

MSU Organizational Psychology Alumni Newsletter

Spring 2024

Spring 2024 is full of exciting announcements!

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Dr. Jenn Wessel

Dr. Jen Wessel earned a Ph.D. in Psychology from Michigan State, specializing in Organizational Psychology. Now an associate professor of psychology at the University of Maryland, Dr. Wessel reflects on her time at MSU, how it impacts her work today, and what three pieces of advice she has for current graduate students.



Can you tell us about what you are up to?

I've been at the University of Maryland since 2014 and received tenure a couple years ago. We are a unique interdisciplinary program because we bring together Social Psychology, Decision Sciences, and Industrial and Organizational Psychology all into one. I look at a variety of topics and identities, but what tends to interest me is understanding the experiences of people who are marginalized or historically excluded in the workplace, and understanding ways that we can potentially improve upon the status quo.

Is that similar to what you studied at Michigan State?

My advisor Ann Marie Ryan and I worked on many different projects around diversity and inclusion in the workplace. She was an excellent mentor and research partner. We did quite a few projects that examined the experiences and treatment of women in the workplace. For one we looked at how the climate for women in male-dominated workplaces affected job satisfaction for women and men. We also conducted a laboratory study examining how women described themselves when applying for a position in a male-dominated field. We found that changing only a few words increased the likelihood that women would be seen as a good fit for the job. We conducted some other work together on sexual orientation harassment, fairness in the workplace, and other projects.

Tell us about your current projects and what you are excited about.

I'm working on a couple interdisciplinary projects that focus on neurodiversity and specifically autism in the workplace that I'm excited about. For one collaborative project, I'm working on a team of psychologists, computer scientists, and a hearing and speech scientist on examining the efficacy of a training that would help neurotypical people better understand how autistic individuals want to be treated at work. We've developed the training, but the next step will be testing the efficacy of that training.

I'm also part of a team that working on how to make STEM research labs more inclusive for autistic students. In general, autistic individuals have a much lower graduation rate than their neurotypical peers and tend to be underemployed. Scholars with disabilities are also under-represented in academic research. Yet research shows that the autistic community has many strengths that lend themselves well to STEM research, like attention to detail, for example. Our idea with this project is to understand how to develop training for STEM labs to make them more inclusive. We then aim to roll out a large-scale project at the University of Maryland where we will place autistic students into STEM labs and make sure they receive mentoring while also, very importantly, mentoring the mentors on how to be more inclusive (funding pending). We are hoping to be a model for neurodiversity inclusion in labs.

Currently, I am also leading an interdisciplinary NSF grant with two higher education researchers to examine how valued diversity and inclusion efforts are in tenure packages. A lot of faculty are being told that these efforts are important and valued in universities, but we're looking to see if it is actually valued and seen as compensatory or viewed as a "nice to have" addition. We have some preliminary results back and have some interesting findings.

Dr. Jenn Wessel

It sounds like an interdisciplinary research approach is important to you. Can you talk about that?

I think we learn more when different fields collide, discuss problems, and work on them together. You might realize that you've been studying the same thing but from slightly different angles. You can also learn new techniques. I think the science is better when we are interdisciplinary. But my main reason for doing this work is that it's the most fun! When I first came to Maryland, I had the opportunity to work with political scientists on understanding Congress as a workplace. We interviewed former members of Congress, and we learned all this stuff. I've always loved learning new things, and I have realized that I tend to learn the most in interdisciplinary projects and collaborations.

How did your education at MSU uniquely prepare you for your career as a professor and researcher?

I had such a great experience at MSU in the graduate program. It is a special place in how it trains and prepares students. A high degree of independence is valued and instilled in you as a graduate student while still getting great mentorship. The expertise amongst the faculty helped build me up. The culture of developing one another, being open to improving, and trying to do things even when you didn't feel quite ready was helpful for me. All the opportunities to speak in front of the faculty and my fellow students helped build my confidence as a researcher and communicator of science. I am not afraid to speak in front of any audience now because I know how to handle insightful but also tough questions.

