WE’RE BACK!

Welcome back to the newsletter for the Social/I-O Area in the Department of Psychology at Northern Illinois University. In this issue, you’ll find highlights Area research and applied activities, information about Area alumni and current students. A list of publications and presentations is located at the end of the newsletter.

Want future issues of this newsletter? Contact the team at niusocial.ionews@gmail.com.
Hello everybody. I am entering my third (and hopefully, my last) year as the coordinator of the Social and I/O area in the Psychology Department of Northern Illinois University.

I take great pleasure in the fact that our area faculty and students, as a group, are more productive than ever before. The graduate students have completed their tally of published and accepted manuscripts, which will appear on our website soon. Their tally indicates that the area generated over 60 published products in 2014/2015, many appearing in the top journals in our area. Of course, I disavow any credit for any of these manuscripts (even the ones on which my name appears) – instead, all credit goes to our hardworking area faculty and students. That level of performance is awesome, and it will be tough to match in future years (although I will encourage people to try).

The area also has advanced in the classroom and in administration. Amanda Durik was recently honored as one of the University’s exemplary instructors. The re-configuration of the program is moving along successfully. We have added new courses to the program and have standardized and codified many of the program’s rules and regulations. We have regularly sought out the opinions of our graduate students in Town Meetings and have made changes in response to their suggestions (e.g., new area courses). The graduate students also now have a large role in running the program. For example, they run the 690 research forum, they tabulate area productivity, and they assemble and forward comp materials to future comp-takers. Students have more opportunities to teach classes than they have ever had. It is hoped that all of these innovations have been positive and will ease the job of the next area coordinator, whomever that may be, as well as enrich and educate our students.

(cont.)
All this work pays off. Our program graduates continue to be successful in their job-related efforts, regardless of whether they move to the private sector or into academia. We also continue to be successful in the recruiting of new graduate students, who will hopefully continue the new tradition of excellence that the current students have established.

However, the high level of success that currently characterizes the program is not guaranteed. I have been frustrated by my inability to get the powers that be to see the need for a new area faculty member, one who could contribute to the area’s mission of teaching stats and tools. This inability becomes even more worrisome as I plot my own route toward retirement. We currently do not have enough faculty members to meet all our teaching responsibilities, and things will get worse in this regard when I ride off into the sunset with my golf clubs and iced tea. We also need to deepen our student recruiting pool so that we can attract high-quality research-focused individuals who want to discover stuff about social psychology and I/O psychology. It would be nice if we even could pay these students what they are worth to the area and to the university.

However, we press ahead, despite such challenges. I hope that this year brings new discoveries, new learning, and a high level of satisfaction to all area students and faculty members.
Faculty Spotlight:

Dr. Larissa (Lacie) Barber

Dr. Larissa (Lacie) Barber earned her Ph.D. from Saint Louis University in 2010. She is currently an Assistant Professor in the Social/Industrial-Organizational Psychology program in the Department of Psychology at Northern Illinois University. She teaches undergraduate and graduate courses in industrial-organizational psychology, personnel psychology, occupational health psychology, and research ethics and professional issues. She has received two Instructional Resource Awards from the Society of Teaching Psychology for her work on participant ethics (2011) and undergraduate internship supervision (2014). Dr. Barber conducts research in the areas of work-life balance and work flexibility, sleep and stress, self-control, and counterproductive work behavior. She has over 35 peer-reviewed journal publications, including the Journal of Occupational Health Psychology, Stress & Health, Applied Psychology: Health and Well-Being, Organizational Research Methods, and the Journal of Organizational Behavior. Her recent work on workplace telepressure has been funded through a SHRM Foundation grant and has been picked up by popular media outlets such as Time, The Wall Street Journal, and Forbes. In 2011, she received a Reviewer of the Year Award from the journal Stress & Health, and currently serves at that same journal as an Editorial Board member.
Faculty News

Dr. Amanda Durik
Amanda recently finished two grants, one from the NSF and the other from the Department of Education and is working on writing up papers from those projects. She's currently crafting a new proposal for submission this fall. She continues to be an awesome teaching, having been awarded NIU’s Excellence in Undergraduate Teaching Award this past spring.

