

# THE PULSE

Keeping everyone  
on the same beat.



# Editors' Note

Hello! We hope all friends, both near and far, have been happy and healthy. It's been a busy semester at Florida Tech and we're excited to give you a glimpse into what's been happening both inside the walls of Florida Tech Commons, and how our I/O family has been enjoying the sleepy little beach town we call home. As always, we aim to keep everyone on the same beat, so if there is something you'd like to see, or something you loved this issue, please let us know!

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Your  
Editors:



Ché



Tessly



Charlie

# Prelude from the Program Chair



Happy New Year and welcome to the Winter edition of the Pulse!

This fall we were very pleased to welcome 2 new members to the I/O team- Dr. Xinxuan Che (aka Alice) and Jim Gallo. Dr. Che joins us as a new Assistant Professor. She received her PhD from USF, working with Dr. Paul Spector, and does research in occupational health psychology, leadership, and safety in healthcare settings. Alice is happy to be on the “right” side of the state and we are delighted she is here!

We also welcome a familiar face, Jim Gallo, to the team as the full time Director of our Center for Organizational Effectiveness. He is fully committed to The Center’s goals of I/O application, student training and research and we look forward to more great things from The Center!

As you will see in this edition of The Pulse, the IO program continues to work hard and play hard. Students, alumni, and faculty continue to accumulate accolades and awards, and represent superbly at SIOP. And still find time to have some fun. Please let me know if you have news of your own to share or if there is anything you would like to see in upcoming editions.

In the meantime, keep moving to the beat!

# SIOP Recap



Keemia Vaghlef M.S., Ambar Rodriguez M.S.,  
Hairong Jiang M.S., Jenny Kiesel M.S., Josh  
Sturmfelds, MS

After many were not able to make it to SIOP Hawaii, alumni and current students were all eager to catch up at the oldest bar in Philadelphia for the renowned FIT SIOP Reception. Everyone had a blast at SIOP Philadelphia!



Chelsea LeNoble ABD, Jenny Kiesel M.S.,  
Jes Prior M.S., and Brittany Dian M.S,



Josh Quist PhD and Dr. Rich Griffith



Stephanie Lopez PhD, Dr. Pat Converse,  
Raad A (©)MS. and Marne Pomerance PhD



Regan  
Lineberger  
M.S.,  
Samantha  
Lilly M.S.,  
and Brigitte  
Armon PhD



Steve Young PhD and Friends



Rana  
Moukarzel  
PhD and  
Dr. Lisa  
Steelman



Raad A.MS. Michael Beverage ABD, Parth Desai M.S.,  
Jesse Green, Trevor Fry, and Casey Witherspoon



Stephanie  
Lopez PhD  
and Marne  
Pomerance  
PhD



Ann Li, Rana Moukarzel PhD, Jes Prior  
M.S., and Chelsea LeNoble ABD



Agnes Flett ABD and  
Beth Gitlin ABD



Chelsea LeNoble ABD and Dr. Erin Richard during a symposium



Matt Merbedone Ph.D and Josh Isaacson PhD



Charles Scott ABD and Sara Trané ABD



Leah Ellison ABD and Rana Moukarzel Ph.D during a symposium



Tom Skiba ABD, Trevor McGlochlin M.S., Brittany Dian M.S., and Jes Prior M.S.



Dr. Art Gutman and friend



Iris Rivera, PhD and Amy Gammon, PhD

*We look forward to seeing all of our FIT I/O family (and friends) in Anaheim!*

**FACULTY SPOTLIGHT** → Welcome to our newest faculty member, Dr. Xinxuan (aka Alice) Che!!!

# Say Hello to Dr. Alice Che, our Newest I/O Faculty Member!



## **How did you initially become interested in I/O Psychology?**

I was studying Pharmacology in Chicago when I first met with my PhD advisor Dr. Paul Spector in University of South Florida. At that time, I was frustrated because my stem cell research entered a new phase which required me using live animals as culture bases for growing undivided cells and sacrifices them to harvest those cells. Although I still believed that doing research that can help human well-being is my career goal, I was trapped by the dilemma. Dr. Spector presented me with a new field – occupational health psychology - which can not only improve human well-being, but also get me out of the dilemma I was facing. That was how I became interested in IO in the first place.