Did you have any mentors that influenced how you relate or work with students?

I have been influenced and mentored by many people, including many faculty in the MSU org psych program. From working on an applied project with Kevin Ford, to the research discussions I had with Neil Schmidt, Dan Ilgen, and Steve Kozlowski. The main influence for me is going to be Ann Marie, though. She was my direct advisor, and I have a ton of respect for her. I learned a lot from her in terms of not just how to research, but also how to maintain your generosity towards others while still maintaining necessary boundaries. Also, she never forgets the practical and is solution-oriented. There are so many roadblocks in research, but she is particularly good at finding solutions and saying, 'let's keep going.' She was an amazing mentor and watching the way she approached work was immensely helpful to me.

What makes you proud to be a social scientist?

I'm proud to be a social scientist because I think we work with the messiest of subjects—human beings with all of these thoughts, emotions, interactions that can often be hard to pinpoint precisely. As social scientists, we take latent variables that we cannot measure directly and try to figure out how to conceptualize and operationalize them so we can understand what is going on. We have to figure out how to place people ethically in situations that closely approximate desired psychological experiences. Sometimes we have to get really creative to get at what can't directly be measured. I am proud of when I can do that well. As I/O psychology is an applied social science, I'm also proud of being systematic and evidence-based in my non-research work as well, like in my service and teaching.

Do you have any advice for current graduate students?

1. Take as many opportunities as you can to present your work and practice sharing your ideas with others. It's hard. It is something you have to practice, but it can be really fun to exchange ideas with people too.
2. You can have a serious job and be very serious about it, but you don't have to be a serious person all the time. Early on when I did not have tenure yet, I thought there was a strict way you had to behave. But I want people to know it is ok to be a human being. You can be yourself and have a personality and be in academia. Within professional norms, you can be yourself even if you're kind of goofy like me! Be your authentic best self.
3. Every job is going to have some pressure, so one thing I recommend is to prioritize making friends outside of the workplace. One of the best things I did when I started my faculty job was work to make friends outside of my workplace. I found it important to have people I could talk with about something other than work. It had one of the biggest effects on my stress levels!

Written by Shelly DeJong

Students Receive Research Grants

Connor Eichenauer Receives the Kenneth E. Corey Research Enrichment Fund



Connor Eichenauer

This endowed fund benefits students and faculty of the College of Social Science at Michigan State University. Professor Kenneth E. Corey served as Dean of the MSU College of Social Science from 1989-1999. As a reflection of his deep affection for and continued close relationship with the MSU College of Social Science, and to further nurture the research culture within the College, he established this endowed fund to provide ongoing support for research within the College.

Eichenauer is specializing in Organizational Psychology. His dissertation investigates how employee selection decision-makers choose to utilize (or not) candidate information from different selection procedures when evaluating candidates. Specifically, Connor hypothesizes that utilization of candidate information is driven by hiring manager beliefs about the predictiveness and fairness of selection procedures from which the information was gathered. Nine dimensions of perceptions toward predictor constructs (i.e., candidate attributes measured) and predictor methods (i.e., how attributes were measured) are proposed to influence predictiveness and fairness beliefs. The goal of this research is to identify why hiring managers often do not utilize the most valid predictors when making selection decisions, which would facilitate the development of interventions to improve the predictive accuracy of selection decisions by reducing science-practice gaps.

Written by Shelly DeJong

Jo Alanis Receives the Charles P. and Linda A. Thompson Endowment for Social Science Research

Jo Alanis

This endowment supports graduate student research in the College of Social Science. Both graduates of MSU and highly accomplished in their careers, Linda and Charles Thompson are socially conscious philanthropists who provided a generous gift to MSU to establish this endowment in support of research that is rooted in Social Science and crosses academic disciplines to help resolve the world's problems.

Alanis is specializing in Organizational Psychology. Her dissertation focuses on the overqualification experiences of immigrant workers in the United States, one population that is particularly affected by overqualification. In this work, a model of perceived overqualification will be built that investigates feelings of relative deprivation, or the sense that one is deprived of something compared to others, as well as the impact of factors unique to the immigrant experience, such as acculturation. Through this research, Jo aims to identify strategies organizations and individuals can adopt to reduce the negative consequences of perceived overqualification.