Dr. Lisa Finkelstein
Lisa’s had a busy few years. She got promoted to full professor, got a huge grant from the Army Research Institute, became a SIOP Fellow and served as SIOP Conference Chair, and she co-edited a SIOP Frontiers Series book on aging in the workplace. She is super proud of having graduated 8 PhD students in the last 6 years. Lisa is also excited that NIU recently joined the Volunteer Program Assessment (VPA) program, which helps to promote nonprofit organizational effectiveness by focusing on the volunteer program as seen through the perspective of volunteers using a comprehensive and validated volunteer attitudes and engagement survey. Started at UC Charlotte, NIU was one of the doctoral programs asked to join, and we now have a VPA team of graduate students who provide free consulting services to animal shelters and other volunteer organizations.

Dr. Chris Parker
Chris had gone through a lot of changes in the past few years. He is now a proud father of son Gage Parker! He’s also taken the position of Associate Vice Provost for Academic Outcomes Assessment, and works to investigate attrition and retention in NIU students.
Faculty News

Dr. John Skowronski

John is soon beginning his third year as area coordinator, after accepting the baton from Chris Parker. In addition to teaching (and winning awards for teaching), he continues to work on social cognition research within the department, as well as at the Center for the Study of Family Violence and Sexual Assault. He’s looking forward to teaching a new grad seminar in Stereotyping, Prejudice, and Discrimination in the fall.

Check out the lab’s website for more info: http://www.niu.edu/jskowronski/lab.html

Dr. Brad Sagarin

Brad is getting used to the media spotlight as his BDSM research has really taken off in the last few years. The Science of BDSM has presented as several academic (e.g., MPA, APS, SPSP, SSSS) and kink community conferences (e.g., Southwest Leather Conference, Master/slave Conference, Society of Janus) and has one recent publication and several other papers under review. They’ve done field data collection at hook-pull/ball-dance rituals, full body suspensions, and even randomly assigned BDSM practitioners to a top or bottom role in a scene study (for science!). You can follow the team on twitter (@scienceofbdsm), on facebook (https://www.facebook.com/bdsmscience).

Check out the lab's website for more info: scienceofbdsm.com!
Dr. Alecia Santuzzi

Alecia got tenured last year and promoted to Associate Professor! She won NSF funding with a co-PI from American University, examining factors that contribute to the success of virtual organizations. She is now the Director/Coordinator for NIU Research Methodology Services to support grant proposal preparation and analyses of funded projects. Alecia and Lacie also made a big splash in the media with their work on telepressure. Check out the lab website for more info: http://niu.edu/asantuzzi/

Dr. Lacie Barber

Our newest faculty, Lacie is entering her fifth year at NIU. In addition to her impressive record (check out the "Faculty Spotlight" for more on Lacie!), she’s received the Reviewer of the Year Award from the journal "Stress & Health" and an Instructional Resource Award from the Society of Teaching Psychology, which is a grant for creating instructional research projects related to the teaching of psychology. The project topic was on "Internship Supervision Resources for Developing Student Employability." Additionally, she and Alecia have made several headlines with their work on telepressure. Check out the lab website for more info: http://www.niu.edu/lbarber/
Meet the 2014-2015 First Years!

Joe Ammar
Joe received his B.A at The University of Texas at Austin in Middle Eastern Studies with a minor in Arabic. He is currently a research assistant in Dr. Barber’s Occupation Health & Stress lab. His research interests include telepressure, stress, self-regulation, and motivation.

Liz Hanrahan
Liz attended Lake Forest College in Lake Forest, IL. Her research interests include ageism and discrimination. In any precious free time, she enjoys reading, painting, and going home to visit her German Shepherd.