## **Was there anything in particulate that influenced you to choose academia over the applied world and join us at FIT?**

Both career paths are interesting to me to some extent. I chose academia because there are many research questions that remain unanswered that I am interested in. Having the answers is crucial to me before I can enter the applied world and actually influence business decisions. I believe this the responsible way to looking at this. FIT is attractive to me because of its culture of trust and its culture of bringing the gap between academia world and applied world closer.

**What is the biggest piece of advice, other than “work hard; be cool” you would give to students?**

Keep informed. IO is one of the fastest growing topics in the scientific world. Each day, scientists and practitioner are presenting new findings and knowledge to the IO field. Apparently, you couldn't observe everything. However, you should always be up to date in the area you are interested in and the area you are working on (those two could be different). In addition, keeping informed with all the breakthroughs in all IO topics is equally important since the topics are intercorrelated with each other. As academicians, journal articles are always your best friend. Subscribing to top journals, networking with your peers, and seeking information from your advisors will always put you in a good position. As practitioners, social networking and magazines are the best way to keep yourself in the loop.

**Do you have any advice for students to maintain work/life balance?**

As a graduate, you are going to realize that your work is pushing for time from your life. I think the most important thing is to recognize this and try not to fight this too hard. Because fighting yourself is almost always the worst way to spend your time. You certainly need to maintain your life quality. However, you should also expect that maintaining a high quality of life doesn't necessarily correlate with the time you spend on it. Make plans, stick to your schedule, working on your effectiveness, you will see the improvement.

**What have been 3 major milestones in your life as an I/O psychologist?**

- #1 → Became I/O Psychologist
- #2 → Worked for Hopkins
- #3 → Got my PhD and Joined FIT!

**Who can guess her Two Truths and a Lie...?**

- A. I like sports
- B. I am a big game player
- C. I am very handy

Thank you  
Alice!

See [iccmglobal.com/summit](http://iccmglobal.com/summit) for more information. <sup>9</sup>  
We hope to see you there!

# CROSS CULTURAL MANAGEMENT SUMMIT



SAVE THE DATE!  
**2016**

**FEB 18 - 20, 2016 | MELBOURNE, FLORIDA**

**WHERE GLOBAL CHALLENGES MEET SCIENCE, REAL WORLD  
SOLUTIONS, AND EXPERIENCE.**

## KEYNOTE SPEAKERS:



**Fons Trompenaars**, *KPMG Consulting*

Boasts 25 years of experience helping Fortune 500 leaders solve cultural dilemmas and increase global effectiveness. Fons has authored thirteen books, including best seller and book of the year, *Riding the Waves of Culture*. In 2011 Fons was voted one of the top 20 Most Influential International Thinkers by HR Magazine and is ranked in the Thinkers50 to be one of the most influential management thinkers.



**Paula Caligiuri**, *D'Amore-McKim Distinguished Professor of International Business at Northeastern University*

She is author of *Managing the Global Workforce* and *Cultural Agility* and works to improve the selection and development of culturally agile leaders for Fortune 500 companies. Paula is also a frequent guest on CNN and CNN International.



**Ernest Gundling, Ph.D.**, *Managing Partner and co-Founder of Aperian Global*

Dr. Gundling works with Fortune Global 100 clients to develop strategic global approaches to leadership, organization development, and relationships with key business partners. He is a Lecturer at the *Haas School of Business at the University of California, Berkeley* and has authored several books, including his latest, *Leading Across New Borders: How to Succeed as the Center Shifts*.

