appreciate it while you're in it because it goes by fast!

What is something that makes you really laugh?

Corny jokes. The sillier the better. To "mom-out" a little, my son's babbling

is often hilarious (he was born last May). My husband Paul and I also belly laugh at the show Impractical Jokers – it can be so uncomfortable to watch but so hilarious!

Give us two truths and one lie and let's see who can guess which is the lie!

(1) One of my hidden talents is that I can do a mean impression of a chicken.

(2) I came in 1st place at a pie eating contest when I was 11.

(3) I was once part of a flash mob at the Merritt Island Mall.



Thank you
Katie!

Shout-Outs

We want to take a moment and recognize the awesome faculty that work tirelessly to provide FIT I/Os with the knowledge, skills, and resources necessary to succeed and make an impact.

Congratulations to Dr. Lisa Steelman on her promotion to Full Professor!



Congratulations to Dr. Jessica Wildones on her promotion to Associate Professor!

Shout-Outs

Our SBSHRM student chapter once again ROCKED the HR Florida case study competition in Orlando this year and will be taking a sponsored trip to Philadelphia to compete in Regionals. Congratulations team!



From left to right: Jim Gallo, Center Director; Dakota Fraley, Tim Davis, Marty Bryson, VP of HR Florida; Collin Latham, & Anna Saelinger.

Meet the 1st Year Students!

Hi there! We are the first year students in the I/O program. About a year has gone by since we've arrived at Florida Tech, but in case you haven't met us yet, here is a little bit about who we are. -Anthony Belluccia



Alicia Camella

What is your hometown? *Huron Ohio*

What are your current research groups and projects? *I am working with The Center to gain as much experience as possible before I graduate*

Where do you see yourself in 20 years? *Working for a great organization and opening a dog rescue.*

Tell us something you wouldn't tell your grandma: *It's really unnecessary to cover a couch with plastic! I've never understood that concept.*

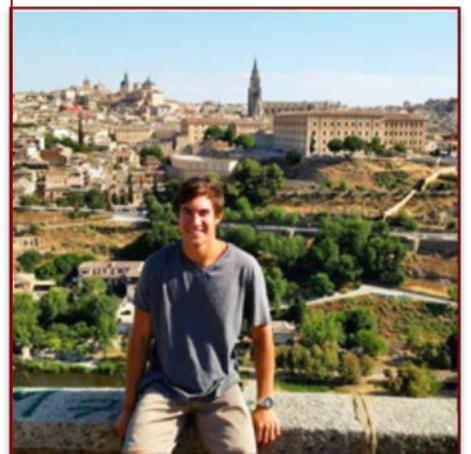
Collin Latham

What is your hometown? *I grew up in Orange County, CA for 18 years, but now my home is in Islamorada, FL*

What is something about yourself that would surprise the rest of your cohort? *I have been playing guitar for various churches since I was 13 years old.*

Give us a memory of Hurricane Matthew! *I came back to Melbourne beach 2 days after the hurricane and decided to try surfing the remaining storm swell. I was the only person in the water for miles, and I had to teach my girlfriend CPR before she let me go in the water*

What is your favorite body part and why? *Definitely my brain because it's responsible for the proper function of every single other body part on or in me. It keeps telling my heart to pump, and it helps turn light from my eyes into the beautiful world around me. Thanks brain! – You're welcome!*





Jesse Caylor

What is your hometown? *Kansas City, Missouri*

What are your current research groups and projects? *RIOT Lab, Women's Leadership Research Team, 3C, ICCM, The Center*

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

It's been a long day of meetings and you are exhausted. What is the first thing you think of doing? *Having brunch the next morning*

Jungah Kim

What is your hometown? *South Korea*

What are your current research groups and projects? *I am in Culture Research Group, and our group's current project is about culture competence and ego depletion between U.S. and international students*

What is your Meyer's Briggs Personality type? *ISFJ-A*

Where do you feel the least lonely? *It may sound weird, but I feel the least lonely when I am in my room alone. I think it is because I can only concentrate on what I want to do right now, so usually I don't have time to think about whether I am lonely or not.*



Kat Rau

What is your hometown? *Bethlehem, PA*

What is something about yourself that would surprise the rest of your cohort? *I love rap music. Although I think most of the cohort already knows I love Mystikal...*

Where do you see yourself in 20 years? *Oh gosh, in my 40s (Weird). Probably living in the suburbs outside of a city, working as a consultant and maybe an adjunct professor, and a mom to a sassy pre-teen.*

It's been a long day of meetings and your exhausted. What is the first thing you think of doing? *Hot shower, comfort food, maybe some red wine & a good TV show!*