Dexter Miksch
Dexter attended NIU as an undergrad and majored in Psychology and minored in History. He’s currently a research assistant in Dr. Santuzzi’s lab. His research interests have changed since arriving. His research interests are still developing, but he’s interested in person-organization fit and employee selection. In Dexter’s spare time (you know, that thing we all used to have prior to starting grad school) he researches...

Mike Mucci
Mike’s main research interests involve jealousy in romantic relationships, evolutionary psychology, initial romantic attraction, and human sexuality. He is working primarily with Dr. Brad Sagarin, and look forward to collaborating with others in the department in the future. He’s from Buffalo, NY, so he’s...
Sarah Bailey

After defending her dissertation at the end of May, Sarah moved from NIU to the University of Wisconsin (she got to keep the same school colors!). She is now the Director of Assessment at UW’s School of Pharmacy, which involves measuring the success of their programs and analyzing their program data to help make informed, effective decisions.

Between her dissertation sample of new employees (THANK YOU everyone!) and research interests on internships and transferable skills (thanks Lacie Barber!), she’s been reflecting on how her grad school experiences connect to her experiences as a new employee, and thought she’d share with you.

1. People are wow’ed by data.

When I look at datasets from the various satisfaction and job placement surveys the School does, I think about what kinds of variables exist, and what questions are informative. What’s most meaningful or novel to my colleagues does not have to be the most complex - it’s about using the right tools for the question. For instance, a few simple analyses showed that newly employed PharmD grads hadn’t been on the job market significantly longer or than their peers. There was significance in this nonsignificant finding – it conveyed the importance of a strategic approach to being on the job market. It wasn’t information that my colleagues had used before.

2. People are scared of data.

When the results of a project do not go as planned (first year projects anyone?), it can be confusing, contradictory, and downright frustrating. More than just the "scary math," data can be scary because it can imply the need for change. But just like a first year project, sometimes getting this kind of data creates the need for thinking about the meaning of your results and replicating and extending the study. Although I’ve only worked with archival data so far, I have done this by comparing the common themes among survey responses and looking at the open-ended comments to explain results. It’s a lot like giving feedback to the non-profits during the Volunteer Program Assessment - The results may be scary for the client, but you try to get the whole picture so that you can explain where the data’s coming from.

3. Find the purpose and stick with it.

Just like your thesis/dissertation or a first-author role, I’ve realized that having a clear purpose for assessment initiatives is key. When I’ve run up against challenges that made me wonder what the &%*# I was doing, I thought about whether the action fit the outcome. I still make wrong turns, but thinking back to the project’s purpose is like a GPS steering me back. Plus, it’s easier to get other people to support the project when you can articulate why it’s needed and how it will be used. I kind of think of it as getting collaborators on board (which is a part of a lot of 690 projects, right?).

I hope your summer has gone well, and that my reflections have been helpful (or at least not painful). Thank you all for such a wonderful experience in the Social-I/O program!
The Current Roster

Brian Berchtold
Brian successfully finished his M.A. and moved into a job at NIU’s Office of Student Success as the Educational Program Evaluation Coordinator.

Chris Budnick
Chris won a 5-year NSF graduate fellowship in 2013 and has been working awesomely on research exploring effects of unemployment.

Sarah Coley
Sarah appreciates all the support provided by the faculty to her research and publication efforts here. She’s excited to have had her first publication in Military Behavioral Health!

Camille Heneghan
In addition to her coursework and research at NIU, Camille has been interning at Vantage Leadership Consulting in Chicago.

Ruth Imose
Ruth has been doing research on diversity and emotional labor.

Danielle Johnson
Danielle got her Ph.D. this year! Her dissertation focused on interest, learning, and curiosity.

Kathryn Klement
Kathryn took a break from perfecting her coping-with-rejection skills when she finally had a publication accepted this year. She works in the Science of BDSM lab, and has other lines of research in sexuality and sexual aggression. She still has no idea what she wants to be when she grows up.

