

The University of Akron

Industrial/Organizational Psychology

Graduate Program Newsletter

In the
Summer
2024
Edition:

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Letter from the IOGSC President

Hi everyone!

I hope this letter finds you well and enjoying the summer. My name is Madison Schaefer, and I have had the privilege of serving as President of the I/O Graduate Student Club (IOGSC) this past year. As a department, we had a busy but fun spring semester, in large part due to the creative programming of our students involved in IOGSC.

This spring semester, IOGSC continued hosting Coffee & Collab sessions twice a month to offer students a space to gather in a group setting to work on whatever they choose. We had fun exploring several different coffee shops around the Akron area while also providing our students the opportunity to be productive alongside other I/Os. We also had our first ever “Soup-er Bowl” in which students and faculty brought in a soup of their choosing for all to enjoy. We even voted for our favorite soups for the chance to win gift cards, which prompted several students to try over a dozen soups!

IOGSC also re-introduced fundraisers this semester to not only increase funds for our club, but also provide more opportunities for our Akron I/O community to connect outside of the department. We had fundraisers at Chipotle and Swenson’s and enjoyed some good food and company! Additionally, several IOGSC members successfully organized the I/O program’s Visit Day for prospective students. We represented our strong Akron community and are looking forward to welcoming new students this fall.

We continued our development outside of the classroom as well, by hosting several excellent guest speakers. Dr. Samantha Chau and Allen Kamin gave insightful talks and we enjoyed socializing with each of them throughout their visit. Thank you so much for joining us! We would like to continue enhancing alumni involvement with current students by inviting alumni to attend or give talks. If this is something you are interested in, please contact Nicole Baker at nmb118@uakron.edu. Additionally, the fourth year cohort lead a series of workshops on Performance Appraisal in an effort to dive deeper into this topic area.

Of course, UA students, alumni and faculty had a strong presence at the annual SIOP Conference this past April in Chicago. Countless members of our I/O community presented posters, gave talks, and spoke on panels. We also enjoyed time together at our annual UA I/O Alumni Reception, providing a setting for alumni and members of our program to network and reconnect with friendly faces. Our spring semester concluded by celebrating our students who took comps at a happy hour. Congratulations to all on this achievement! Very well-deserved.

This semester, and even this entire year, was a true testament to the incredible people in this program, who I am lucky to call my peers. Graduate school is challenging in itself, but so many of our students continuously step up to go the extra mile in creating a culture that is supportive, collaborative, and fun. Thank you to all involved in IOGSC this past year. We’ve really made a noticeable impact both within our department and amongst our alumni community. I cannot wait to see all that the next executive board continues to do in the coming year. If you have any updates, comments, or questions you would like to share, please feel free to contact me (mms359@uakron.edu).

Enjoy the rest of your summer!

2024-2025 IOGSC Leadership

Executive Board

- President: Ben Michael btm67@uakron.edu
- Vice President: Hemang Vaidya hmv20@uakron.edu
- Secretary: Lindsey Wilcoxon
- Treasurer: Annie Winkhart

Committee Chairs

- Workshops: Steven Holthouser
- Mentoring & Orientation: Maggie Rahm
- Speaker Series: Ben Cowan
- Philanthropy: Sam Haffenden
- Newsletter: Xin Wei Ong & Hemang Vaidya
- Social Media: Ben Michael & Xin Wei Ong
- Website: Xin Wei Ong
- Social Events: Nicole Baker & Nicole Donaldson
- Visit Day: Annie Winkhart
- SIOP Reception: Megan Frey & Annie Winkhart



Introduction to IOGAEC

Hello Everyone!

In 2023, Andee and I began talking about our alumni connections and how we could establish a form of communication that would benefit the students, department, and alumni. What followed was a year of conversation around this topic, a survey, and ultimately, the creation of the I/O Graduate Alumni Engagement Club.

This spring, IOGAEC became a university recognized club that focuses on bridging the gap between alumni and current students. This new club runs as a sister club to IOGSC, which will continue to focus on students; whereas IOGAEC will focus on alumni. This will give our alumni engagement initiatives more structure and ability to run long term.

As some of you already know, we are moving forward with inviting alumni to speaker series and workshop events and focusing closely on alumni being invited to speak at these events. We have some other possibilities in the works that have been suggested by alumni or students (possibly an in-person reunion in Akron...?). If you want to know more about this program or have suggestions for us, please fill out the survey that is on our [I/O Akron Alumni page](#). This survey allows us to keep your contact information up to date and also determine what we can do to best help you all.

I will no longer be president of this club as I am joining our group of alumni. I am looking forward to what the next year brings for this club and also the new leadership that is taking over:

President: Nicole Baker
Vice President: Xin Wei Ong
Secretary: Nicole Donaldson

Again, we would really love your input. If you have any questions, we created an email where you can contact the club directly: iogaec@uakron.edu.

