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 reconfiguration 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 comps materials to future comps-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.)
From our Area Coordinator

John Skowronski

(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 News

Dr. Amanda Durik

Amanda Durik has been busy writing over the past year. She joined two cognitive psychologists, Anne Britt and Jean Francois Rouet (a colleague in France) to write about how individuals’ understanding of a reading task can guide goals, choices, and strategies for the task. She also collaborated with current students, Meg Lindeman Huntoon and Sarah Coley, to contribute a chapter to the book, *The Science of Interest*. In this chapter, they discuss how individual interest leads to task choice and persistence. Finally, she is finishing a chapter with another colleague, Ann Renninger, to appear in the *Handbook of Personality Development*. This chapter weaves together achievement motivation and achievement goals, task values, and interest within a developmental perspective.

Dr. Lisa Finkelstein

Lisa says Aloha! from Waikiki. She is very grateful for the privilege to be spending a month while Kurt is teaching a management class at UH. While enjoying all the island life has to offer, she is working hard (no, really!) to finish up her grant with the Army Research Institute this summer, focusing on mentoring behaviors.

Some other highlights of the year include receiving the Distinguished Contributions to Service award from SIOP, giving a keynote at the Age in the Workplace meeting in Limerick, Ireland, being part of an invited panel on aging, work, and retirement at APS, and having the opportunity to bust some generation myths as part of an invited speaker series at CDW (a technology company based in Illinois). She is also quite excited that the HAWL lab (“humor at work lab”... hawling with laughter... get it? sorry...) contributed a chapter to a Humor in the Workplace book.

This year, life changed for the better when Lisa moved her Mom up from Florida to live at Bickford Assisted Living, right next door to her. The Finkelstein ladies have been enjoying spending much more time together this year.

Dr. Chris Parker

Chris Parker’s big news is that he has left NIU at the end of August with specific professional plans as of yet. He does intend to continue as co-PI of a Department of Education grant with Joe Magliano.
Faculty News

Dr. John Skowronski

(1) Bettina Zengel looks to have a post-doc with Constantine Sedikides in the UK. She needs to get out of here superfast. Thus, in an attempt to get her to a dissertation meeting, July at NIU for Dr. Skowronski was all-Bettina, all the time. She's ready to defend and has an Aug 30 meeting date set.

(2) Dr. Skowronski's primary exercise is golf, which is why he plays, but he still likes to play well. On occasion, he does play well (at least, by his low standards). In fact, he probably recorded in July and August the best sustained run of golf scores he has ever achieved.

(3) Dr. Skowronski has met with a state retirement counselor. He can now officially say that he's two bad work days away from retiring, so be nice to him if you want him to stay around.

(4) However, Dr. Skowronski's retirement may be delayed by that money pit he calls a house. Renovations are proceeding. At this rate, it might be cheaper to blow it up and start anew than to repair it.

(5) Scholarship-wise, Dr. Skowronski continues to do what he does: STI/STT, FAB, self memory and social memory, work at the family violence center on the social cognition of potentially abusive parents, and anything else that captures his interest. As retirement approaches, the lab is winding down, though. Soon, the lab will look like that old shuttered house on main street that has been abandoned for 20 years.

(6) Dr. Skowronski is in his last year as area coordinator. He's sure that students and area faculty will have a large party when his reign of terror ends, and when Alecia Santuzzi takes over. He was already supposed to be out of this job, but there was that baby thing that Alecia had to deal with last year.
For me, the biggest event of this academic year was Program Prioritization. I was nominated for the Academic Program Prioritization Task Force and devoted some of the fall semester and most of the spring semester to Task Force activities. Our report came out earlier this month. I am proud of the job we did, and I hope the report helps guide the president and cabinet in charting the direction of NIU into the future.

The Science of BDSM Research Team had a good year, netting five publications in 2015 and 2016. We've posted copies of the published papers and links to media stories on our web site (www.scienceofbdsm.com).
Faculty News

Dr. Alecia Santuzzi

Some events from the year:

-- received internal Research and Artistry grant to support research on the experiences of workers with invisible disabilities

-- published conceptual paper on disability identity in the workplace in the Journal of Management (with Pamela Waltz)

-- continues as Director of NIU Research Methodology Services. Recently expanded the services by organizing a team of faculty consultants on campus.