Joe Kutter
After a break from the program, Joe’s returned to NIU. This year, he worked on a project with Chris Parker, utilizing survival analysis to investigate factors in student attrition.
The Current Roster

Ellen Lee
Ellen successfully completed her M.A. and looks forward to getting her dissertation under way. She's an integral part of the Science of BDSM research team and has presented at many community and academic conferences. She also had a publication accepted at Archives of Sexual Behavior this year.

Meg Lindemann (nee Huntoon)
Meg is a proficient graduate student who researches motivation and diversity related issues within the workplace. Meg is an active researcher in several research labs within the Social/I-O program and continues to collaborate with her colleagues from her Alma Mater. In the summer of 2014 she helped Dr. Parker examine the effectiveness of "First Year Composition Peer Advocate Program" which is a key initiative devised by the university to attenuate retention issues. She was a second author on a commentary published in the journal of Industrial and Organizational Psychology: Perspectives on Science and Practice. Additionally she has submitted several manuscripts to various Journals over the past two years. She attended the AERA 2015 conference in Chicago.

Bob Pulvermacher
After having a grown-up job in Iowa City, Iowa, Bob and his cats are returning to Chicago this year. He plans to propose his dissertation soon.

Jasmin Martinez
Jasmin has been doing research on gender and perceptions of manager competence.

Arielle Rogers
Arielle is a new transfer from the Clinical area. Welcome Arielle!

Justin Taylor
Justin has been doing research on academic entitlement among college students.
<table>
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<tr>
<th>Name</th>
<th>Accomplishments</th>
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<tr>
<td>Lebena Varghese</td>
<td>Gained a great deal over the past two years as an NIU student. Presented at the annual SIOP meeting in Philadelphia. Presented at several research labs and submitted several manuscripts. Was first author on a commentary published in the journal of Industrial and Organizational Psychology: Perspectives on Science and Practice.</td>
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<td>Elora Voyles</td>
<td>Working on her thesis, in addition to research on meta-stereotypes and stereotype threat.</td>
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<tr>
<td>Michael Wagner</td>
<td>A 2015-2016 Graduate Research Fellow at the Center for the Study of Family Violence and Sexual Assault. Currently writing his dissertation proposal.</td>
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<td>Pamela Waltz</td>
<td>Collecting data for Study 2 of her dissertation while applying for as many grants as she can to fund it. Awarded a dissertation completion fellowship from the Graduate School and will be completing her final year in absentia.</td>
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<tr>
<td>Stacy Wilkes</td>
<td>Successfully finished her M.A. this year and moved into a job with NIU’s Operational Analysis and Reporting office. Working with NIU’s Program Prioritization task force.</td>
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<tr>
<td>Bettina Zengel</td>
<td>Proposed her dissertation this year. Really glad that she passed comps and never has to take them again because they sucked.</td>
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Alumni Updates

**Boris Baltes (’98)**

I am now the Department Chair of the Psychology Department at Wayne State University (Detroit, MI) and I have lots of administrative duties and not enough time for research.... however, it has been interesting being in a leadership role. I’ve also done some executive selection for some local Detroit companies.

Some recent publications:


**Leslie Bethencourt (’12)**

Where are you working now?

I lead the ESPN HR Analytics & Insights team.

Do you like it?

YES! It’s a great company!!!! J I feel really fortunate to be working here.

What are some everyday duties?

Right now, we’re working on having HR dashboards built and then training our HR partners on leveraging data. I also co-lead the Employee Survey project team for The Walt Disney Company (which we’re a part of)—a project I really enjoy. Day to day, though, we focus on helping our HR partners leverage data to make informed decisions that drive results.

Have you done any academic-type things recently (like publishing articles, or getting grants, or presenting at conferences)?