Written by Shelly DeJong

Students Receive Research Grants (cont.)



Graduate Student Jo Alanis Receives J-DEI Research Grant

Jo Alanis, a 5th year graduate student specializing in Organizational Psychology, received the MSU Psychology Department's Graduate Student J-DEI Research Grant. This grant seeks to encourage and support the department's graduate students' exemplary research on topics that examine or advance justice, diversity, equity, and/or inclusion. Jo recently shared about her work researching immigrants in the workplace, why this type of work is important to her, and what she wishes that she had learned earlier.

Congratulations on winning this grant! Can you tell me what it means to you to receive it?

Thank you so much! It means so much to me to receive this grant because it will allow me to pursue research on a very important yet understudied population in the workplace: immigrants. This grant serves as an affirmation that other people care about this work and that they believe that it will advance not only the J-DEI research literature but also improve the lives of those that are affected.

Can you share a bit about your proposed project?

My proposed project investigates the overqualification experiences of immigrant workers through the lens of relative deprivation theory. Overqualification is a prominent issue facing immigrant workers in the US, due to various reasons such as challenges in recognizing foreign credentials and prejudice & discrimination and can have numerous adverse effects on one's work experiences and well-being. In using relative deprivation theory, which is the idea that people feel deprived of something when comparing themselves with similar others, my research will first investigate certain factors that are believed to inform immigrants' experiences of relative deprivation as well as their broader experiences of overqualification.

How did you get interested in this line of work?

I was inspired to pursue research involving the immigrant community first by my grandfather, who came to the US from Mexico as part of the Bracero agricultural program. In addition to my family history, I grew up in Houston, TX, one of the most racially and ethnically diverse cities in the US, which allowed me to appreciate the culture and customs of all different communities. Lastly, witnessing the political discourse regarding immigration in recent years further fueled my interest in this line of work because I believe that research has the ability to speak to important topics that pose social, economic, and political implications.

Why is it important for you to do J-DEI work?

Completing this work is important to me because I believe that the world benefits from people who are invested in J-DEI efforts. Serving others has always been a part of my life and I feel that pursuing J-DEI work in the context of the workplace allows me to do that in a way that affects people on a daily basis.

Would you like to give a shoutout to anyone in the department?

I would love to give a shoutout to the fantastic faculty and students in the Org Psych program, who I can always rely on for support and words of wisdom. I'd especially like to say thank you to my advisor, Dr. Ann Marie Ryan, for helping me navigate

What's something you wish you had learned earlier as a graduate student?

Something I am still working on is knowing that I will not (and cannot) save the world and that change happens incrementally and through translational work. As a grad student, it has always been important to me to pursue work that I believe will have an impact outside of academia, but it can be difficult to appropriately scope the work with that in mind. My unsolicited advice is to break big ideas down into multiple smaller projects and search for outlets to share your work with a broad audience.

Written by Shelly DeJong

Jo Alanis is also the recipient of the 2024 Benjamin Schneider Scholarship, awarded by the SIOP Foundation. This scholarship offers financial assistance to a minority doctoral student in I-O psychology and is made possible by the Macey Fund.

SIOP Publications Officer: Dr. Daisy Chang



Congratulations to Dr. Daisy Chang for being named SIOP Publications Officer!

I'm excited and honored to be elected as SIOP's publications portfolio officer and will start my official tenure after the SIOP conference 2024. This portfolio focuses on the operation of the SIOP's publications. Currently, SIOP has three book series and one journal. The three book series include one that is geared towards scientific advancement (Organizational Frontier Series), one that is designed to cover practice-oriented topics (Professional Practice Series),

and the latest addition of a book series that will focus on the translation and the application of our science to promote broader impacts of I-O psychology (Organizational Science, Translation, and Application Series). Each of these book series are managed by a series editor, who is responsible for identifying themes for the specific volumes and the volume editor. In addition to the book series, SIOP also publishes the Industrial and Organizational Psychology: Perspective on Science and Practice Journal. The IOP journal also intends to connect our science with the practice, and currently publishes focal articles and commentaries.