## TARGET AUDIENCE:

- Global executives
- Learning and development professionals
- Diversity and inclusion professionals
- Military researchers
- Academic experts
- Students

## ACTIVITIES

- Thought leader presentations
- Interactive problem solving exercises
- Network with global professionals
- Cross cultural management workshops

## BENEFITS

- Access to top thought leaders
- Identify solutions for human capital challenges
- Learn best practices in cross cultural management

## INQUIRIES?

Dr. Jessica Wildman  
([jwildman@fit.edu](mailto:jwildman@fit.edu)) or Dr. Richard Griffith  
([griffith@fit.edu](mailto:griffith@fit.edu))



# Where in the world is Murphy and Cleveland?



Our favorite PA book has been equally as active as our students and alumni this past semester. Contact Lisa ([lsteelma@fit.edu](mailto:lsteelma@fit.edu)) with your best guess. First person with the correct answer wins a free FIT mug or T-shirt!



## Alumni Spotlight with Mike Tocci PhD



Headquartered in Cincinnati, Ohio, Procter & Gamble Co. (P&G) is an American multinational consumer goods company that holds brands from Fabreze, Dawn, and Bounty, to Gillette, Olay, and Vicks. P&G is a publicly traded company employing approximately 110 thousand employees worldwide. Luckily for us, our very own Mike Tocci (Ph.D. 2015) works as a full-time I/O psychologist for P&G and was available to reflect on his experiences and professional life at P&G. Mike also has a special note to anyone looking for internships, seminar experience, or full time positions at the end of this segment!

“It’s only been a year and a half at the 179 year old Procter & Gamble and I already have hair that looks like Sofia Vergara, armpits that smell like the “Old Spice Man”, and a face with such a close shave that it brings back memories of middle school. Yep, it’s not long before a new hire at P&G sweats the scent of Febreze and has Tide running through their veins, and unfortunately I am no different.

But my time here at P&G has consisted of much more than just great smells and clean clothes. In fact, in my relatively short tenure I’ve had the opportunity to train P&Gers on how to give effective presentations, create a model for assessing pay discrimination, launch a new company wide competency model, create the content for P&G’s annual census survey, develop a brand new non-cognitive assessment from soup to nuts that will reach over a half a million applicants a year across the globe, lead the development of the first adaptive ideal-point personality selection assessment in industry, develop a brand new interview process for the entire company (yes, it uses a BARS... and yes, it’s just as time-consuming as Lisa always said it was), and build a three-level model that looks at predictors of employee performance over the course of seven years (aka: my dissertation).

As some of you may know, I started at P&G in July 2014 three days after finishing comps. I was placed within the Employee Organization Research and Sensing group (better known as Talent Management) which consists of only I/O’s, and is part of a much larger group called the Global Talent Practice. Originally the team consisted of several full-time I/O’s and two to three interns, although I must of scared them away because a few months before my arrival there was only one full-time I/O on staff (who is currently my manager) and two interns who were on their way out the door (to finish school). Currently I am responsible for all of the assessment processes used within P&G globally, while my manager oversees the annual employee census

survey. More broadly we are considered as part of the “innovation pillar” within the Practice, which basically means we get to brainstorm and think about what new and strategically different initiatives should P&G start embarking on to make our human capital stronger than our competitors.

As owner of P&G’s selection process I get to embark upon some pretty cool projects where I get to apply everything I learned at FIT while growing my knowledge of the field even more. For example, when we originally decided to do an adaptive personality assessment, I had no idea where to start. Sure, I knew a fair bit about personality in selection (since this was one of my comps concentration topics), but I had no idea how, why, or what the implications were of using IRT scoring for a personality measure. I did my fair share of reading to catch up, but I was also fortunate enough to partner with amazing experts in this area (e.g., Nathan Carter from UGA) to develop something really useful. I would say that this is one thing that I enjoy most about my job, being able to work with the best of the best to create something new and innovative, and something that will truly give P&G a competitive advantage.