I was on two SIOP panels, one on building an analytics team and one on presenting data to executives.
Alumni Updates

Cindy Cerrentano (‘13)

Since coming back from California two years ago and scrubbing the hippie stink out of my luggage I’ve been working at Harold Washington College downtown in the Chicago loop. I started as full-time faculty but transitioned to administration last August and am responsible for 300+ adjuncts, tutoring, and academic support services. My partner Jill recently moved back from California and we’ve been keeping busy as animal foster parents (see pictures). In sad news, my bamboo plant recently died.

Neil Christiansen (‘97)

I am currently Program Director for the Central Michigan University I-O Program. After finishing the edited volume "Handbook of Personality at Work", I was recently contacted by the publisher to author of volume on a related topic and am working on the prospectus this summer.

Recently, I was awarded a SIOP Fellowship for my career research contributions.

I have been working on a 4-study paper on Social Intelligence in the Workplace, focused on using Situational Judgment Tests as the method of assessment. I am about to send off a paper on how faking affects normally linear relationships of personality inventories and working on another comparing different methods of scoring forced-choice personality tests. Finally, we just collected data on a study of managers based on a personality-based mode of job-person fit, showing that people low in important traits are less satisfied at work and experience a wide range of strains.

In terms of consulting, I recently designed the Talent Assessment process for Plum.IO in Canada from the bottom up. I serve as Senior Research scientist for them and ThinkWise, Inc. in Grand Rapids, MI. For both companies, I handle their test norms and validation studies.
Alumni Updates

John Edlund (‘08)

Where are you working now? Do you like it? What are some everyday duties?

I am still at the Rochester Institute of Technology. I like it for the most part. It is a typical academic university and position.

Have you done something spectacularly awesome (like sailing around the world, or procreating, or publishing a book)?

I have two young kiddos (Addison – 2.75 yrs old, Clark 1.25 years old) – that’s pretty awesome.

Have you done any academic-type things recently (like publishing articles, or getting grants, or presenting at conferences)?

I just got tenure – yayyyyyyy! Several articles and small grants as well

Have you done any industry-type things recently (like consulting for well-known companies, or hanging up your own shingle, or hiring/firing a lot of people)?

I am now the (first ever) Psi Chi Research Director.

Ed Hansen (‘14)

I'm an assistant teaching possessor at Florida State University. My teaching load is 4/4/2, and I'm also the Psi Chi faculty advisor. The classes are huge (ranging from 70-220 each), but it's a great place to work! I'm excited to be teaching I/O for the first time this summer.

I also attended the National Institute for the Teaching of Psychology (NITOP) conference in January in St. Pete Beach, FL (and met up south fellow NIU Social/IO alum Jess Hartnett).

Heather LaCost (‘05)

I have been at Waubonsee Community College as a full time faculty member for the past 15 years. I am an Associate Professor of Psychology. I was awarded the Outstanding Faculty of the Year award for this last academic year. I was in the Social/Org program starting in August, 1993 and graduated with the PhD in May, 2005.
Debora Jeske (‘11)

What have I been doing since graduating NIU?

Following the completion of my PhD in psychology at Northern Illinois University in 2011, I became a postdoctoral researcher at the Jacobs Center on Lifelong Learning and Institutional Development at Jacobs University Bremen in Germany, studying e-learning in education and the workplace (2011-2013). For the last two years (2013-2015) I worked as Research Associate in the Psychology Department at Northumbria University and been a guest member of staff in the School of Computing Science at Newcastle University, Northeast England. This role focuses on an inter-disciplinary research on cybersecurity. I am currently preparing for a new appointment as a Lecturer (Assistant Professor) in Human Resource Management at the School of Management at Edinburgh Napier University in Scotland.

Professional identity and interdisciplinary work

Due to holding various appointments in different department, most of my research is very inter-disciplinary and has encompassed publications in education, HRM, information management, cyberpsychology and even cybersecurity. It sometimes makes for interesting conversations though, since many people make assumptions about my professional identity...

