



Louisiana Tech  
University

College of Education



# Industrial-Organizational

# BULLETIN

Doctoral Program Newsletter

## Inside this Year's Issue

Program News	2
Fall Retreat	3
SIOP	5
Alumni & ABD	7
Meet the Team	10
AROS	14
Research	15

## Newsletter Team

Vinay Patel  
Olivia Reinecke  
Derrick McDonald



FALL 2016 EDITION





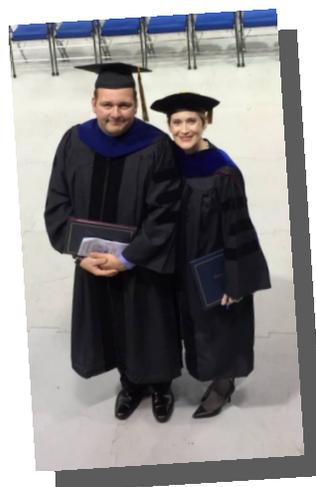
# Program News

This year, we welcomed five new doctoral students:

**Taylor Anne, Drake, Derrick, Hudson, & Zollie.**



**New Graduates**  
**Dr. Richard Chambers**  
**Dr. Amy Stevenson**  
**Dr. Bharati Belwaker**



Dr. Frank Igou was elected to the International Personnel Assessment Council (IPAC) board of directors. He will be serving a two year term (2016-2018).



**INTERNATIONAL PERSONNEL ASSESSMENT COUNCIL**



**SOCIETY for INDUSTRIAL and ORGANIZATIONAL PSYCHOLOGY**

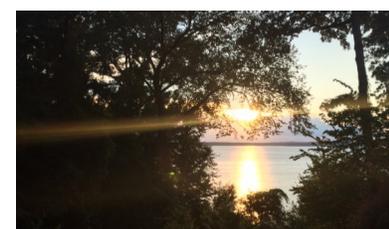
SCIENCE FOR A SMARTER WORKPLACE

Congratulations to Steven Toaddy for being appointed as the new chair of SIOP's Electronic Communications Committee, and Jose Valadez & Lauren Mouton for being appointed as committee members in May 2016!



# ●●● Fall Retreat

This year's fall retreat was a wonderful success! Fall conference has always been a great opportunity for students and faculty to kick back, unwind, and get to know each other better, and this year was no exception. We again chose to stay at Toledo Bend Lake, a beautiful retreat with amazing sunset views and ample opportunities to enjoy the great outdoors. Throughout the weekend, students enjoyed kayaking, hiking, and lounging by the pool. Our newest cohort had a chance to get to know faculty and students in an informal setting, seeing first hand that our program truly lives by the "work hard, play hard" motto.



# Team-Building

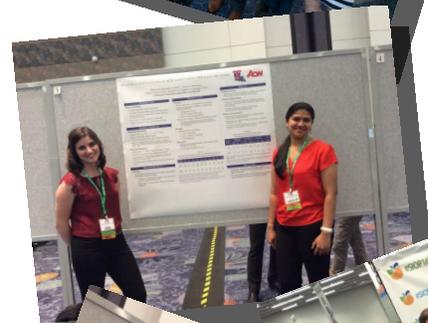
This year's team-building activity spanned two nights. Two teams, composed of a mix of students from every cohort, first competed in program trivia on Friday night. Students learned a lot about our program's history, as well as some fun facts about our faculty's pre-Tech days. The winning team was awarded first pick among the two kitchens available for phase two of the team building activity, a cooking challenge. On Saturday morning, both teams were given a list of ingredients so that they could begin preparing recipes. That night, the teams were given 75 minutes to make three dishes--one entree and two sides--that would wow the faculty judges and serve as our dinner for the night (no pressure!). Thankfully, both teams cooked up some amazing food that everyone enjoyed. Although only one team came out on top, everyone successfully worked together and ultimately created a delicious meal!





# SIOP 2016

Each year, SIOP holds an annual conference for professionals from all across the world to present and discuss the most up-to-date research and practice in the field of I-O psychology. This past April, our faculty and students traveled to Anaheim, California for the 2016 SIOP conference. During our time at SIOP, we attended a variety of sessions, networked with other students and professionals from all over the world, and enjoyed activities held by different organizations. And once again, we co-hosted an incredible party with Minnesota State University, Mankato. After the conference, students took some time to explore Anaheim, sampling local cuisines, enjoying the beauty of the beach, and having fun in Disneyland. It was a great experience for everyone who attended. With a total of 22 accepted submissions including posters, symposia, panel discussions, and IGNITE sessions, Louisiana Tech faculty, alumni, and students were well represented. We're really looking forward to SIOP 2017 in Orlando!