With my new role, I will work closely with the editorial teams of IOP journal and the three book series to continue high-quality publications. I will also coordinate with the SIOP and other portfolio officers to develop new publication initiatives to serve the stakeholders impacted by I-O related knowledge. For example, the IOP journal is discussing the possibility of expanding its publication format to include empirical research papers, which is a new and exciting development for the journal. We are also hoping to expand the reach of the journal by growing its applied audience – so if you are in the applied field and are interested in getting involved with the journal to serve as a reviewer, please let me know!

Finally, we are also looking for new ways for SIOP to expand its outreach efforts to better disseminate the published content. If you have any ideas that we can put into practice so that more people can have access to our published content, please don't hesitate to share your ideas with me at cchang@msu.edu!

5th Year Student Spotlight

As they finish their dissertations and wrap up their time here at MSU, let's check in with our fifth-year students.



Connor Eichenauer

Dissertation Update: My dissertation examines hiring manager beliefs about employee selection procedures to identify factors driving why users often do not utilize the most valid predictors when making selection decisions. Study 1 investigates hiring manager perceptions of selection procedures when manipulated into various combinations of predictor methods and predictor constructs (e.g., personality traits measured via computerized assessment, structured interview, or unstructured interview). Study 2 examines effects of adding small amounts of autonomy within highly structured selection procedures. Data collection was recently completed, and analysis is ongoing.

Which MSU area restaurant/café will you miss most?

This is a tough one. I'll definitely miss the Korean fried chicken from Kimchi Box, but even more so, I'll miss the frequent walks from the Psychology building down Grand River Ave with colleagues to eat lunch there.

What are you doing next?

I am currently seeking a full-time role. I'm most interested in roles related to selection and talent assessments, but I also have broad interest and experience in areas such as leadership and talent development, people analytics, and diversity and inclusion. Feel free to reach out if you know of any entry-level I-O openings!

Email: connoreichenauer@gmail.com

LinkedIn: <https://www.linkedin.com/in/connoreichenauer/>

Dissertation Update: The overall aim of my dissertation is to understand how perceived overqualification, and specifically feelings of relative deprivation, impact immigrant employees' work experiences. Study 1 uses a qualitative methodology to investigate the emergence of two preconditions of relative deprivation (feelings of wanting, deservingness), as well as how certain factors unique to the immigrant experience (e.g., difficulty with foreign credential recognition) affect these feelings. Study 2 proposes a model of perceived overqualification that examines the moderating effects of acculturation and job gratitude on the relationship between perceived overqualification and relative deprivation. Data collection is currently underway.

Which MSU area restaurant/café will you miss most?

Immediately my mind goes to the relatively new café/book shop, Hooked. I've greatly enjoyed the conversations and work sessions I've had with my colleagues there.

What are you doing next?

I am in the process of seeking out a full-time role. My interests most strongly relate to people analytics and employee experience positions, though I am also searching for roles in areas such as human capital consulting. Please feel free to contact me if you know of any openings!

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Jo Alanis

Faculty Research Highlights



Recent Publication by Dr. Kevin Hoff Explores Gender Gaps in Career Paths

A recent study out of Michigan State University found significant variations in career interests between men and women. Surprisingly, even with these interest differences, gender gaps in career opportunities are more substantial than anticipated.

The study also noted that these gender differences are more pronounced at lower education levels. This suggests a pressing need for gender diversity efforts to concentrate on professions that do not require a college degree.

The study, published in the *Journal of Vocational Behavior* examined similarities and differences in men's and women's career interests using a national sample of 1.28 million participants. Gender differences in interests were then compared to gender disparities in career choices using national employment data. The researchers also examined gender differences within intersecting social groups, like age, ethnicity and educational attainment, which have not been previously assessed.

