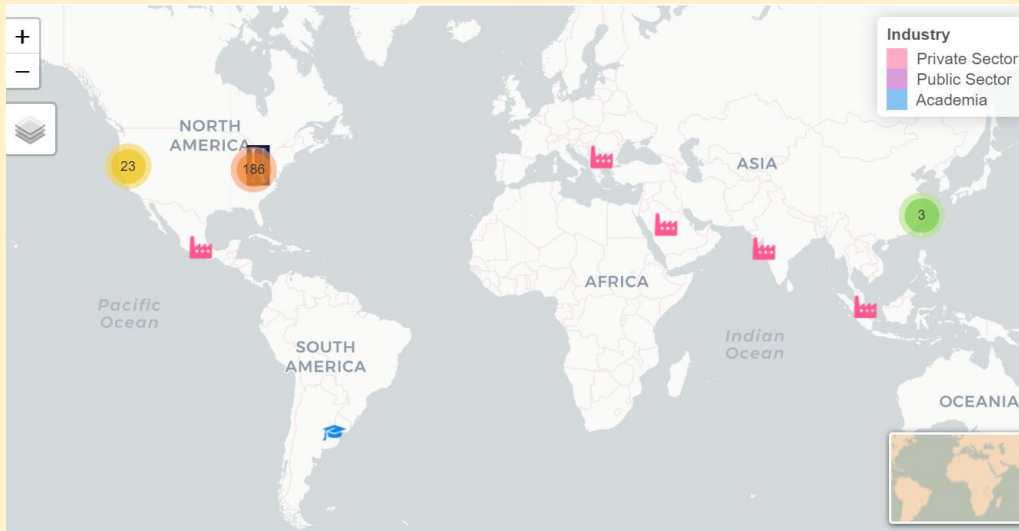


# The University of Akron Industrial-Organizational Psychology Program Alumni Newsletter

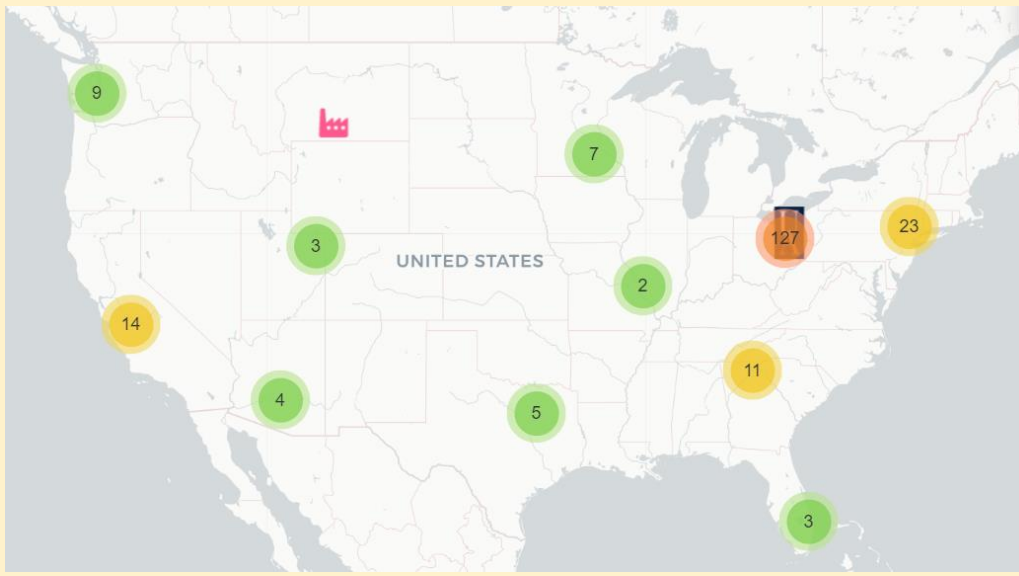
**Fall 2022**

Our alumni are all over the world!

Data from LinkedIn was mapped to reflect everywhere in the world our alumni work! Information reflects November of 2020. Thank you to Ryan Thibodeau for sharing.



Above: map of the all countries in the world. Below: Distribution of alumni in U.S centric view.



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## *Find us on social media!*

*Twitter: @AkronIOclub*

*Instagram: @AkronOpsych*





# The University of Akron Industrial-Organizational Psychology Program Alumni Newsletter

## ***Program Statement***

Hi everyone,

We hope you all have had a great year! We're happy to report things are beginning to look a lot more "normal" this year. Classes and events are now being held in-person, people are walking the halls, and there is already a noticeable improvement in the day-to-day culture as a result of increased opportunities for in-person socialization. As expected, our students continue to make progress on their degrees and are seeing strong placement opportunities for internships and jobs once they finish their programs. These last few years have certainly left a big impact, but we are all continuing to grow and navigate this new reality as best we can.