# SIOP Memories

- Here we have compiled a few of the current students' favorite memories from SIOP 2016 -

"I briefly met Michael Champion. It was a cool experience in the sense that it made me realize that although SIOP seems big, you never know whom you might meet or the conversations that you will be able to have just as a result of being there. My first SIOP was very overwhelming but attending sessions was cool because I would sit there and think, 'Wow! I too might be doing this kind of work one day,' and that's pretty awesome!"

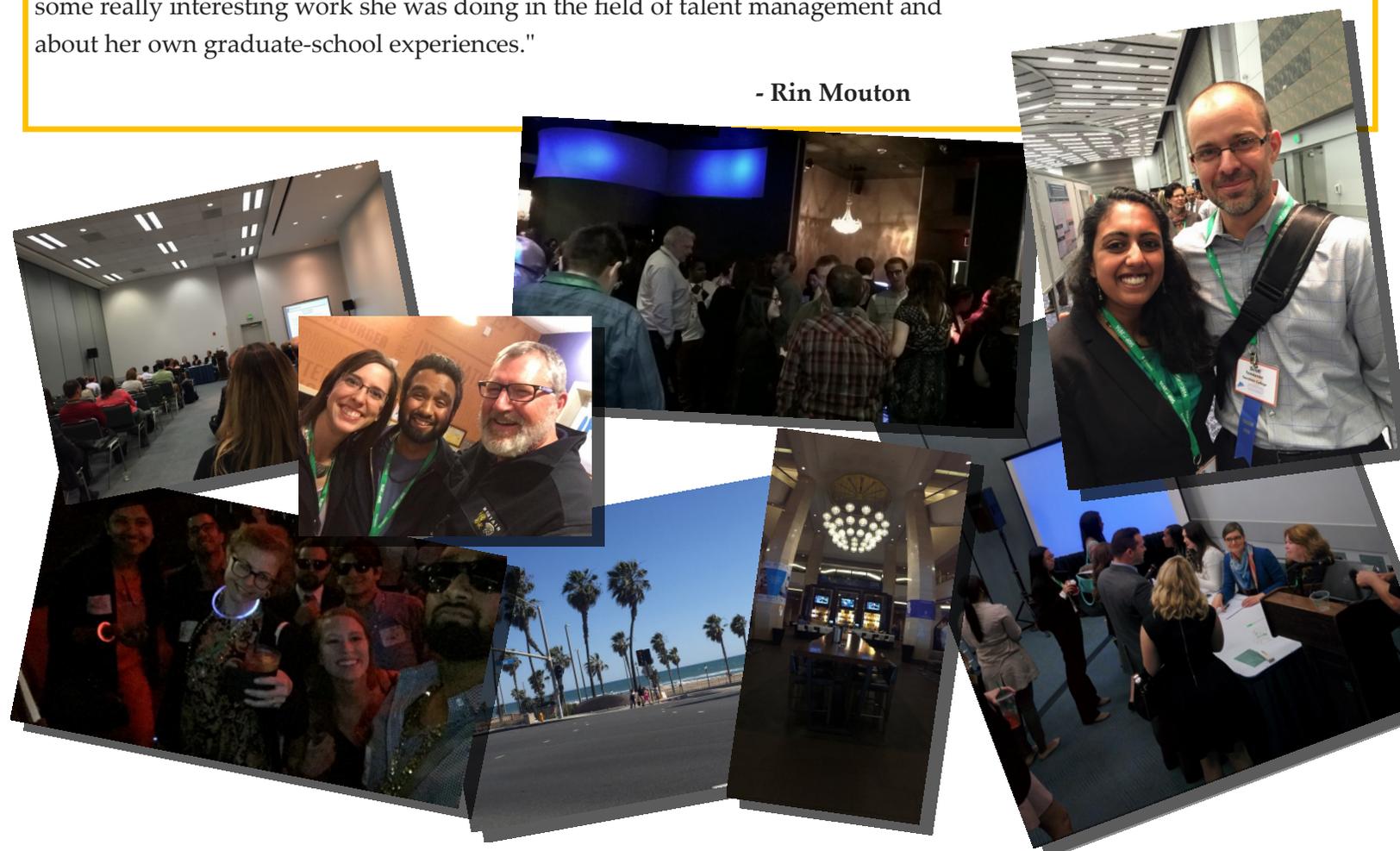
- Danielle Allen

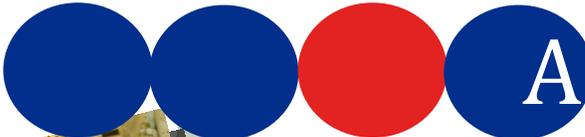
"My most memorable moment was speaking to Scott Avery (DDI) at the Louisiana Tech/MANKATO party. It was nice to speak to a higher level VP from a major consulting firm about things other than I-O. We shared experiences about how we were raised and how those influences applied to our respective work ethic. Good beers and better stories made for a great time."