-- birthed a baby girl (Iris) at end of fall.

Check out the lab website for more info: http://niu.edu/asantuzzi/

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Dr. Lacie Barber

Lacie is entering her sixth year at NIU. She and Alecia have continued to make several head-lines with their research on workplace telepressure, such as the Chicago Tribune, Huffington Post (twice!), and Forbes. Lacie also spoke about telepressure on the radio for WBBM (CBS Chicago) and Fox 32 News in Chicago. She’s also excited to have many publications with NIU students come out in 2015, as she is applying for tenure and promotion this year.

Lacie is also excited to teach a new graduate course in Research Ethics & Professional Issues this. This is a new core course for the Social/I-O program, which covers issues such as data management, communication research to the public, the replication crisis, and other issues researchers encounter when working in academic and applied career contexts. She’s also looking forward to continuing in her role as the Internship Director in the Psychology Department, which helps undergraduate students with professional development.

Check out the lab website for more info: http://www.niu.edu/lbarber/
Meet the 2015-2016 First Years!

From top left to bottom right: Rushika De Bruin, Jesus Martinez, Courtney Thomas, Arielle Rogers, Rob Keating, Mandi Conlin

Rushika got her B.A. in Economics and Psychology in NYC, but has lived in Bahrain and Sri Lanka most of her life. She’s currently working with Dr. Barber on perceptions of technology use in the workplace, and is very interested in the negative aspects of workplace behavior. In her free time, she likes to read, and spend time outdoors (yes, even in the DeKalb winters).

Mandi was born in the West suburbs of Chicago. After working in her family’s business, she started majoring in Psychology at North Central College. She is a member of Dr. Barber’s Occupational Health and Stress Lab, focusing on work stress recovery. She works in assisting consultants with validation research and individual assessments. In her free time, she competes in the equestrian discipline of Dressage and spends time with friends and family.

Courtney is from Poplar Grove, Illinois, so not too far from DeKalb. She completed her B.S. at Bradley University in Peoria, Illinois, where she majored in Psychology. She is currently working with Lisa Finkelstein on age metastereotyping in the workplace and humor in the workplace. Courtney’s research interests are stigma in the workplace, especially ageism, humor, and jealousy in relationships. She is focused on an academic career, but is open to the possibilities of applied work. In her free time (what’s that again?), she enjoys reading a great novel, writing poetry, and spending time with her cats (she just got a kitten at the end of her first year!).

Jesus attended DePaul University in his hometown of Chicago, Illinois. There he majored in Industrial-Organizational Psychology and minored in Writing for Television and Film. He researches workplace discrimination and diversity as part of Dr. Santuzzi’s Interpersonal Evaluation and Measurement Lab and Dr. Finkelstein’s SWORDS, ZUMBA, and HAWL lab. When he’s not doing research, you can usually catch Jesus watching one of his hometown teams (except for the Cubs). Question: what do you get when you cross a Husky with a Blue Demon? Answer: a Hell Hound.

Arielle is originally from Pleasantville, New York. She received her Bachelor of Arts degree in psychology and communication from Muhlenberg College, a small liberal arts school in Allentown, Pennsylvania. Arielle works with Dr. Lacie Barber on research related to occupational health, personality, and emotional labor. She is particularly interested in interdisciplinary approaches to the study of emotions in organizations. Outside of psychology, Arielle enjoys yoga, traveling, watersports, and nature.

Rob is from Mahanoy City, PA. He earned his Bachelor of Arts degree in Psychology, with a minor in Labor Studies and Employment Relations, from Penn State Schuylkill. Here at NIU, he works with Dr. Santuzzi on projects related to stigmatized identities in the workplace. He is also interested in research on work group inclusion. When not studying, he might be playing his guitar or finding recreation at the beach. Eventually, he would like to be involved in academia while helping to improve the lives of workers with concealable stigmatized identities.
The Current Roster

Joe Ammar

During the last year, Joe completed an online course to learn R programming. He also began collecting his thesis data.

Christopher Budnick

Christopher completed his course work, passed his comprehensive exams, and successfully defended his thesis in the last year. He is looking forward to teaching Motivation in the Fall, hopefully following a successful dissertation proposal.