There have been some changes in the program that we'd like to share with everyone. As many of you have likely heard, Dr. Paul Levy has taken a new position as Vice President and Chief of Staff to President Miller. He's still on campus and is continuing to work with students on theses and dissertations, but the nature of his new role means he needed to step down as Psychology department chair. As such, Dr. Jenny Stanley from the ADA program has taken over as interim department chair. We wish Paul all the best in his new role!

The rest of our faculty (Dr. James Diefendorff, Dr. Joelle Elicker, Dr. Andee Snell, and Dr. Meghan Thornton-Lugo) are doing well and staying busy. Jim Diefendorff has taken over as I/O program chair and the director of the Center for Organizational Research (COR). He is also chairing a search for a new tenure-track assistant professor of I/O psychology position. We're excited to welcome a new faculty member to our program for the fall of 2023!

To close, we'd like to say thank you all for your continued support, with a special thanks to those who have spoken with us through our Workshops or Speaker Series. Your advice and guidance are greatly appreciated, and a true value add to our experience at Akron. Let us know how you are doing – we love hearing from all of you!

Best wishes,  
IOGSC

# Catch up with I-O Club!

## UA I-O Alumni Newsletter

### **Letter from the IOGSC President**

Hi everyone!

My name is Madison Schaefer, and I am excited to be the new President of the I/O Graduate Student Club for this academic year. This semester provided us the opportunity to reconnect for many of the in-person events we had been missing, allowing us to grow both personally and professionally.

We kicked off the semester by welcoming our new doctoral and terminal master's students with a student-run orientation to the program and helped to ease their transition by pairing them with a peer mentor. We also enjoyed connecting at our annual fall potluck with delicious food and fun outdoor games.

For the first time since before the pandemic, the majority of our guest speakers came in-person! It was a pleasure to welcome Dr. Haylee Min from Penn State, Dr. Sara Shondrick from Mix Talent, Dr. Cecily Becker from BCG Platinion, Dr. Nathan Carter from Michigan State University, Dr. Ali O'Malley from Reflexion Group, and Dr. Lawrence Houston from Rutgers School of Management and Labor Relations who all gave fantastic talks.

Our club participated in the Akron Walk to End Alzheimer's and collected donations for this great cause. We also celebrated Halloween with our second annual psychology department door decorating contest, enjoying candy and the Halloween spirit! We concluded a great fall semester with good food and conversation at our holiday gathering.

I am proud of the hard work of the I/O Club members who made many of these events possible, and look forward to all of the great things they will continue to do next semester. If you have any updates, comments, or questions you would like to share, please feel free to contact me at [mms359@uakron.edu](mailto:mms359@uakron.edu).

### **2021-22 IOGSC Structure**

**President** - Madison Schaefer

**Vice President** - Ariel Resnick

**Secretary** - Megan Frey

**Co-Treasurers** – Katie Rosneck & Megan Frey

**Website** - Alexis Lopez, Gustavo Ugeuto-Rey, & Steven Holthouser

**Mentoring/Orientation Chair**- Steven Holthouser

**SIOP Reception Chairs**- Madison Schaefer

**Speaker Series Chair**- Katie Rosneck & Megan Frey

**Giving back to I-O Club is easy!**

**<https://commerce.cashnet.com/ORGGRAD>**

IOGSC relies on sustained involvement from our current graduate students. Due to their time and effort we are able to make events like the SIOP alumni reception, Visit Day, Developmental Workshops, and Speaker Series possible. We greatly appreciate any and all donations that help make IOGSC operate. If you would like to make a donation directly to IOGSC you can use the link above and select "Donation to Industrial/Organizational Graduate Student Club"



# Meet the first years!

## UA I-O Alumni Newsletter

***This fall, we were very excited to welcome 7 new students to the program as the 2022-2023 cohort!***

***Jerad, Xin Wei, and Maggie make up our M.A./Ph.D. cohort. Jullien, Olivia, Mariel, and Ben are terminal Master's students.***

***Our newest cohort have a variety of career and research interests. Their hobbies cover the range of exercise, reading, binge-watching and relaxing with loved ones.***

***You can learn more about them here!***



### **Jerad Buck**

I received a Bachelor of Science (psychological science) and Master of Science (industrial and organizational psychology) from Austin Peay State University. My hometown is hard to pin down since both of my parents were in the United States Army growing up and I followed in their footsteps straight out of high school. For the sake of simplicity, I claim Clarksville, Tennessee given that this was where my most recent address was located before moving to Akron. My primary research interests are leadership/followership and their complex relationships, feedback, and performance management. My personal time generally involves spending time with my Australian Shepherd/Red Heeler mix named Max and whatever sounds fun at the time.