- Jose Valadez

"The coolest part about being a second year and attending SIOP was my ability to talk to people I'd met last year at SIOP or IPAC and swap stories or get advice. At my first SIOP, I was still learning the I-O ropes, and the conference itself can be overwhelming with all of its people and events. This last year, however, I was able to catch up with people I met last year and get their input on experiences, successes, or puzzles I had encountered since we last met. In turn, you learn about all the cool things they do and can be introduced to others who can also provide information. Nita and I had a blast speaking with a consultant from People Furst and a friend of hers in the public sector. We learned about some really interesting work she was doing in the field of talent management and about her own graduate-school experiences."

- Rin Mouton





# Alumni & ABD Students



## Amy Stevenson

### Global Manager of Cultural Change at SGS

Amy provides strategic guidance and program management at the executive level for several large-scale global projects. Amy and her husband just welcomed their first child, a beautiful baby girl. Her advice for current students: *Don't underestimate the need to be somewhat conversant in big-data programs, analysis techniques, and lingo. When organizations find out you understand workforce analytics, the big-data guys will come knocking for advice – which can be a great opportunity to gain widespread credibility across functional areas as well as invitations to participate in really interesting projects.*



## Ann-Marie Castille

### Talent Assessment Fellow at Novo Nordisk

Ann-Marie conducts training and program evaluation, conducts organizational climate research, designs surveys and provides reports of results, analyzes hiring data, designs selection assessments, and develops competency models and career-development tools. Ann-Marie says, "You will have all of the skills you need when you go out into the working world. What is the most challenging is learning the industry, org structure, names and roles." Her advice to current students: *If you are going into internal consulting, try to go into an industry that is interesting to you.*

## Bharati Belwalker

### Personnel Administrator and Senior Psychometrician at City of New Orleans

Bharati recently joined the department of Civil Service for the City of New Orleans. She is in charge of conducting job analyses, test development/revision, test validation, and interpreting SSEOC and related legislation pertinent to applicant flow. She even steps out of her comfort zone (i.e., selection and assessment) by working with an interdepartmental team on revamping the performance-management system. Her advice to current students: *Enjoy your time in grad school -- it surely isn't coming back.*

## Brittani Plaisance

### Behavioral Analyst at Infor

Brittani works as a Behavioral Analyst at Infor, where she builds custom position profiles to help clients make ideal selection decisions. She's currently working to streamline Infor's assessment and profile-creation process into a mobile app for clients. Brittani's advice to current students: *Learn everything you can about Excel!*

## Chris Huynh

### Associate Consultant at Aon Hewitt

Chris works as a Selection and Assessment Associate Consultant at Aon Hewitt. He develops and implements assessment and selection processes for clients. His primary responsibilities include job analysis, validation, and the development and continuous improvement of large-scale selection systems.

## Christopher Patton

### Selection and Assessment Specialist, Hiring Innovation at Google, Inc.

Chris is primarily responsible for assisting in the design of assessments and job analyses. He took a new job at Google in April 2016 after a wonderful year working at PepsiCo! He also got engaged to Victoria Felix (from our own Counseling Psych program)! His advice to current students: *Take comprehensive exams seriously. That intense preparation was incredibly stressful but the depth of knowledge I gained from that process has continued to pay dividends in the workplace.*

## Christoph Gloger

### Talent Management Consultant at Flowserve

Chris currently creates, designs, and implements global HR processes with a focus on engagement and development. His current projects center around performance management, succession planning, leadership development, and training. Chris's advice to current students: *Among all factors to consider, great workplace culture cannot be overemphasized when choosing a job. During the interview (especially for internal-consulting jobs), inquire about higher-management support for HR initiatives and the workplace culture in general. Without top-level support, none of your ideas will be realized, and a questionable workplace culture is a sign that the company does not like to take their own medicine.*