Elizabeth Hanrahan

This year Liz successfully defended her thesis and presented her first SIOP symposium presentation. She also notes that “more importantly, I also got a fish and a snail!”

Meg Huntoon

Meg’s greatest accomplishments in the last year include finisher her course work, passing her comprehensive exams, and proposing her dissertation. She says, “I think I see the light at the end of the tunnel, and I am somewhat convinced it isn’t a train.”

Ruth Imose

Ruth successfully completed her third year in the program and defended her thesis.

Camille Lee

Camille defended her dissertation proposal in May. She also secured new employment as the Vice President of Leadership Consulting at Ferguson Partners.

Ellen Lee

Over the last year, Ellen has had success with getting a number of articles published. She also greatly enjoyed teaching Psychological Basis of Human Sexuality for two semesters.

Dexter Miksch

Dexter reports that his greatest accomplishments over the last year include co-authoring a commentary and completing his exodus from DeKalb.
The Current Roster

**Arielle Rogers**

Arielle completed her first year in the Social-I/O Program during which she taught an undergraduate Personality course and presented her research on workplace interruptions at her first SIOP. Arielle also presented her emotional labor research at the 25<sup>th</sup> Annual Frontiers in Service Conference.

**Lebena Varghese**

Last year, Lebena passed her comprehensive exams. This summer she secured an internship with ACT. She notes that the internship provided her additional insight into the “I” side of I/O Psychology. Lebena said, “It was interesting to work with external clients and gain some consulting experience.”

**Elora Voyles**

Elora successfully completed course work and defended her thesis on interview anxiety and task performance. In addition to degree-related work, Elora has actively contributed to research and has published two new publications in the last year. She was especially proud of completing the Chicago Marathon. She noted that she likes to think the marathon was an exercise in perseverance that will benefit her while writing her dissertation.

**Bettina Zengel**

Bettina enjoyed teaching Social Psychology to undergraduates, and learned much from that experience. Otherwise, she states that “it has now become all about getting my dissertation done and sneaking in a little bit of fun research on the side.”
Alumni Updates

Sarah Bailey (‘15)

Sarah is settling into Madison Wisconsin and her role in educational assessment at the university (go badgers!). Her work focuses on developing measures and forms of data collection (psychometrics anyone?) and providing meaningful recommendations from this data. She's having fun in the local roller derby league learning how to skate, and is also figuring out how to take care of her new pet fish.

Boris Baltes (‘98)

Boris Baltes is a professor and chair of the Department of Psychology at Wayne State University. He has two sons (Gavin and Kai) who will be starting 10th and 6th grade this fall. He is currently feeling the angst and stress of having a teenage driver in the house.

I graduated from NIU in 1998 with a Ph.D. in Social/Organizational Psychology. After graduation I obtained an Assistant Professor position at Wayne State and have been here ever since. My research interests include examining the effects of stereotypes on workplace outcomes, age and workplace issues, and work family balance.

Aaron Bolin (‘02)

I completed my doctoral work in Industrial/Organizational Psychology at Northern Illinois University in 2002. After a brief flirtation with life as an academic at Arkansas State University (2002-2004), I started working for the U.S. Navy. In my current position as Director of the Performance Management Division of Military Pay and Personnel, I monitor a global network of personnel offices to make sure we are providing accurate and timely customer service to Sailors and their families.

Our big initiative over the next several months will be transitioning to PeopleSoft Global Payroll and consolidating some of our field offices. My research has an applied focus on performance management and performance improvement. I have helped client organizations address a wide variety of problems such as reducing discipline referrals, preventing failed operational screenings, reducing delays in manpower accounting, and eliminating redundant organizational functions. I am also certified as a Project Management Professional (PMP), a Senior Professional in Human Resources (SPHR), and a Lean
Six Sigma Black Belt (LSSBB). I live just outside of Memphis, Tennessee with my wife and three children. In my spare time, I still teach as adjunct faculty for the University of Arkansas and coach youth sports. I am also learning to play the ukulele.

**Kevin Byle (‘07)**

I have been a Personnel Research Psychologist for the U.S. Department of Homeland Security (Customs and Border Protection) for the last five years. I conduct job analyses on and develop tests for Federal law enforcement agents and officers.