"There's been a big push to get women in STEM, which has been great, but we also need to focus more on getting men into prosocial careers, such as teaching, as well as getting women into the trades," said Kevin Hoff, lead author of the study and assistant professor in MSU's Department of Psychology. "The trades are growing in demand and aren't going to be replaced by automation anytime soon, and if more men enter teaching and helping careers, it will help reduce the rigidity of other career stereotypes."

Despite being interested in prosocial occupations like teaching, counseling and health care services, men were underemployed in these careers. Additionally, women were underemployed in many high-status occupations including management, engineering and computer science, and in jobs that involve working with tools and machinery, relative to their interest in these careers.

"We know that people's interests are shaped by gender roles and stereotypes, so we need educational programs to help combat this when it comes to job interests and employment," said Hoff. "However, equal gender representation in all career fields doesn't have to be the goal. We still want people working in jobs that interest them."

The researchers recognize that their study focused on men and women as categories. They advocate for additional research exploring gender identity and intersectionality in the workforce.

Written by Shelly DeJong

OP Program Cohosts MSU Future of Work Conference

The Organizational Psychology Program, along with the School of Human Resources and Labor Relations, recently hosted a conference at MSU dedicated to advancing research on the Future of Work.

The MSU College of Social Science, which houses the Organizational Psychology Program, is committed to furthering research that addresses the Future of Work, including the development of new technology and its impact on jobs and workers, assessing the impact of emerging forms of work practices on workers, enhancing the skills of workers in and out of the workplace, and ensuring equity and fairness at the workplace.

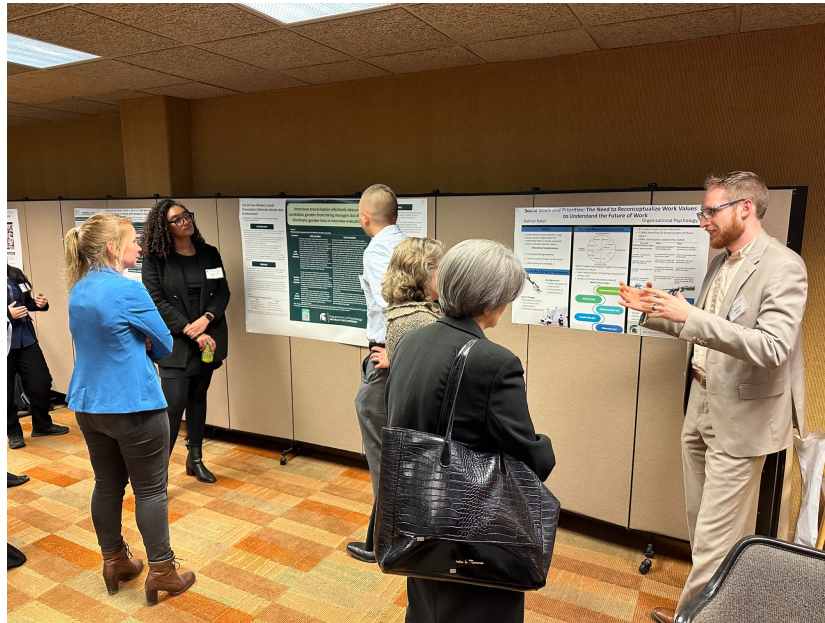


In March, faculty and students did a terrific job of representing our program at the Future of Work Conference. Discussions focused on the topics of “human interaction with artificial intelligence, accessibility changes to technology, new skills in the labor market and government engagement.” According to Dr. Tara Behrend, the initiative’s director and John Richard Butler II Endowed Professor in the School of Human Resources and Labor Relations, “These changes are affecting all of us. Emerging technologies are changing how we work, what work is needed and what skills are needed.”



OP Program Cohosts MSU Future of Work Conference (cont.)

In addition to faculty leading discussions on this interesting topic, **graduate students Connor Eichenauer, Rachael Pyram, and Nathan Baker** all shared their poster presentations on their research and were awarded prize money. Eichenauer and Pyram presented on the detection and effect of implicit gender cues in interviews and Baker presented a new model of work values.