## Christopher Castille

### Assistant Professor of Professional Practice at Rutgers University

Chris teaches management skills to undergraduate business-school students. He also conducts research exploring the role of personality at work and common-method variance. Teaching-wise, he enjoys what he does - a lot. Research-wise, he recently published two articles, one in the *Journal of Business Ethics* and another in *Personality and Individual Differences*. In other news, Ann-Marie and Chris are looking to come back home to Louisiana! **Professional Advice:** *Network. You don't have to be instrumental about it. Have a presence in the community you wish to be a part of.* **Educational Advice:** *Take as many method/stat courses as you can. Second - learn R, and specifically, learn how to use RMarkdown. For those wanting more detail on taking the academic path out of our program, please do not hesitate to contact me.*

## Cole Napper

### Talent Analytics Manager at Toyota

As a Talent Analytics Manager, Cole is responsible for all the HR-specific analytics, reporting, and data management. His team of four analysts is changing the way HR delivers value. From intuition to insights and best practices to empiricism, Toyota is delivering an evidence-based approach every day. Prior to joining Toyota, Cole worked as a senior HR analytics lead at CenturyLink. Cole and his wife Rakshya moved back to Texas and bought their first house. Very exciting! His advice to the current students: *Have a beer with the faculty. They are really great. Also, you can have a great time living in Ruston. I lived there for 8 years and wouldn't trade a day.*



## DeAnn Arnold

### Consultant/Associate Researcher/Adjunct Professor at LSUS & Colorado State University

She is self-employed as an I-O Consultant working primarily in job analysis and test construction for several municipalities. She is currently working as an Associate Researcher with the Institute for Nonprofit Administration and Research, working on an a longitudinal study on selection and employment outcomes. She also teaches online in the Master's of NonProfit Administration at LSUS and the Master's of Human Resource Administration at Colorado State University. Her advice to current students: *Keep all your notes and work hard on comps! Eventually you WILL graduate and you will miss all the fun times.*



## Evan Theys

### Selection and Assessment Specialist at Google, Inc.

Evan Theys is a Selection and Assessment Specialist on the Hiring Innovation team at Google where he is responsible for the development, validation, and maintenance of online assessments used in Google's hiring processes. Evan and his fiancée got married on December 30th, 2016.

## James DeLeon

### Senior Consultant at APT Metrics

As a senior consultant, he provides consulting services in the primary areas of job analysis, assessment, selection, validation, and competency modeling. Some responsibilities include: facilitating various types of focus groups; conducting, interpreting, and reporting statistical analyses; writing technical documentation; summarizing materials for litigation support. James and Jocelyn's baby, Oliver, arrived this past September :D. His advice to current students: *"Good Times" by Sam Cooke is a wonderful song. "Don't think twice, it's alright" by Bob Dylan is an underrated gem of his collection. Said last year and still holds - Enjoy your time together. Finish that diss before you get out of Ruston. Also...get out of Ruston. Ah, and try to get some research experience. Please do try.*

## Jason Marks

### Research Analyst at Amazon

Jason currently engages in survey development, item writing, and analyses for various Amazon businesses and stakeholders. He has been helping newer Amazon businesses get set up to start administering surveys, and helping them to write custom questions specific to their workplaces and employees. Jason thinks Seattle is awesome! His advice to students: *Learn R or some kind of programming language, SQL is really useful too. Get good at data management/manipulation and running simple analyses FAST.*

## John Buckner

### Organizational Development and Assessment Associate at AlixPartners

John works internally at AlixPartners, a global management-consulting firm. His responsibilities include assessing prospective job candidates, assisting with onboarding, training, and coaching. John continues to teach employee selection as an adjunct professor for the I-O Master's degree program at Wayne State University.

## Lindsey Anderson

### Senior Contractor

Lindsey works with the Organization and Management Development team at Frito-Lay North America's headquarters. Her responsibilities include assisting the team in supporting core processes, such as general performance management, 360 and upward management feedback, PepsiCo's Organizational Health Survey, and the Employee Exit Survey. She's really enjoyed her work on PepsiCo's Organizational Health Survey, a large-scale biennial survey that includes participation from both hourly and salaried employees across all positions in all organizations.





## Luke Simmering

**Consultant at Legasus Group LC**

Luke is now working as a consultant at Legasus Group LC in Wichita Ks. Or, as he likes to say, he's living the dream. Following in his father's footsteps, Luke works with family-owned businesses on leadership development and coaching, strategic thinking and planning, and succession planning. Luke's wife Morgan and their two kiddos (William and Clara) are enjoying their new digs and getting back closer to family and their Kansas roots. GO LUKE!