I moved from Washington, DC, to Baltimore three years ago. I bought a rowhouse in Baltimore City. I live in Baltimore, but work in DC.

I have published one article in Intelligence recently and have presented at the Personnel Testing Council of Washington, DC. The references are listed below:


**Hope Clark (‘05)**

Hope works for ACT. Recently, she received approval from the American Council on Education (ACE) to award college credit for the NCRC and they are very interested in working with their local community college system to implement the ACE program.

**Sara Farrell (‘05)**

My news is that my husband Brian, 5-year old daughter Norah, and I welcomed our son Rowan on December 10, 2016. I also became Chair of the Department of Psychology at Coe College last fall.

**Lisa Getta (‘11)**

Lisa Getta is a consultant at Right Management. Her place with Right Management was the result of networking and soul-searching for the ideal position. In her position, Lisa performs assessment coaching, talent management, leadership development, training programs and a variety of other assessment options for
organizations. One of the perks of Lisa’s work is that she gets to collaborate with NIU Alum Kristina Matarazzo.

Aside from work, Lisa has been very busy spending time with her daughter Lauren, and grandson Holden. Her grandson is handful and he loves the outdoors.

**Ed Hansen (’14)**

Ed Hansen is living in Tallahassee, FL, and he is continuing to enjoy working at Florida State University as a specialized teaching faculty member. He is also hoping to see lots of NIU friends when SIOP comes to Orlando in 2017! On a personal note, Ed recently became engaged to Megan Deichen, and they are planning to be married next May.

**Jeremy Heider (’05)**

I am currently a tenured associate professor at Southeast Missouri State University. In addition to the usual stuff – teaching classes and the occasional research presentation/publication – I am the coordinator of a new I/O master’s program that we are launching in the fall of 2017. So if anyone knows some promising undergrads who for one reason or another aren’t a good fit for the NIU program, send them my way!

On the personal side of things, my wife Candice and I are still constantly busy raising our 9-year-old son Maddux. And during our recent trip to MPA in Chicago, we got to treat him to his first ever visit to Wrigley Field (see attached photo). Needless to say it was an experience he’ll never forget!

**Heather Lacost (’05)**

My latest update is that I co-presented with my colleague Laura Bittner from Carroll Community College in Westminster, MD at the 28th APS Annual Convention in Chicago to give the Psi Beta Carol Tracy Distinguished Lecture on Grade Expectations: What Faculty Can Do to Combat Student Entitlement in the Classroom.

**Stephanie Marberry (’07)**

Recently I started a new position as a Talent Management Consultant with Rush University Medical Center where I am launching a system-wide integrated talent management process. I am also still at Argosy University where I coordinate the Masters I/O Psychology program at both the Schaumburg and Chicago campus. In my role at Argosy I develop and deliver various graduate courses, evaluate tools to assess course outcomes, establish corporate partnerships for the university and counsel current students and alumni.

This past year I have also engaged in a few professional speaking engagements including:
- Chicagoland Chamber of Commerce Multigenerational, Multicultural: The New Workplace, Panelist, September 2015
- Success Factors Success Connect Annual Conference: Revolutionizing Performance Management in Healthcare, Panelist, August 2015

On the side I am also helping a retired NIU Professor, Dr. Luis Flores, to launch a consulting business centered around his Transformative Strategic Planning Methodology.

Personal updates: I was recently married on April 14th, 2016 in Charleston, SC to Matthew Keller who happens to be the brother of my best friend since high school! My husband and I are planning our a 2-week honeymoon in the Fall to Italy and Greece. We are very excited!

Amy Martin (‘13)

I just completed my first year teaching full-time at Rockford University and am looking forward to a second year of teaching there. I’ve had the opportunity to teach a variety of courses in my time at Rockford including Social Psychology, Cognitive Psychology, Psychological Tests and Measures among others and this fall I’ll be teaching for the first time Experimental Psychology and SPSS. I submitted a manuscript earlier this summer and am waiting for the decision. Personally, this summer I’ve had the opportunity to go to Greece to help with the refugee crisis and in August I’ll be headed to Brazil to participate in an English camp for a week.