As the Future of Work continues to emerge as a topic worthy of attention from scholars and practitioners across many different fields, our very own faculty and students are right at the cutting edge of the research. According to **Dr. Daisy Chang**, “new technology does open up new opportunities and new types of jobs,” so keep and eye out in the future for more novel and interesting work from our program!



Read the full article here: <https://psychology.msu.edu/news-events/news/future-of-work.html>

SIOP Presentations

Students and faculty are ready to present their work at the 2024 SIOP Conference – we hope to connect with you there!

- **Symposia**

- **Samo, A., Oswald, F. L. & Hoff, K. A.** The impact of generative AI exposure on the supply and demand of vocational interests in the labor market.
- **Hoff, K. A.** (Chair). To RIASEC and Beyond: Advances in Vocational Interest Research.
- **Hoff, K. A.,** Granillo-Velasquez, K., Hanna, A., Morris, M., Nelson, H., Oswald, F. L. A National Study of Gender Differences in Interests and Employment.
- Granillo-Velasquez, K. E., **Hoff, K. A.,** Hanna, A., Oswald, F. L., Morris, M. Interest Fit and Career Choice Satisfaction: Comparing Advanced Methods of Measuring Fit.
- **Holmes, J. E., Magalona, J., Chatterjee, D., Alanis, J. M., Ryan, A. M.,** Liebler, J. Should I stay or should I go? Factors contributing to attrition during training in policing.
- **Magalona, J., Ryan, A. M., Chatterjee, D.,** Seekamm, Jr., K., Liebler, J., **Alanis, J. M.** Leaving so soon? An analysis of withdrawal patterns from Academy training.
- **Van Fossen, J. A.,** Watson, G. P., Schuster, A. M., **Baker, N., Chang, C.-H., &** Cotten, S. R. Striving for identity: A self-regulatory model of career success and identity work in platform-based gig drivers.
- **Zhang, X., Chang, C.-H., &** Wang, X. H. Viewing myself as a machine: Buffering effect of self-initiated instrumentality.
- **Van Fossen, J. A., & Chang, C.-H.** Social comparison as a mechanism underlying crossover effects.
- **Pearman, J., Carter, D. R., Gerkin, E.,** Miller, J. D., **Carter, N. T.** Uncovering the Structure of Openness to Experience: Implications for Team Effectiveness.
- **Gerkin, E. (Co-Chair) &** Thayer, A.L. (Co-Chair). Configuring Tomorrow's Teams: New Directions in Team Composition Research.
- Harris-Watson, A., **Carter, D.,** Trainer, H., & **Carter, N.** Preferences for different leadership styles: The impact of follower personality.
- Christenson, K., (Chair), Japp, P. (Co-Chair), Shuffler, M., Rudolph, C. M., Reiter-Palmon, R., Allen, J., **Carter, N., &** Cronin, M. Fighting Common Misconceptions Found in Subfields of Organizational Science.
- **Carter, D., Pearman, J.,** Lungeanu, A., **Carter, N.,** Shuffler, M., DeChurch, L., Contractor, N., Pendergraft, J., & Landon, L. Psychosocial Dynamics in Extreme Teams: Insights From NASA Space Analog Crews.

SIOP Presentations (cont.)

• Poster Presentations

- Pearson, J, Kondur, S., Granillo-Velasquez, K., & **Hoff, K.A.** A Profile-Based Approach to Examining Gender Differences in Vocational Interests.
- **Eichenauer, C. J., & Ryan, A. M.** The Selection Science-Practice Gap: A Model of User Reactions Toward Selection Tools.
- **Zhang, X. , Alanis, J. M.,** Gendhar, B., **Holmes, J. E.,** Liebler, J. & **Ryan, A. M.** Coping with social undermining in socialization.
- **Magalona, J., Ryan, A. M.,** Gerlach-Houck, H., Herring, C & Yaruss, J. S. Activated Technology in Hiring and Accommodations for People who Stutter.
- **Pyram, R. H., Eichenauer, C.,** Frintrup, A., Funk, A. & **Ryan, A. M.** Put On Your Blinders: Could Transcription Eliminate Gender Bias in Interviews?
- **Baker, N.** How We Feel: Understanding the Emergence of Team Emotions.