## Mike Knott

**Talent Management Consultant at Flowserve**

Mike holds a program-consulting and leadership role in the Talent Management and Organizational Effectiveness (TMOE) group. He is responsible for managing the implementation of a personality assessment for all manager-level jobs globally, as well as a structured interview training for 4,000+ hiring managers across the organization. He also administers and interprets a battery of psychological assessments given to VP and Director candidates. He says he definitely got thrown into the deep end with this job. In week 1 his main responsibility was driving vendor-lead focus groups and overseeing their job-analysis process. Almost every week he has meetings with top leadership in the company (VPs, CHRO, etc.). He is constantly learning and receiving excellent coaching/feedback from his peers, leaders, and mentors. He says, "While my start was stressful, and I sometimes I wonder why they hired me, I'm receiving good feedback on my performance. I was even awarded the "No Fear" award at one of our TMOE meetings." His advice to current students: *Don't freak out about comps. Listen to Tilman (unless he tells you to freak out about comps).*

## Richard Chambers

**Associate Manager, Global Talent Management & Organizational Development at PepsiCo**

Richard is part of PepsiCo's Global Talent Management and Organizational Development team. In this role, he partners with Global Centers of Excellence (COE) to manage PepsiCo's Org Health Survey, 360 feedback process, upward-manager feedback process, general performance-management process, and workforce-planning process for Global IT. Richard collaboratively develops strategy, plans, develops, executes, and generates insights and actions for surveys. At the completion of his dissertation he was promoted to Associate Manager. Recent news: Richard and Alecia celebrated their fifth wedding anniversary, found out they are pregnant with a baby girl (due April 9th!), and defended his dissertation - ALL IN THE SAME WEEK! They spent two weeks in Europe this spring visiting France, U.K., Spain, and Italy. His advice to current students: *1. Finish your dissertation! 2. Remember you will never know everything. You can always learn more and better yourself. Try to learn something from every opportunity that presents itself to you. 3. Treat each day as if it is your last. When life gets stressful just remember that at least you woke up that morning. :) 4. Always make SIOP a priority. Always max out your submissions. Don't be afraid to reach out to IOs you have never met to be collaborators, more often than not they will say yes. 5. If you are ever in Dallas feel free to reach out to connect with me!*



## Stephanie Murphy

**Talent Management Senior Advisor at Dell**

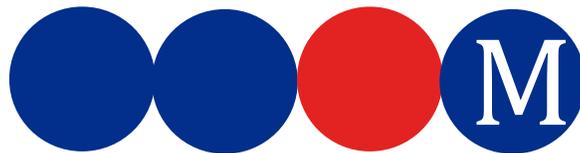
Stephanie runs Dell's employee engagement survey from start to finish for 100,000+ employees. She also helps with smaller surveys related to other topics such as performance management, culture, millennials, etc. Her son, Stephen, turned 7! He was 1 when she joined the Tech program! Her advice to current students: *Read outside of academic articles. Read the Wall Street journal, HBR, Forbes. Pick up the lingo of the businesses and be able to speak "their" language and join "their" conversations. As we go through this RFP process searching for vendors, I've been reminded the importance of being personable. Remember that clients/coworkers are people. Not everything has to be formal and tactical. It's important to showcase personality and be lively! The harsh truth: what you do and/or services you provide are not unique. My counterpart at Microsoft always says, "it's not about the company, it's about the project team." HOW you get things done is what stands out. Learn more about qualitative analysis. Good grief. Analyzing "data" from focus groups, open-ended comments, interviews, etc. is an absolute nightmare in these corporate streets.*

## Victoria Smoak

**Senior Manager leading global R&D and IT Colleges at PepsiCo**

Victoria is part of PepsiCo's global learning and development team, working from the Dallas office, dedicated to functional capability for our R&D and IT employees globally. Her main objective will be to develop and implement a capability strategy in alignment with the broader Human Capital Strategy for these functions. She will continue to be involved in a few employee engagement/ organizational research projects/ presentations with global employees, but her "day job" is going to provide her with an excellent opportunity for growth and development. She will have completely new stakeholder groups (outside of HR) and will be closely connected with Human Capital Strategy working directly with business leaders. Her advice to current students: *Don't be the smartest person in the room--surround yourself with people who challenge you to grow and teach you something new.*





# Meet the Team

## First-Year Students



**Taylor Anne D'Ilio** is from Hattiesburg, Mississippi and earned her B.A. in psychology with a minor in Italian from the University of Mississippi. Her research interests include motivation and performance management.