Final words

Just a few last words on how my experience at NIU has influenced my current work: Although I graduated from NIU four years ago, I still refer back to my course/study materials. The preparation at NIU has been instrumental in helping me become a good researcher. And while doing the comprehensive exam was a major hurdle at the time, I still use these materials today. In addition, I appreciate the fact that many faculty members still remember me and try to support me in my work by introducing me to current PhD students with whom I share mutual research interests. My special thanks to Alecia Santuzzi, who was my PhD supervisor at the time. We continued to work well together since I left NIU. This led to three successful joint publications since I graduated. So in my experience, the PhD was great prep for the last four years. And hopefully, many more to come for everybody on the program today.
Alumni Updates

**Joel Lynch (’09)**

I am the chair of the Department of Psychology at Rockford University in Rockford, IL. I recently completed my 8th year at RU. I enjoy working in a department that is solely focused on undergraduate education. It provides an excellent teaching experience with small class sizes and affords me the opportunity to observe students as they develop knowledge and skills throughout their time as psychology and human development majors.

Lisa Finkelstein and I recently had a manuscript entitled “An experimental investigation into judgment and behavioral implications of disability-based stereotypes in simulated work decisions: Evidence of shifting standards” accepted for publication in the Journal of Applied Social Psychology. It is currently in press.

As a department chair, I am always looking for qualified adjunct instructors to teach for us. We have had several NIU Social/I-O grad students teach for us over the past 8 years. It is a great opportunity to broaden one’s teaching experience. If anyone is interested, please contact me at jlynch@rockford.edu.

**Joanne McInerney (’02)**

I am living in Atlanta and have a job with Novelis - an aluminum manufacturing global company with 10,000 employees. I am the VP of Global Talent Management and therefore responsible for talent acquisition, talent development, organizational effectiveness and succession planning. My direct team is 12 people and across the globe, I have additional team members - in Brazil, Korea and Switzerland. I love my job! Probably the coolest part was that I got to live in Switzerland for 9 months - keeping my job and serving as the interim HRVP for our European region at the same time. It was a life changing experience.

I am married now for 11 years and we have a darling little 8 year old girl. Marty and Amy have been to many SIOPs and are part of the I/O family. We have lived in Atlanta now for 5 years.

**In Memoriam**

We were saddened to learn that Chris Jones (’97) died earlier this year. Our thoughts are with Chris’s family and friends.
Yohsuke Ohtsubo ('00)

I earned my Ph.D. from the NIU Social/IO program in August, 2000. I am currently working as an associate professor at Kobe University, Japan.

Here is the list of a couple of papers I recently published with my students at Kobe.


Jason Raad ('13)

I am currently a post-doctoral fellow at the Center of Innovation for Complex Chronic Healthcare at the Department of Veterans Affairs, Edward Hines Jr. Hospital.

I’m Co-I on a Paralyzed Veterans of American Educational Grant, and I was recently awarded a two year fellowship by The Craig H. Neilson Foundation to study depression after spinal cord injury. I have (or will) present work at the American Congress of Rehabilitation Medicine, the Academy of Spinal Cord Injury Professionals, the Paralyzed Veterans of America and the Association of Academic Physiatrists.

Stephen Wagner ('00)

I graduated in 2000. I’m currently an associate professor in the College of Business and Public Administration in the Management, Marketing, and Public Administration Division at Governors State University.

I am married and have a son named Luke.
Alumni Updates

Cory Scherer ('06)

I am an associate professor at Penn State -Schuylkill, I enjoy most of it. My everyday duties are too much service and teaching because I'm tenured. However I am going on sabbatical in the spring, so the countdown is on.


Check it out on Amazon: http://www.amazon.com/Pollyannas-Revenge-Memory-Emotion-Happiness/dp/1465248692

Brett Wells ('12)

I recently became the Chief Research Officer at Talent Plus, Inc., headquartered in Lincoln, NE. Talent Plus is a privately held HR consulting firm that creates custom interviews and assessments for its 400+ clients. Looking for a great place to work? Since 2012, Great Place to Work has annually named Talent Plus as one of the best small and medium workplaces list, as published in FORTUNE magazine. For over the past year, I was a Consultant at Aon Hewitt where I managed research, innovation, and continuous improvement activities for Aon’s cognitive suite of assessments. A huge effort included migrating flat-form cognitive assessments to computerized adaptive testing—increased measurement precision in half the testing time! One project I really enjoyed was developing and validating selection batteries for outside technician roles at AT&T—over 50,000 technicians in scope!