Randy McCarthy (‘12)

I am a research associate at NIU’s Center for the Study of Family Violence and Sexual Assault. This year, the Center got a contract with the Department of Defense to help with the data management for tracking child maltreatment and partner abuse in military families.

For my research, perhaps the most relevant projects are a meta-analysis that I did with some NIU graduate students and one NIU undergrad:


I also led a project with some current and former NIU students for a special issue in the Journal of Experimental Social Psychology for pre-registered reports. Our manuscript has been accepted and will appear later this year when the special issue comes out.

Joanne (JoJo) McInnerney (’02)

Getting my PhD in I/O at NIU was one of the best experiences of my life. I started a career I love, but also met some of the dearest friends I have. We routinely get together at SIOP and support one another through all our life and career transitions.

Now, 17 years later I live in Atlanta with my husband (Marty) and 9-year-old daughter (Amy) and work as VP, Global Talent Management for Novelis. Novelis is a $10 billion company that operates in 11 countries and is the world’s leader in aluminum recycling and flat-rolled products. I've worked there for over 6 years and love my job. I oversee talent acquisition including our employer brand, talent development, succession planning, mobility and organizational effectiveness. From interviews, to surveys, to international assignees - I am able to help the company ensure we have the right talent and ensure that our talent is engaged, aligned and agile for the marketplace demands. It’s fun, it’s complex and it’s rewarding. When I started, the research and technology center didn’t exist. My team and I helped hire and develop the center that now is home to our global R&D labs and process experts. Building things from the ground up is one of many things I love about my career in I/O. We have a broad base of skills coming out of school and having complex, global talent problems to solve is served well by that base of knowledge. I have been very fortunate in my career and owe a lot of gratitude to my I/O professors and colleagues who've been guiding me along the way.

Yohsuke Ohtsubo (’00)

I graduated from the NIU in the summer of 2000 with Ph. D in psychology. After graduation, I have worked in academia, mostly conducting social/evolutionary psychological research. Last year, I started my first fMRI study investigating neuro-bases of forgiveness. Although it is an ongoing project, the results so far look great. I would like to give an update of the publication of this project in a good journal next year!

Jason Raad (’13)

I’m a post-doctoral fellow at the Center of Innovation for Complex Chronic Healthcare at the Edward Hines Jr. VA Hospital studying psychosocial outcomes after traumatic injury (specifically spinal cord injury and traumatic brain injury). Since graduating from NIU, I’ve received funding from the Neilsen Foundation, the Paralyzed Veterans of America and the VA to do this work. In addition to my VA fellowship at, I’m also a Craig H. Neilsen Foundation Fellow, one of my mentors on this two year project is actually a faculty member at NIU; Dr.
Christina Papadimitriou in the college of health and human services (and a super good person to know!). I also play an active role in two professional groups, the Association of Spinal Cord Injury Professionals (ASCIP) where I am the Early Career Representative for the American Congress of Rehabilitation Medicine (ACRM).

**Tim Ritchie (‘06)**

After graduating, Tim Ritchie was a Research and Teaching Postdoctoral Fellow at the Center for Research on Self and Identity in Southampton, England. Following that he accepted a position as Assistant Professor at the University of Limerick in Ireland. After earning tenure and a six month sabbatical, he returned to IL and accepted an offer as Associate Professor and Chairperson of the Department of Psychology at Saint Xavier University in Chicago’s south side (not far from where Prof. Skowronski grew up). Over the past two years, he teaches research methods, statistics, physiological psychology, and supervises honors and independent student research projects. He publishes with colleagues locally and internationally, and recently accepted a book contract offer on autobiographical memory and emotions. Personally, this past year he and his wife adopted two rescued cats: Livia (age 2) and Bubba (age 5) and thoroughly enjoy rehabilitating and loving them in the comfort of their home.

**Cory Scherer (‘06)**

Cory Scherer has been named the Psychology Program Coordinator and the First Year Seminar Coordinator at Penn State Schuylkill. He also just had a sabbatical where he got to focus on some of his research for three months. In his personal life, he got a new puppy – a shih tzu named Chewbacca and his youngest child – Elijah – will be starting kindergarten in the Fall.