**Fun Fact:** Taylor Anne enjoys swimming and sailing.

**Drake Doumit** is originally from New Iberia, Louisiana. He received his B.A. in psychology from Louisiana Tech University. His research interests include organizational justice and mindfulness in the workplace.

**Fun Fact:** Drake once received third place in a programming contest despite not knowing the programming language.



**Derrick McDonald** is from Chicago, Illinois and earned his B.S. in psychology from Iowa State University. His research interests include employee testing, selection, retention, as well as incorporating automatic item generation in the selection process.

**Fun Fact:** Derrick graduated from ISU in three years and enjoys cooking and video games in his downtime.

**Zollie Saxon** is a born and bred Okie from Muskogee. She graduated from Niagara University with a B.A. in psychology and history with a minor in Middle Eastern & Islamic studies. She also has her M.A. in clinical psychology from Minnesota State University, Mankato. Her current research interests include utility analysis and expanding the use of Gini Coefficients in I-O psychology.

**Fun Fact:** Zollie plays on two local roller-derby teams and loves B-Horror movies.





**Hudson Taylor** is originally from Murfreesboro, Tennessee and earned his B.S. in I-O psychology from Middle Tennessee State University. His research interests include selection, motivation, change, group dynamics, and leadership. His current research interests focus on applications of reversal theory to organizations.

**Fun Fact:** Hudson enjoys billiards, darts, and bowling—he also boasts a 230 bowling average.

## Second-Year Students

**Danielle Allen** is originally from Savannah, Georgia. She earned a B.S. in psychology from Armstrong Atlantic State University in Savannah and an M.S. in psychology from Georgia Southern University. Her current research focuses on understanding work engagement from a reversal theory perspective.

**Fun Fact:** Danielle once spent a weekend camping on a haunted island.



**Qin Cai** is from Wenzhou, China. She obtained a B.S. in applied psychology and a M.S. in genetics from Wenzhou Medical University, China and a M.A. in I-O psychology from Southern Illinois University, Edwardsville. Her research interests include diversity and technology in workplace.

**Fun Fact:** Qin worked for more than two years as a newspaper columnist and wants to be a part-time sci-fi/fantasy writer.

**Jason Davis** is originally from Northeast Georgia. After serving honorably in the United States Marine Corps, he earned his B.S. in psychology from the University of Georgia and his M.S. in Industrial-Organizational Psychology from the University of Tennessee at Chattanooga. His current research interests include pre-military service attraction, selection, recruitment, testing, person-organization fit, and post-military transitioning.

**Fun Fact:** Jason believes the greatest place to be is in Athens, GA on Saturdays in the fall.





**Vinay Patel** is from Clinton, Mississippi and has earned a B.S. in psychology from Millsaps College in Jackson, Mississippi. He worked under a clinical psychologist for three years before deciding that he wanted to go the I-O route. He is currently on several AROS projects that deal with selection, training, performance evaluation, and survey design. His current research interests include employee selection, technology, and cognitive ability testing using different types of technology.

**Fun Fact:** Vinay is an avid basketball player and enjoys outdoor activities.

**Kelly Stewart** graduated from Texas State University with a B.A. in psychology and a minor in communication studies. Her current research interests are in the areas of justice perceptions and job-satisfaction levels of employees with disabilities. She is currently working on an AROS project that involves recruitment, selection, and forecasting enrollment and retention of Tech students.



**Fun Fact:** Kelly loves riding fast on horseback, enjoys doing acrobatic yoga, and is addicted to the Investigation Discovery Channel.

## Third-Year Students



**Ellen Lovell** earned a B.S. in both animal science and in psychology from Middle Tennessee State University and is from Gallatin, Tennessee. She works on AROS projects that focus on organizational development and interviewing skills. Her current research focuses on biases within the selection process.

**Fun Fact:** Ellen enjoys horseback riding and is certified in Advanced and Search and Rescue SCUBA diving.

**Lauren Mouton** Earned a B.S. in psychology from Louisiana State University as well as teaching certificates from the University of Louisiana at Lafayette. She is working on AROS projects that focus on organizational development. Her research interests include corporate social responsibility and organizational justice.

**Fun Fact:** Rin loves the great outdoors, classic rock, kayaking, and boots.





**Nita Prabhu** is originally from Houston, Texas. She earned her B.A. degree in psychology from Baylor University and her M.A. in counseling psychology from Houston Baptist University. Her research interests include bridging the gap between I-O psychology and organizational behavior management.