### **Jullien Ivery**

My name is Jullien Ivery and I grew up in Akron, Ohio and I also spent a couple years in Georgia which helped to teach me perspective. I attended the University of Akron for my undergraduate career and majored in Psychology and Child development. When it comes to research I am mainly interested in motivation and leaning toward some organizational justice interests as well. For personal hobbies I am a huge marvel, star wars and The Walking Dead universe fan, I make a mean playlist (music is my life) and I have a close-knit family that keeps me pretty busy.



### **Xin Wei Ong**

I received my B.S. in Psychology from Linfield University and M.S. in Industrial-Organizational Psychology from Missouri State University. My research interests include work motivation, emotions at work, team and individual performance, performance management and feedback, employee engagement and well-being, and organizational justice. My hobbies include traveling, road trips, hiking, spending time in art museums, and landscape, street, and architectural photography.



# Meet the first years!

## UA I-O Alumni Newsletter



### Olivia Owens

I was born and raised in Akron, Ohio. Graduated from Akron in 2020 and decided to get my masters in I/O Psychology from the University of Akron as well. I am interested into learning more about training and the ways to get companies to implement better programs for their employees. When I am not studying or reading journal articles, I like to do escape rooms with my family and friends as well as play board games. When the spring comes around, I am a huge fan of the Guardians and love to attend the games. At the end of the day, I enjoy sitting in my chair and reading a murder mystery novel.

### Maggie Rahm

I've known I wanted to become an I/O Psychologist since I was in high school. I am so excited to be making my dream a reality by getting my PhD at the University of Akron! My research interests include leadership, leadership development, teamwork, and diversity. I would eventually like to work in leadership training and development as an executive coach. In my free time, I enjoy cooking, working out, and spending time with friends! I also love trying new food and TV shows or movies!



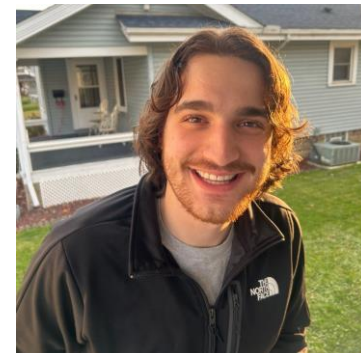
### Mariel Reynolds

In 2015, I graduated from the University of Akron with my bachelor's degree in Marketing. After graduation, I began a career in upper retail management. Managing a wide variety of employees and trying to maintain a positive work environment, initially sparked my interest in IO Psychology. After leading my team through 2020 and 2021, I decided that it was time to pursue IO in hopes of making better working environments for those around me. My interests include work/life balance, DEAI, engagement, and leadership. In my personal time, I enjoy spending time with my family, cooking, and biking.



### Ben Schroeck

I'm originally from Erie, Pennsylvania, but came to Akron to get my bachelor's in Psychology. I thought at first that I wanted to go to graduate school for clinical psychology, but after taking Dr. Snell's Tests and Measures class I knew I had to go into I/O. I'm interested in a future career in consulting, learning and development, or talent acquisition positions. Some of my hobbies include working out, playing guitar, and cooking (my favorite thing to cook is salmon)!



# The University of Akron's

## 2023 SIOP Alumni Reception



Hello Alumni,

Planning is already underway for the 2023 SIOP reception in Boston, MA. I would like to personally thank everyone who attended the 2022 reception, as well as those who made contributions. If you have suggestions, ideas, or questions regarding the SIOP reception feel free to reach out to me at the email below. I hope to see you all there in 2023!

Best Wishes,  
Madison Schaefer  
mms359@uakron.edu

We greatly appreciate all donations that help make these events possible! If you would like to make a donation, checks can be made payable to the University of Akron Foundation and sent to the following address:

Dr. James Diefendorff  
Department of Psychology  
The University of Akron  
Arts and Science Building, 3rd Floor  
Akron, OH 44325-4301

Donations can also be made online at:  
[www.uakron.edu/giving/psychology](http://www.uakron.edu/giving/psychology)  
Or by texting "ZipsPsych" to 41444

# Department Updates

## UA I-O Alumni Newsletter

***Congratulations to those who recently achieved important milestones in the program!***

### **Passed Comps**

Montana Drawbaugh  
John Gianelloni  
Dan Hynes  
Joren Tengesdal  
Gustavo Ugueto-Rey

### **Completed Master's Theses**

Joren Tengesdal

### **Graduated with terminal Master's**

Avi Desai  
Molly Goldman  
Kaylyn Hampshire  
Dan Messinger

### **Defended Dissertations**

Sabina Simpour-Biel



# Department Updates

## UA I-O Alumni Newsletter

**Keep reading for more achievements from our department!**

### Awards

Dr. Meghan Thornton-Lugo – *Reviewer of the Year, Journal of Business and Psychology*

### Conference Presentations

Rife, L. G., Levy, P. E., DePuccio, M. J., Lacerenza, C. N., Standish, M. P., Phelps, G. T., & Porter, T. H. (2022). *Advancing leadership development in healthcare: Where are we and where are we going?* In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 12568). Briarcliff Manor, NY 10510: Academy of Management.