I haven’t had much time for academic pursuits, but am trying to get back into the swing of things. I had three presentations at the past SIOP. We are working on turning one of our symposia, dealing with messy validation data, into a TIP article. I’m also collaborating with Alan Mead (IIT) on a GMA/faking simulation.

Outside of work, I enjoy spending time with family. Emily and I are busy chasing after our two-year-old son, Big
Alumni Updates

Ben. He likes swimming and going to the park. I’m trying to teach him golf—he can already putt better than me, but that’s not saying much (ask Dr. John).

Advice to current students: Take more stats courses—then take some more; move away from SPSS and learn R. While I cannot give an internal practitioner’s perspective, I can talk about the pros/cons of small vs. big external consulting firms—please connect if you’re considering this career. Wishing everyone the best!

Sarah Wood (‘06)

I’m an Associate Professor at the University of Wisconsin – Stout. Yes, I like it most days. I teach 4 classes a semester and for me it’s often 4 unique preps, so I spend a lot of time in class/preparing from class/recovering from class. For the last several semesters my schedule has been set up so that my classes are all on MWF. While that means I theoretically have TTh to concentrate on other things it does make for one heck of a teaching marathon on teaching days. I generally run one or two undergraduate lab groups, so I typically have weekly meetings with those students (anywhere from 4 – 12 students). The rest of the time is largely taken up by meetings. The amount of time I would spend in meetings is probably the one thing about the job I didn’t have any awareness of as a student. On June 1 I’m set to take over as Program Director for our undergraduate Psychology program – so my everyday duties will change significantly (more meetings, slightly less everything else).

I take groups of undergraduate students to present at conferences as often as I can. Probably the most interesting recent example was that a colleague and I took a group students to present at the Society for Psychophysiological Research Conference in Florence, Italy. In addition, I’m about to submit a manuscript with two undergraduate co-authors looking at physiological responses to daring God to do awful things and whether this differs between religious and non-religious people. I was also a co-PI on a 3 year NSF grant aimed increasing educational experiences for undergraduates in cognitive, behavioral, affective, and social neuroscience. We just finished our final bit of work on this grant in January and now it’s back to writing more grants!

It’s not so much about me personally, but it should be noted that NIU is taking over the UW-Stout Psychology Department. I work with Chelsea Lovejoy and we recently hired Mike Mensink (who did a post-doc at NIU). Next step is obviously world domination.
Alumni Updates

Jolene Skinner ('06)

Where are you working now? Do you like it? What are some everyday duties?

- Global Director of Engagement and Culture at Sitel (day job), where I focus on our people strategy, recognition, our employee value proposition and employee experience, communication and our employee surveys and how they connect to customer feedback.
- Executive Director at Impact Nashville - a non-profit women's giving circle that I founded earlier this year. We are going to give away a $25,000 grant to a non-profit that serves Greater Nashville this year. our website is www.womenimpactnashville.com

I really like my day job, and it is work that I have done both as a consultant and internally for several large global companies. It is fulfilling, but it has some boundaries. Organizations often have limits on what they are willing to invest into employee engagement. So, I finally decided to figure out a way to fulfill my passions outside of my day job. The non-profit is fantastic, but it is a lot of work to do a start-up - lots of big decisions to make, money to invest (even with non-profits) and lots of small tasks that no one else is going to do for you.

Have you done anything spectacularly awesome (like sailing around the world, or procreating, or publishing a book)?

I think founding a non-profit is kind of awesome. I am also a mom of Rylan, age 4. He goes to kindergarten next year. He can be awesome at times. He can also be a not awesome at times. He’s four.