Kayla Hoelzel

What is your hometown? *Lake Worth, FL*

What is something about yourself that would surprise the rest of your cohort? *That I actually like them all as people and peers, even though I am terribly sarcastic. I honestly really enjoy being a part of my cohort.*

Give us a memory of Hurricane Matthew! *I live in the same complex and Anna and Dakota, two students in the cohort before ours. There was no AC after the storm passed and we decided to get together and play games. As many people know, I LOVE board games. It was a really great experience hanging out with them outside of school. We learned a lot about each other!*

It's been a long day of meetings and you are exhausted. What is the first thing you think of doing? *Netflix and chilled wine.*

Nick Moon

What is your hometown? *Buford, GA (30 miles outside of Atlanta GA)*

Give us a memory of Hurricane Matthew! *I remember it was my first hurricane that I've ever been in, so I went to Walmart and got in the panicked grocery shopping crowd to grab a few things (in all reality, I hadn't gone grocery shopping in a while either). It was a madhouse at the Walmart, but I was able to get items. The day before the hurricane was expected to hit, they canceled classes for the rest of the week, and the following week was fall break, so I just left for GA. I went through the madhouse grocery shopping experience for nothing because I wasn't even here lol*

Where do you see yourself in 20 years? *I see myself hopefully having tenure (or at least tenure track...?) at a mid-sized university and have a productive research lab. In addition to teaching and research, I'm expecting that I will dabble into the consulting world as well with a few manageable projects*

What is something that would surprise the rest of your cohort? *I'm afraid of bees? My roommates know though... lol*





Vicki Vola

What is your hometown? *Daytona Beach, FL*

What are your current research groups and projects? *I am currently a member of ICCM, The Center, and the Emotions team.*

What is something that would surprise the rest of your cohort? *I am a licensed scuba diver and have skydived.*

Where do you feel the least lonely? *At home with my family.*



Tim Davis

What is your hometown? *Twin Lakes, Wisconsin*

What are your current research groups and projects? *I work in the Performance Management and Engagement lab with Lisa Steelman – We work on topics related to work engagement and performance feedback. I also work with Albert and the Occupational Health Psychology and Workplace Mistreatment lab. I am involved with several projects that seek to better understand engagement and employee well-being and how factors such as abusive supervision, emotional events, and feedback influence the work environment.*

Where do you see yourself in 20 years? *Probably teaching and consulting on the side and spending my summers traveling with my wife. Or maybe I'll be a cook at an upscale restaurant on Mars.*

Tell us something you wouldn't tell your grandma: *I don't think the history channel is good media anymore.*

Yadi Yang

What is your hometown? *Nanjing China. A city full of history and it has witnessed six dynasties in the past 5,000 years. There are a lot of palaces to see and a lot of food to eat. People there are very warm-hearted, especially the older generation. Even though it is not as modern as Shanghai, it is charming in the way it is.*

It's been a long day of meetings and you are exhausted. What is the first thing you think of doing? *I would probably go and eat my favorite spicy beef noodles at Pho Viet on New Haven rd. And then start my night of lying down on the bed and play "Star Chef" – an addictive cooking game which I feel in love with deeply. Since the day has been passed and I don't have the energy to do work, it's time to just think about nothing and "waste time"*

What is your favorite body part and why? *I love my fingers a lot. My grandpa said my fingers were skinny as chicken fingers when I was born. It did grow a bit fatter haha. But that does not matter because my biggest habit is painting my nails. I want to try every color on my fingers event though I do not wear colorful clothes. In fact, I normally wear black and white clothes, but I think all the colors on my nails could match my clothes. My favorite color for nails is green. Some people think painting nails are a great waste of time, but to me it is a way of meditation and really practice and improve my patience*

Where do you see yourself in 20 years? *I would like to see myself grow more humble and confident. I hope at that time I could have a career I am proud of no matter if it is academia or practical field. And also have at least two children which grow up with grateful hearts and strong characteristics. A loving husband and warm family will always be my first priority*



Zach Glover

What is your hometown? *I don't really have a hometown since I moved around a lot between both the U.S. and Australia*

What is something that would surprise the rest of your cohort? *I have a third degree black belt in Taekwondo*

What is your Myers Briggs personality type? *INTJ.*





Sangyi Hu

What is your hometown? *Hunan, China*

What are your current research groups and projects? *Alice's escape room research and hospital safety culture study GOAA Analyst for Orlando International Airport, 3C workshop, Service America survey redesign*

Where do you feel the least lonely? *During classes with my lovely cohort*

Where do you see yourself in 20 years? *I will buy a cute house alongside the Indian River, sit on the deck and drink a cup of tea...*

Anthony Belluccia

What is your hometown? *Tampa, FL*

What are your current research groups and projects? *I am in Albert's Occupational Health Psychology OHP) and workplace mistreatment lab, Erin's Emotions lab, and I am leading a team for Promise in Brevard.*

What is your Myers Briggs personality type? *INFJ.*



If you are wandering the halls of the Harris Commons building and see any of these faces make sure you say Hello!