### Publications

- Cubrich, M., Tengesdal, J. A., Ugueto-Rey, G., Stahl, R., & Crow Brauer, M. (2022). Pandemics and precarious work: Translating research to practice for marginalized workers. *Translational Issues in Psychological Science*, 8(3), 416–430.
- Diefendorff, J. M., Kenworthy, M. E., Lee, F., & Nguyen, L. (2022). Work Motivation. In J.M. Peiro (Ed). *Oxford Encyclopedia of Industrial and Organizational Psychology*. Oxford University Press.
- Lee, F. C., Diefendorff, J.M., Nolan, M. T., & Trougakos, J.P. (in press). Emotional Exhaustion Across the Workday: Person-Level and Day-Level Predictors of Workday Emotional Exhaustion Growth Curves. *Journal of Applied Psychology*.
- Nolan, M. T., Diefendorff, J. M., Thornton-Lugo, M., Hynes, D., Prezuhy, M., & Schrieber, J. (2022). Understanding the commute from a dynamic self-regulatory perspective. *Organizational Psychology Review*.
- Nolan, M. T., Diefendorff, J. M., Thornton-Lugo, M., Hynes, D., Prezuhy, M., & Schrieber, J. (2022). Understanding the commute from a dynamic self-regulatory perspective. *Organizational Psychology Review*.
- Thoebes, G. P. (2022). Navigating the Feedback Paradox: Utilizing Feedback Preferences to Improve Feedback Reactions. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 12568). Briarcliff Manor, NY 10510: Academy of Management.

## Fall Speaker Series Schedule

**September 2<sup>nd</sup>**

Dr. Haylee Min (Penn State)

**September 23<sup>rd</sup>**

Dr. Sara Shondrick (Mix Talent)

**September 30<sup>th</sup>**

Dr. Cecily Becker (BCG Platinion)

**October 7<sup>th</sup>**

Dr. Nathan Carter (Michigan State)

**November 18<sup>th</sup>**

Dr. Ali O'Malley (Mix Talent)

The Speaker Series sets up opportunities for students and faculty to interact with leaders in the field in I-O. Covering a range of topics, our speakers share their first-hand experience in industry, academia, and research settings. The I-O Club takes pride in offering students educational activities outside of the classroom. We extend warm gratitude to those alumni and colleagues who speak to our students about a range of applied and academic topics.

The University of Akron's Industrial/Organizational Graduate Student Club invites you to

### IOGSC Speaker Series

We provide presentations on academic, applied, or research experiences for current students

If you are interested in presenting, please email Megan Frey at [mef87@uakron.edu](mailto:mef87@uakron.edu)

Thank you to our past speakers!





# Student Spotlight

## UA I-O Alumni Newsletter



**Keep in touch with COR**  
**UA I-O Alumni Newsletter**



# Center for Organizational Research

The University of Akron

## A Tailored Approach

We provide businesses and organizations with evidence-based solutions for the issues that confront work environments and the people in them, with areas of specialization including human resource management, organizational development, and survey work. COR is proud to preserve a tailored approach to meeting client needs by maintaining a strong research orientation and a targeted client base.



## A Notch Above the Rest



Founded in May 2001, the Center for Organizational Research (COR) is a business research and consulting group managed by faculty in the nationally ranked Industrial/Organizational (I/O) Psychology program in The University of Akron's Department of Psychology. Our consulting services are delivered by teams of graduate students and I/O faculty members.

## Services Offered

- Customized basic and applied research studies
- Employee attitude surveys
- Training program development and evaluation
- Workshops and seminars
- Job analysis
- Customized tests, measures, and selection systems
- Adverse impact analysis
- Affirmative action plans
- Leadership and management training and development
- Performance management
- Organizational development
- Quantitative and qualitative data analysis
- Various other consulting services

**Contact**  
**COR**

[www.uakron.edu/cor](http://www.uakron.edu/cor)  
[cor@uakron.edu](mailto:cor@uakron.edu)  
330.972.2303

**COR Director: James Diefendorff**  
**Coordinator: Alexis Lopez and Rachel Stahl**