Another aspect that I enjoy about the role that I am in, is that I am truly seen as the “expert”. Whether it’s about our selection system, our annual employee survey, or how to answer a specific question using a scientific methodology—I am able to provide valuable advice to various customers and stakeholders. Although this can be intimidating at times, having only just finished my Ph.D., I trust that the experience and knowledge that I gained through FIT’s I/O program (and its extracurricular opportunities such as The Center, ICCM, and Pat’s research team) has put me in a position to succeed. But above most, I know that it has given me the ability to get through the stressful times (e.g., first semester, Hell-mester, comps) with a great attitude and high quality results. So for those of you reading this who are still in the program remember, enjoy the time you have while you’re there and know that all the hard work will pay off.”

### **SPECIAL NOTE FROM MIKE!**

If anyone is interested, I will be recruiting I/O’s for P&G in the coming months (or maybe now depending on when this gets published). We will be looking for participants for our annual I/O Ph.D. seminar, full-time Ph.D. interns (located in Cincinnati), and full-time hires. If you are interested or have any questions (or would just like to network), please feel free to reach out to me via email ([Tocci.mc@pg.com](mailto:Tocci.mc@pg.com)).

Special thanks to Mike for sharing his insight  
on life as I/O at P&G!

# Shout Outs!



We want to send a big congratulations to Dr. Jessica Wildman on winning the “Toward a Theory of Trust Development, Violation, and Repair across Cultures” grant from the Army Research Institute. Awesome work Jessie!

Congratulations to Dr. Erin Richard for receiving the 2015 outstanding mentor award from the McKnight Doctoral Fellow Foundation for her mentorship of McKnight fellow Felicia Kaloydis. And if that wasn't enough, she was also appointed to the editorial board of *Organizational Behavior and Human Decision Processes*. Way to go Erin!



We want to send a big congratulation to Dr. Albert Zhou, Craig Christie, and Erica Keeton for obtaining a pilot grant from the Sunshine Education and Research Center funded by the National Institute for Occupational Safety and Health. They will focus on the dynamics of work family conflict from the perspective of positive psychology.

# Shout Outs!



Congratulations to the new Director of the Center for Organizational Effectiveness, Jim Gallo, MS! This busy man continues to help the Center grow and gain new and interesting clients. The Center is our premier spot for internships and applied work experience. Keep it up Jim!

Chelsea LeNoble completed comps this past summer and has won a \$10,700 pilot grant from the Sunshine Education and Research Center funded by the National Institute for Occupational Safety and Health to fund her dissertation on daily health behaviors and recovery. Congrats to Chelsea!



# Shout Outs!

## Navy Grant Team!

The Naval Air Warfare Center Training Systems Division, a Naval base in Orlando, FL, has recently sub-contracted faculty and students in the Industrial/Organizational Psychology program at FIT to conduct a cognitive task analysis for a military multiteam system. The project, led by Dr. Pat Converse, is slated to unfold over the next year. FIT's team of professors and students will be analyzing the electronic warfare multiteam system domain, which includes the EA-16G Growler and the Aegis combat system aboard Naval surface ships.

The goal of the project will be to identify communication and coordination patterns as well as task interdependencies that exist between Growler pilots and Aegis operators. The results of the cognitive task analysis will be used to develop performance measurements for each of the pilots and sailors within the multiteam system and will eventually be leveraged for the development of advanced training systems.

Helping Dr. Converse manage the project are professors Dr. Erin Richard and Dr. Jessica Wildman, who have expertise in task analysis, qualitative research methods, and multiteam systems. Students working on the project include Michelle Thackray and Chelsea LeNoble as project leads, and Leah Ellison, Trevor Fry, Shelby-Jo Ponto, Philip Thomas, and Charles Scott as project analysts. These students will have the opportunity to travel to Naval bases around the country to collect data with pilots and sailors, conduct interviews and focus groups, collect and analyze data, and write reports.

Go team!