SLOP Presenter List.

Here is your official invitation to go show your support for current students and faculty to see what exciting research is filling the walls of Harris Commons.

Che

Zaandam, A., Lawal, T., Che, X., & Quist, J. (April, 2017). *Competencies, critical experiences and career paths of I-O psychologists: Entrepreneurship*. Poster presented at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Converse

Trané, S., Beverage, M., Moon, N., & Converse, P. (April, 2017). *Give and take: A validation study*. Poster presented at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Ponto, S.J., & Converse, P. (April, 2017). *Clarifying the influence of the self-concept on organizational citizenship behaviors*. Poster presented at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Converse, P., Beverage, M., Alsharief, R., & Tocci, M. (April, 2017). *Self-concept and self-regulation: The role of self-construal in resource allocation*. Poster presented at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Beverage, M., & Converse, P. (April, 2017). *Organizational justice from the actor perspective: Motives and antecedents*. Poster presented at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Vaghef, K., Tocci, M., & Converse, P. (April, 2017). Mobile versus nonmobile differences in applicant reactions to noncognitive assessments. In Morelli (chair), *Mobile testing in the wild: Apps, reactions, images, criterion validity*. Symposium conducted at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Richard

Alsharief, R., Moore, L., Dieguez, T., & Richard, E. (April, 2017). *Customer incivility and emotional exhaustion: Mediator and moderators*. Poster presented at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

LeNoble, C., & Richard, E. (April, 2017). Cleaning up spilled moods: Affective spillover mechanisms and buffers. In Ford (Chair), *New within-person perspectives on affect*

across work and home. Symposium conducted at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Griffith

Kung, M., Arboleda, M., Brown, M., **Griffith, R.,** Nichols., S., O'Connell, M., & Payne, H. (April, 2017). *One type to rule them all? Debating predictors in selection*. Alternative session conducted at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Steelman

Steelman, L., Young, S., Moukarzel, R., Gentry, W., & **Richard, E.** (April, 2017). How empathetic concern helps leaders in providing negative feedback. In O'Malley & **Young** (Chairs), *Science-practice exchange: Using positive psychology to enhance negative feedback interventions*. Alternative session conducted at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Wildman

Jiang, H., & Wildman, J. (April, 2017). Accelerating team learning: The role of shared leadership. In Freitas & Grossman (Chairs), *Studying the dynamics of team dynamics*. Symposium conducted at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Fry, T., & Wildman, J. (April, 2017). A longitudinal investigation of shared leadership and team viability. In **Scott & Wildman** (Chairs), *Cutting-edge perspectives of shared leadership networks*. Symposium conducted at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Moukarzel, R., Khoury, H., Dumani, S., Fullick-Jagiela, J., Lasson, E., Stern, R., Watson, J., Weaver, S., Wiese, C., **Wildman, J.,** & Willett, S. (April, 2017). *From grad student to professional: Things I wish I knew 2.0*. Alternative session conducted at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Zhou

Liu, W., Zhou, Z., Yang, L., **Che, X.** (April 2017). *A latent profile analysis of promotion and prevention foci*. Poster presented at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

Nyein, K., Pagan, A., Ponto, S.J., Zhou, Z., & Wildman, J. (April 2017). Trust, empowerment, and psychological safety: Longitudinal study of effective teams. Poster presented at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

You're Invited! Don't miss the
best SIOP party of SIOP2017



Florida Institute of Technology I/O Psychology
Presents:

2017 Alumni Reception

Join Us For Drinks And Fellowship
Thursday, April 27th at 8:00PM
Il Mulino New York Trattoria at Walt Disney
World 's Swan & Dolphin Resort



Florida Tech



Orlando Guide

We are lucky enough to have SIOP in FIT's backyard this year! For those of us still in the program we're happy to save on the travel costs, and for those of us who have ventured out into the working world we are happy to invite you back to the sunshine state! Here is a quick reminder of some fun things to do off the conference site.

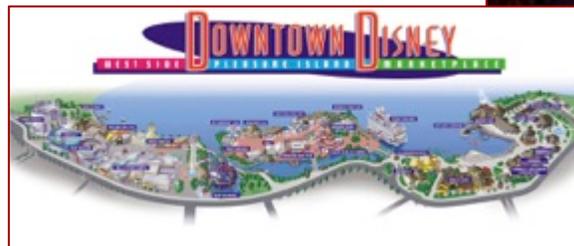
Can't make a trip to Orlando without stopping at the Theme Parks!