**Fun Fact:** Nita is an avid Baylor Bear sports enthusiast.

**Olivia Reinecke** is a Baton Rouge native and third-year doctoral student in the I-O program at LaTech. She earned her B.A. in psychology at Millsaps College in Jackson, Mississippi with minors in anthropology and political science. She is working on AROS projects that involve selection, training, survey development, and competency modeling. Her current research interests include technology in the workplace, personality, and the development and retention of high-potential employees.



**Fun Fact:** Olivia is an ardent HGTV watcher!



**Jose Valadez** Originally from Laredo, TX, Jose earned his B.A. in biology from Texas A&M University (College Station) and M.S. in psychology from Texas A&M International University. Jose has previously worked as a career advisor and adjunct faculty member. His current research interests are in psychometrics, work engagement, competency modeling, and selection.

**Fun Fact:** Jose recently became an uncle! Mateo Gabriel is 7 months old and has already learned that the Spurs, Cowboys, and Aggies are the best teams in their respective sports.

## Make plans to join us in Orlando

# SIOP 2017

APRIL 27-29 ORLANDO

EXPLORING NEW FRONTIERS







# Program Research

- Arboleda, M. (Chair), Harrell, M., Naemi, B., Reithel, S., & **Theys, E.** (2016, April). *I stepped in gum: Creative solutions to sticky validation situations*. Panel discussion presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Belwalkar, B.** (Co-Chair), Lobene, E. (Co-Chair), Lawrence, A., Boyce, A., Farrell, J., Fetzer, M., Holland, B., O'Shea, G., & Hartog, S. (2016, April). *Redefining state-of-the-art: High-fidelity simulations best practices*. Alternative session presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Belwalkar, B., Reinecke, O., Igou, F., & Cavanaugh, J.** (2016, April). *Practical implications of SEM-based versus SEE-based banding*. Poster presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Belwalkar, B. B. & Tobacyk, J. T.** (2016). Evidence for incremental validity of proactive personality in predicting task performance. *Psychology Research*, 6, 631-639. doi:10.17265/2159-5542/2016.11.001
- Belwalkar, B.** (Co-Chair), van Driel, M. (Co-Chair), Lobene, E., Li, M., Boyce, A., Kreik, H., Kurz, R., & Lochner, K. (2016, April). *Practical considerations for cross-cultural use of self-report questionnaires*. Symposium/Forum presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Cai, Q., & Nadler, J. T.** (2016, April). *The times they are a changin': Sexual harassment in cyberspace*. Poster presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Castille, A.** (Co-Chair), Shondrick, S. (Co-Chair), Winik, L., Myer, A., Rubenstein, P., McCune, E., Deprez-Sims, A., **Chambers, R.**, & Chandler, M. (2016, April). *Putting analytics to use: Let's get down to business*. Alternative session presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Castille, C., Theys, E., & Khan, S.** (2016, April). *Too much of a good thing? Nonlinear personality-performance relations*. Poster presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Castille, C., Theys, E., & Thompson, H.** (2016, April). *Preliminary development of hierarchical unfolding cybernetic big 5 trait measures*. Poster presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Chambers, R.** (Co-Chair), Bergman, S. (Co-Chair), Davison, K., Weathington, B., Winter, J., & Tamanini, K. (2016, April). *Social media for employment decisions: The risk, reward, and unknown*. Panel discussion presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Desselles, M., Knott, M., & Stewart, K.** (2016, May). *Generational attitudes toward employees with disabilities*. Poster presented at the 28<sup>th</sup> annual convention of the Association for Psychological Science, Chicago, IL.
- Gloger, C., & Toaddy, S.** (2016). I-Opener: Working 9 to 5, what a way to make a living? *The Industrial-Organizational Psychologist*, 54(1). Retrieved from <http://www.siop.org/tip/july16/io.aspx>
- Gloger, C.** (Co-Chair), **Toaddy, S.** (Co-Chair), **Desselles, M.**, Lobene, E., **Murphy, S.**, & Pundt, L. (2016, April). *Let's try again: Strategies for increasing senior-level women in organizations*. Panel discussion presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Gurupur, V., Shettian, K., Xu, P., **Hines, S.**, **Desselles, M.**, Dhawan, M., Wan, T., Raffenaud, A., & **Anderson, L.** (2016). Identifying the readiness of patients in implementing telemedicine in northern Louisiana for an oncology practice. *Health Informatics Journal*. Advance online publication. doi:10.1177/1460458216639740