Have you done any academic-type things recently (like publishing articles, or getting grants, or presenting at conferences)?

I mostly do presentations at this point. Usually 1-2 a year. I am also heavily involved in SIOP and am current chair of the HR Business Visibility Committee.

Have you done any industry-type things recently (like consulting for well-known companies, or hanging up your own shingle, or hiring/firing a lot of people)?

My committee hosted a great pre-conference event at SIOP in Philadelphia, where we focused on developing women leaders. The event was for non-I/O people to educate them on what I/O can do. Details were shared on the SIOP Newsbrief.

Anything else you think that current students or fellow alumni would want to know about what you’ve been doing since leaving NIU?

I’ve tried my hand at teaching at a private liberal arts college, then Women's Studies, then research consulting, being internal, business development consulting, being internal again and then again at a different company. So, my career has been pretty diverse. I believe in following your heart, not just your head and taking some risks. I also believe that you should choose who you work for very carefully - don’t just follow great opportunities, follow great people.
SOCIAL/IO AREA MAKING
HEADLINES

Congratulations to John Skowronski for being named the 2015 Board of Trustees Professor!

Dr. Skowronski was awarded this honor based on his years of excellence in teaching as well as his stellar publication record.

Check out more of the story here:
http://www.niutoday.info/2015/03/24/committed-to-memory/

Lisa Finkelstein was one of three I/O psychologists selected to represent SIOP at a Congressional Briefing on Capitol Hill this past May, addressing issues of the aging workforce to an audience of congressional staffers, the executive director of APS, and NIU’s federal relations officer.

Check out more of the story here:
http://www.siop.org/article_view.aspx?article=1394
Area in the News

Brad gained new media experience when some of the BDSM team’s research went viral in 2014, and again in 2015 with the release of *50 Shades of Grey* in theaters.

Consensual Sadomasochism May Actually Lead To Altered States Of Consciousness

Check out the lab website for more media coverage: [http://www.scienceofbdsm.com/media](http://www.scienceofbdsm.com/media)

Answering Emails After Work Is Bad For Your Health

Alecia and Lacie also got a taste of the spotlight when their work on telepressure gained international attention from news outlets.

‘Workplace telepressure’

NIU researchers: Why preoccupation with work emails, texts could be bad for your health
The Science of BDSM research team was honored with a patch in the Leather Quilt at the 2015 Southwest Leather Conference. 

Clockwise from left: Sarah Hanson, James Ambler, Brad Sagarin, Jen Erickson, Paul Sarun, Kathryn Klement, Ellen Lee

Socializing at the 2015 MPA area dinner.

Clockwise from left: Ellen Lee, Kathryn Klement, Jason Raad, John Skowrons, Brad Sagarin, Chelsea Lovejoy, Chelsea’s friend, Mike Wagner, Sarah Bailey, Elora Voyles, Amanda Durik, Lacie Barber, Randy McCarthy.

Not pictured: Jess Hartnett, Rich
Lisa’s Organizational Psychology class, Fall 2014

Clockwise from left: Joe Ammar, Mike Mucci, Mandi Conlin, Jasmin Martinez, Meg Lindeman (nee Huntoon), Liz Hanrahan, Courtney Thomas, Lebena Varghese, Ruth Imose
SOCIAL/IO CV 2014-2015

Accepted Manuscripts


Varghese, L. Lindeman, M. I. H., & Santuzzi, A. M. (in press). Do we really need new constructs? An argument for adapting individual predictors to dynamic environments. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 


**Conference Presentations**


Barber, L.K., & Budnick, C.J. (2014, June). Of mountains and molehills: Sleepiness and workplace interpretive bias. Invited presentation at the inaugural Sleep and Work Conference hosted by the Queen’s School of Business, Kingston, ON, Canada.


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If you would like to submit updates or accomplishments to the Social/IO Newsletter, send them to: niusocial.ionews@gmail.com

See you next year!