• Panel Discussions

- **Eichenauer, C. J. (Co-Chair), Ryan, A. M. (Co-Chair), Briggs, C. Q.,** Lopez, T., Njaka, A., Jasewicz, J., & Sapia, J. For Students, By Students: How to Find, Land, and Succeed in I-O Internships.
- **Ryan, A. M.** SIOP Intelligence on AI 2.0: Legal, Practice, Science, and Ethics Perspectives.
- **Ryan, A. M.** Ethical AI-based Assessment in Practice.
- **Carter, N.** Change My Mind: A Dynamic Debate on Dominant Paradigms in I-O Psychology.
- **Behrend, T.,** Fink, A., Tannenbaum, S., Wang, M., Heggstad, E., DuVernet, A., Landers, R., Solberg, E., Avery, D., Blacksmith, N., Dalal, R., Highhouse, S., Munson, L., **Chang, D.,** Liu, S., Ruggs, E. SIOP Executive Board Roundtable Discussion.
- Saboe, K., Oswald, F., **Nye, C.,** Bruno, A., & Goodman, J. Invited: SIOP's Advocacy and Government Relations: AI and Much More.

• Alternative Presentations

- Greco, L. M. (Co-Chair), Song, Y. (Co-Chair), Ion, A., Songqi, L. **Carter, D. R.,** Yang, L.-Q. Finding and Securing External Funding: A Grant Proposal Writing Workshop.
- Bessey, A, McCormack R., Shuffler, M., **Carter, D.,** Thayer, A., Salas., E. Measure Development and the RADSM Process: Examining Team Coordination and Performance.

Recent Publications

Students and faculty continue to be highly active in producing research – please feel free to reach out to any of us if these publications pique your interest!

- **Hoff et al.** Interested and employed? A national study of gender differences in basic interests and employment.
- **Eichenauer, C. J., & Ryan, A. M.** Gender and Leadership Evaluations: What Happens if We Actually Measure Expectations-Behavior Incongruence?
- **Nye, C. D. & Ryan, A. M.** Improving Graduate Admissions by Expanding rather than Eliminating Predictors.
- Den Houter, K., **Chatterjee, D., Ryan, A. M.** & Liebler, J. Policing is not for me: Repelling factors implicated in vocational choice elimination.
- **Briggs, C. Q., Gardner, D. M., & Ryan, A. M.** Competence-Questioning Communication and Gender: Exploring Mansplaining, Ignoring, and Interruption Behaviors.
- **Gardner, D. M., Ali, A. & Ryan, A. M.** Reparative Impression Management for Ex-Offender Applicants: Understanding Mechanisms, Race/Ethnicity, and Disclosure Timing.
- **Alanis, J. M. & Ryan, A. M.** More than Visas and Paperwork: Post-hire HRM Considerations of Immigrant Employees.
- **Ryan, A. M.,** Boyce, C. & Boyce, T. When Worlds Collide: Using What We Know About Machine Learning to Inform Assessment Practices.
- **Ryan, A. M.** Accidents and Inspirations. In E. King, **Roberson, Q. M.,** & Hebl, M. (eds.) Perspectives on Race in Organizations.
- Ghumman, S., **Ryan, A. M.,** & Park, J. S. Who Helps Who? The Role of Stigma Dimensions in Harassment Intervention.
- **Collier-Spruel, L. A. Ryan, A. M.** Are All Allyship Attempts Helpful? An Investigation of Effective and Ineffective Allyship.
- **Merritt, S. M., Ryan, A. M.,** Gardner, C., Liff, J., & Mondragon, N. Gendered competencies and gender composition: A human versus algorithm evaluator comparison.
- **Ryan, A. M., Chatterjee, D.,** von Seekamm, Jr., K., **Magalona, J.,** Liebler, J., **Alanis, J. M.** Leaving So Soon? An Analysis of Withdrawal Patterns from Academy Training.
- **Ryan, A. M.** & Derous, E. Recruiting and selecting with culture in mind: Insights and emerging Issues.
- **Ryan, A. M. & Ali, A.** Establishing the job relatedness of criminal convictions.
- **Roberson, Q. M.,** Moore, O. A., & **Bell, B. S.** An Active Learning Approach to Diversity Training.