- Igou, F.** (2016, July-August). *Banding, adverse impact, and utility*. Paper presented at the International Personnel Assessment Council, Sacramento, CA.
- Igou, F., & Valadez, J.J.** (2016, May). *A comparison of top-down and banding methods of test score use applied to an entry-level police selection procedure*. Poster presented at the 28<sup>th</sup> annual convention of the Association for Psychological Science, Chicago, IL.
- Lobene, E., & **Toaddy, S.** (2016). The I-Opener: Hey students and also everyone else: Go to SIOP's annual conference (and here's why and how). *The Industrial-Organizational Psychologist*, 53(3), 60-63. Retrieved from <http://www.siop.org/tip/jan16/533.pdf>
- Martins, A. (Co-Chair), Eigel, L. (Co-Chair), **Chambers, R.**, Howardson, G., Kemp, M., & Morgan, D. (2016, April). *Analytics – a uniquely I-O perspective*. Panel discussion presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- McPhaul, K., Fleck, C., **Chambers, R.**, Martins, A., & Van Breen, K. (2016, April). *Global job rotation programs: Talent development or free vacation?* Poster presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Poeppelman, T. (Chair), Rogelberg, S., **Sheets, T.**, Sinar, E., & Thoresen, P. (2016, April). *Tweet, post, and link: Creating a presence and brand online*. Symposium/Forum presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Prabhu, N., & Toaddy, S.** (2016, April). *Perceived support and overqualification as related to discretionary behaviors*. Poster presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Reinecke, O., & Toaddy, S.** (2016). The I-Opener: We feel a change comin' on: I-O's rôle in the future of work. *The Industrial-Organizational Psychologist*, 53(4), 24-28. Retrieved from <http://www.siop.org/tip/April16/534.pdf>
- Sheets, T.** (Chair), Horn, Z., **Simmering, L.**, Martin, M., & Hakel, M. (2016, April). *IGNITE + Panel discussion combination: Technology training in I-O psychology*. Alternative session presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Smittick, A. (Co-Chair), **Smoak, V.** (Co-Chair), Lomeli, L. (Co-Chair), Lualhati, J., Kraus, A., Johnson, J., Sircar, K., Grabarek, P., Ginther, N., **Sheets, T.**, Quillen, S., & Naber, A. (2016, April). *IGNITE your career*. Alternative session presented at the 31<sup>th</sup> annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Toaddy, S.** (2016). [Review of the book *Modern research methods for the study of behavior in organizations*, by J. M. Cortina & R. S. Landis (Eds.)]. *Personnel Psychology*, 69, 291–294. doi:10.1111/peps.12127
- Toaddy, S.** (2016). [Review of the book *Embedding CSR Into Corporate Culture: Challenging the Executive Mind*, by D. L. Swanson]. *Personnel Psychology*, 69, 504–507. doi:10.1111/peps.12158
- Toaddy, S.** (2016). [Review of the book *The work-family interface: An introduction*, by S. Sweet]. *Personnel Psychology*, 69, 516–518. doi:10.1111/peps.12162
- Toaddy, S.** (2016). [Review of the book *The truth doesn't have to hurt: How to use criticism to strengthen relationships, improve performance, and promote change*, by D. Bright]. *Personnel Psychology*, 69, 758–761. doi:10.1111/peps.12172
- Valadez, J.J., & Igou, F.** (2016, May). *Preliminary development of the problematic cell phone use scale*. Poster presented at the 28<sup>th</sup> annual convention of the Association for Psychological Science, Chicago, IL.
- Wojcik, H., & **Toaddy, S.** (2016). The I-Opener: SPACE! *The Industrial-Organizational Psychologist*, 54(2). Retrieved from <http://www.siop.org/tip/oct16/iopen.aspx>



## GOT A PROJECT

Applied Research and Organizational Solutions provides students with opportunity to work on projects with a variety of companies and non-profit organizations. If your organization has a need for services in the areas of personnel selection, employee engagement, performance appraisal, or data analysis, let's have a conversations. Funds generated by projects are donated to the Louisiana Tech I-O PhD program. Additional information is available at our AROS website: [aros.latech.edu](http://aros.latech.edu)

- Mitzi Desselles

[mdessell@latech.edu](mailto:mdessell@latech.edu)

AROS  
Department of Psychology  
P.O. Box 3163  
Ruston, LA 71270



Phone: (318) 257-5066  
Website: [aros.latech.edu](http://aros.latech.edu)  
E-Mail: [mdessell@latech.edu](mailto:mdessell@latech.edu)

LOUISIANA TECH  

---

UNIVERSITY®