**Jolene Skinner (‘06)**

Jolene Skinner is now the Global Director of Engagement and Culture and the Chief of Staff to the Chief HR Officer at Sitel in Nashville, TN. She is also the Executive Director and Founder of Impact Nashville that just launched its second grant season and will award over $40,000 to non-profits in 2016. Jolene has lived in Nashville for almost three years with her spouse, Ron, and son, Rylan.

**Chelsea Woodcock (‘12)**

In May of 2014, I transitioned into my current role in the leadership development department of Publix Super Markets, Inc. I help design, develop, and deliver leadership training for all levels of our company and do things from creating courses for our standard leadership curriculum to consulting with specific business areas to provide customized
leadership solutions. It's a long standing and great company with great benefits (we offer summer internships so if anyone is ever interested, let me know). In my personal life, I’m on a quest to complete a full ironman triathlon. While I was a competitive swimmer for years, I had never done a triathlon before so I have been training and working up to the full scheduled for Nov 5th in Panama City Beach FL.
Photos from Memory Lane

Photos

Top Right Photo: Heather Lacost, Joe Huff, Boris Baltes, Rob Altmann, and Scott Young

Top Center: Lisa Getta and Alecia Santuzzi at the 2015 Impurity Ball

Top Left: Ed Hansen and Amanda Durik at Ed’s graduation in December 2014

Bottom Left: Kelly Dages, Joanne McInnerney, Rachel DeMuth (front), and Lisa Getta at SIOP 2016 in Anaheim, CA

Bottom Center: Ed Hansen as Edward Scissorhands giving Bob Pulvermacher a haircut

Bottom Left: Lacie Barber and Sarah Bailey at Graduation in December 2015
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<tr>
<th>Celebrating Our Graduates!</th>
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<tr>
<td><strong>Ph.D. Graduates:</strong></td>
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<tr>
<td>May 15 – Danielle Johnson</td>
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<td>Aug 15 – Sarah Bailey</td>
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<td>Aug 16 – Pamela Waltz</td>
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<td><strong>M.A. Graduates:</strong></td>
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<td>May 15 – Stacy Wilkes</td>
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<td>Dec 15 – Christopher Budnick, Justin Taylor</td>
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Media coverage on telepressure began last year, and it continued into this year!

Read all about it at these online articles:

Chicago Tribune
“OT for checking email? Verdict nears on lawsuit by Chicago cops” by Alexia Elejalde-Ruiz

Huffington Post
“Take the Thanksgiving Challenge: Disconnect to Connect” by Erica Keswin
“The American Workplace is Broken. Here’s How We Can Start Fixing It” by Carolyn Gregoire

Forbes
“The Career Hazard You Never Expected: Your Email, Study Says” by Kate Ashford
BDSM Communities Are Less Rapey Than the General Population

by Steven Blum
MAY 19 2016 5:00 PM

"BDSM culture is built around affirmative consent norms, including talking about and negotiating a scene way beforehand," Kathryn Klement, one of the study’s authors, told Broadly. "It's about not just seeing sexual consent as an on-off switch—yes or no—but as a continuous process."

A subsequent U.S. study of BDSM-identified couples found reductions in self-reported stress and negative affect, as well as increases in intimacy following BDSM play.

According to Brad Sagarin, the effects can be even more profound. The psychologist’s latest paper investigates the potential for sadomasochistic activities to induce altered states of consciousness.

Read all about it at these online articles:

"The Health Benefits of BDSM" by Sunny Megatron at about.com

"That Time I Tried BDSM Therapy" by Roc Morin in The Atlantic

"Why Yoga and BDSM Are More Similar Than You'd Think" by Nicole Guappone at Complex

"Sadomaso de muy bien rollo" by Javier Yanes at El Español

"BDSM Communities Are Less Rapey Than the General Population" by Steven Blum at Vice

"Six Myths about BDSM Debunked by Science" by Dr. Zhana at Volonte
Accepted Manuscripts


**Conference Presentations**


Klonoski, E., & Parker, C. P. (2016). *Outcomes-based assessment integrating general education, major studies, and co-curricular activities.* Poster presented at the meeting of the Association of American Colleges and Universities; General Education Assessment: From "my work" to "our work," New Orleans, LA.


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

See you next year!