Recent Publications cont.

- **Roberson, Q. M.**, Ruggs, E. N., Pichler, S., & Homes, O. LGBTQ Systems: A Framework and Future Research Agenda.
- Patson, N. D., **Baker, N.**, Awani, S., Bednar, N., & Wagner, L. Using Language Science to Promote Interest in Science in a Science Museum.
- Torosyan, K., Wang, S., Mack, E. A., **Van Fossen, J. A.**, & **Baker, N.** Assessing the impact of technological change on similar occupations: Implications for employment alternatives.
- **Van Fossen, J. A.**, **Baker, N. M.**, Mack, E. A., **Chang, C. –H.**, Cotton, S. R., & Catalano, I. The Moderating Effect of Scheduling Autonomy on Smartphone Use and Stress Among Older Workers.
- **Van Fossen, J. A.**, Schuster, A. M., Sperry, D., Cotton, S. R., **Chang, C. –H.** Concerns, Career Decisions, and Role Changes: A Qualitative Study of Perceptions of Autonomous Vehicles in the Trucking Industry.
- **Van Fossen, J. A.** & Chang, C. –H. Aspects of violence leading to distress and changed attitudes for physiotherapists: A qualitative investigation.
- **Scott, W.**, **Chang, C. –H.**, & Spector, P. E. Cross-Cultural Occupational Health Psychology.
- Keller, A. C. & **Chang, C. –H.** Becoming Comfortable with the Uncomfortable: The Paradoxical Role of Learning in the Coping Process.
- Hotze., M. L., Liu, Z., Chu, C., Baranski, E., **Hoff, K. A.** (in press). Personality development and career success: Two longitudinal studies during the school-to-work transition.
- Sutu, A., **Hoff, K. A.**, Einarsdóttir, S., Rounds, J., Damian, R. (in press). Life goal development, educational attainment, and occupational outcomes: A 12-year, multi-sample longitudinal study.
- **Hoff, K. A.**, Granillo-Velasquez, K. E., Hanna, A., Morris, M., Nelson, H., Oswald, F. L. (in press). Interested and employed? A national study of gender differences in basic interests and employment.



News and Announcements

Please join us for an informal MSU gathering at SIOP on Friday April 19th at 6pm in the lobby bar at the Fairmont Chicago-Millennium Park. This will be an informal gathering for people to just get together, visit, and say "hi." Feel free to stop by if you can.

- Congratulations to **Dr. Caitlin Briggs** for defending her dissertation – she is now working as a Human Capital Consultant at FMP Consulting!
- Congratulations to **Dr. Ajay Somaraju** for defending his dissertation – he is now working as a People Analytics Lead Consultant at Allstate!
- Congratulations to **alumnus Dr. Jason Huang**, who was recently named a SIOP Fellow! According to SIOP, Fellow status specifically recognizes unusual and outstanding contributions that has an important impact on I-O psychology. We are proud of you, Dr. Huang!
- **Drs. Kevin Hoff and Kevin Ford** recently had the opportunity to meet with MSU's new President, Kevin Guskiewicz, Ph.D., during a visit to the College of Social Science.



The Organizational Psychology program anticipates we will have searches for two positions next fall (start date of Fall 2025). Please encourage talented folks you know to apply when our posting opens up late summer/early fall.

Tell us what is new with you for our next issue!

One goal of this newsletter is for alumni to share news with each other. Feel free to send us a few sentences on your current projects, life and family updates, and personal or professional accomplishments. Additionally, if you have any feedback or future ideas for the newsletter, let us know!

You can reach us at: msuorgpsychcolloquia@gmail.com