~ Universal ~ LEGOLAND ~ Epcot ~ Animal Kingdom ~ Magic Kingdom ~



There are attractions outside the parks as well...

~ Downtown Disney ~ Chocolate Kingdom ~ Gatorland ~ Orlando Eye ~



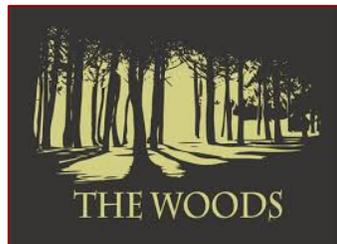
Don't forget about SHOPPING!

~ International Premium Outlets ~ Vineland Premium Outlets ~



If you're hungry or thirsty, these spots are highly recommended.

~ The Woods ~ Tanqueray's ~ Dexter's ~ Bosphorous ~



We have a new feature. Sit back and enjoy some satire from Anthony Belluccia.

That's Not What I Ce-meant

Claire Wallace Bishkins had been misunderstood for nearly her entire professional life. Referred by her co-workers as simply C.W.B. and always the nucleus of unwanted attention, Claire Wallace Bishkins would happily spend her working hours in her snug 5x5” cubicle which smelled uncompromisingly of cat fur and armpits. Here, she did the only thing she truly enjoyed: taking surveys on Mechanical Turk. *“Why weren’t you at the meeting this morning?” “Haven’t you done anything productive today?”* Her co-workers cooed and cried to no avail. C.W.B., of course, would stay in her cubicle, back curled comfortably into a C-shape and would proceed to finish her 47th MTurk survey of the day.

It is important to note, dear reader, before you jump to conclusions about what type of employee C.W.B. was, that her employer did little to help the cause. Every weekday, C.W.B. and the other employees at *SurfaceActing LLC* were served hot grey cement for lunch, with a side of brussels sprouts. While C.W.B. demonstrated valid points about the cement brick being virtually indigestible, the other employees met C.W.B.’s complaints with comments such as *“If you worked harder, we’d take you more seriously!” “Just eat it like everyone else and get on with your day!”* with one employee adding *“and ya smell like cat fur and armpits ya old hag!”*

It was a problematic life for C.W.B., but she remained motivated by the fundamental joy of taking Mechanical Turk surveys, from which she made enough money to pay for cat food and arbitrary home décor. *SurfaceActing LLC* was simply getting on her nerves, and the cement had been significantly affecting her bowel movements. But her luck was about to change.

One day, C.W.B. was taking a Mechanical Turk survey about workplace incivility and she stumbled upon an eerie test item. “*Please rate the following statements on a scale from 1 (Strongly Disagree) to 7 (Strongly Agree) My employer makes me eat cement.*” What could this mean?? Could this test developer know something? Was *SurfaceActing LLC* finally getting exposed for the mistreatment of their employees? C.W.B.’s cement-filled stomach turned over as she thought about all of the fresh new lunches she could be responsible for bringing to the company. And then, Claire Wallace Bishkins navigated to the hit page of the survey to find the author who evidently knew so much about her suffering: Florida Institute of Technology. At once, C.W.B. bought a one-way ticket to the Melbourne-Orlando International Airport to meet the deliberate, canny project developer, Zhiqing Zhou.

Determined to answer some of the mysteries of her peculiar workplace, C.W.B. had her sights set on the Florida Institute of Technology; but dear reader, I wish I could tell you that C.W.B. made it to the Space Coast. Legend has it that her plane was lost in the air by flight dispatchers, and is still flying around aimlessly somewhere off the coast of Satellite Beach.

Is this the work of the I/O psychology illuminati? Is there an underground society of elites disseminating cement lunches to workplaces around the world? C.W.B. might never find out. Sadder than that, she might never make it to the Florida Institute of Technology, where other rich mysteries have sought to be answered, such as, “What is Michael Beverage *really* doing back in West Virginia?”, “Is it possible to work hard yet be uncool?” and “How many more dogs can Alice adopt before she runs out of living space?”

So let this be a message to students and faculty at the Florida Institute of Technology to be *alert!* And primarily, do not panic if you see a disheveled woman sauntering down the second floor of the Harris Commons. If she smells like cat fur and armpits, there is a chance that she is looking for a stomach pump and a quiet place where she can take surveys on MTurk.

That's a Wrap!

As Always, **thank you for your time and attention.** If there is anything you would like to see in the spring issue, a personal update, or something you would like to be Shouted-out please contact Lisa Steelman (Lsteelma@fit.edu)