# Personal Updates



Congratulation to the Lopez's!  
Stephanie and Ed tied the knot in a  
beautiful ceremony this past spring!



Congratulations to Katelyn  
Stiller and Juan on their  
marriage this summer!



# Personal Updates

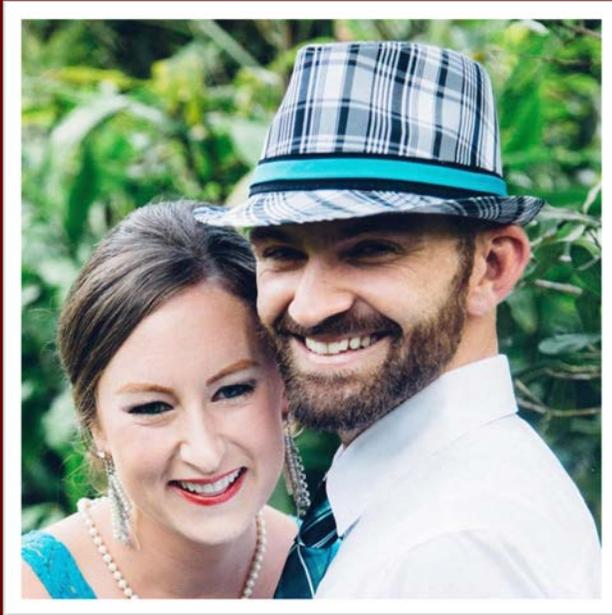


Phillip Thomas and his wife Jen surprised everyone this fall announcing the birth of their third child Holden. Congratulations on this cutie pie!

Felicia Kaloydis and her husband Michael welcomed Evan to their family. Congratulations on your baby boy!



# Personal Updates



Jessie Wildman and Steve Pontones tied the knot this summer. Introducing the Wildones!

Congratulations to Wendy and Cal Streetman on their Colorado wedding!



# I/O Adventures

Welcome to the first picture-book installment of I/O adventures. This segment will show you what our program members have been up to in the past semester through pictures. We hope you enjoy it!



Leah Ellison ABD led the gang with lots and lots of fireworks and sparklers on the 4<sup>th</sup> of July!



Josh Bush and Chelsea LeNoble ABD with a friend at a conference at USF



Chelsea LeNoble ABD and Agnes ABD at a Mindfulness Seminar for Culture Class



First years Dakota Fraley and Anna Saelinger celebrating Halloween



First years Tessly Diegez and Jenn Sergio getting fancy with pancakes



Chelsea Lenoble ABD and Anna Saelinger



Katelyn Stiller and Allyson Pagan



Chelsea LeNoble ABD, Hairong Jiang M.S., Agnes Flett ABD, and Jes Prior M.S. - Midnight kavaking for Bioluminescence



Ché Albowicz M.S., Trevor Fry, Leah Ellison ABD, and Marne Pomerance PhD "living mas"



I/O Athletics was born this summer!



Trevor Fry, Ché Albowicz M.S., Charles Scott ABD, Leah Ellison ABD and Rex



Leah Ellison ABD and Sara Trané ABD



Leah Ellison ABD, Agnes Flett ABD, Charles Scott ABD Trevor Fry, Julie Fischer, and Stephanie Lopez PhD



Julie Fischer, Leah Ellison ABD, and Stephanie Lopez PhD as winners in their age brackets



Leah Ellison ABD and Irina Gioba M.S. reunited in Costa Rica



2<sup>nd</sup> annual brewfest was a success!



Marne Pomerance PhD, Leah Ellison ABD, Ché Albowicz M.S., Vivian Liu, Hairong Jiang M.S. Agnes Flett ABD, Rana Moukarzel PhD, Margaret Sudduth PhD, Stephanie Lopez PhD out celebrating Rana's birthday!



How Florida Tech students recover from comps... Saltwater!

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

We hope you enjoyed this installment of  
***The Pulse!***