Thank you,

Maribel Reynolds



The University of Akron's

2024 SIOP Alumni Reception

Hello Alumni,

I would like to personally thank everyone who attended the 2024 SIOP reception in Chicago, as well as those who made contributions. Our alumni, faculty, and students enjoyed a great evening with our incredible UA I/O community. This year we witnessed many smiles, joyous reunions, and new connections being built. We hope to see you in Denver next year!

If you would like to support UA I/O ahead of the reception next year, please see the below information on how to donate.

Thank you!

The SIOP Reception Team:
Madison Schaefer (mms359@uakron.edu)
Megan Frey
Mariel Reynolds
Lindsey Wilcoxon
Annie Winkhart

We greatly appreciate all donations that help make this event possible! If you would like to make a donation, use the QR code or the below options:

- Text "AkronIO" to 41444
- 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



Center for Organizational Research

The University of Akron

Founded in May 2001, the Center for Organizational Research (COR) is a business research and consulting group managed by faculty in the 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

We provide business and organizations with evidence-based solutions for the issues that confront work environments and the people in them. Areas of specialization include 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.

Contact Us:

www.uakron.edu/cor

COR director: James Diefendorff
jdiefen@uakron.edu



Faculty Updates

A familiar face returns to the Psychology department!

After spending 2 years in Buchtel Hall as the Vice President and Chief of Staff, Dr. Paul Levy is returning to the Psychology Department. Dr. Levy worked closely with President Miller on both internal initiatives and external initiatives partnering with the City, County, Downtown Akron Partnership, and the Greater Akron Chamber among others during their 2 years together. We asked Dr. Levy about his experience in the position and how it all comes back to I-O.

How did your I-O background help in your Vice President position?

- The move to Buchtel Hall was a good example of how I-O can be utilized in organizations. While it was unusual for a faculty member to move into the VPCOS position, the I-O skillset was a great fit for the role. The experience solidified what I have always argued and taught: leadership is all about relationships, even at the top of organizations and if you can't build relationships you can't lead. President Miller was very relationship-focused which made our partnership an easy transition.
- Coaching other folks in leadership. It was clear that the ability to listen to folks, to understand where they are coming from, provide thoughts about how to move things along, organize goals, help folks understand their options and choose how to proceed, provide information on how they deal with subordinates, help them understand about providing feedback (critical and encouraging) are all really important. I worked with Senior Leadership in this capacity.
- I created a database of all the various initiatives that were happening on campus which we worked with for months. This allowed someone to drive each initiative and we would check in and see the metrics on how things were moving forward and getting accomplished.
- I was a liaison between the University and the community. People skills are so important in all high-end functions. I worked with the Downtown Akron Partnership, County Executive Office, Mayors Office, etc. You have to be able to listen and interact with people, present what the University needs in a way that builds and grows those relationships. The implementation of good people skills based on the science of leadership, communication, motivation, etc. is how all of it comes together.
- Representing the University and speaking on behalf of President Miller at events came easy based on my academic experience of teaching and presenting. It made it a straightforward experience... those communication skills just happening at a higher level. 7

What did you learn from your time as Vice President?

- You can be a CEO, make really tough decisions, and still do it with empathy for folks.
- People in C-Suite positions work really hard, they need to be available 24/7... there were phone calls in the middle of the night about plumbing failures on campus or serious student health issues. I got all those phone calls!!
- Dr. Miller came to the University at a bad time... there had been multiple failed presidencies, COVID, and serious financial issues. I joined him 2 years later. We were able to change mood, morale, and outlook as a team on campus. We did this by working together, being transparent, and asking for help. Obviously, we didn't fix everything, but we made a lot of progress. Even though Dr. Miller was at the top, he was able to make an impact by how he dealt with folks. I always laughed at this: If he had a bad experience or we were knee deep in budgets and we didn't like what we saw, he would say "I'm going to go talk to students" and he would walk outside and maybe to the student union and simply stop and talk to students – this always reminded him of why we worked so hard and what the real goals of the university were. Then, we'd get back to the budgets.
- Dr. Miller wanted to know my thoughts about most everything we did. If I didn't like something or thought we should go in a different direction, he would ask why and listen and often change his approach based on my thinking. Being willing to listen and having openness to others REALLY sets a tone for a leadership team and the team was successful because of those relationships and the openness to anyone's ideas.



Dr. Levy's first love was always being with students and teaching about the field that has allowed him to accomplish so many things. Although he is not taking on new graduate students, he will be available as a resource and will be teaching undergraduate students this fall.

Awards & Milestones

Nicole Baker: People Practice Intern @ MRI Software conducting a compensation analysis, developing performance appraisal system, and strengthening internal communication

Jason Dahling, PhD: Inducted as a SIOP Fellow in 2024

Jim M. Diefendorff, PhD: Distinguished Professor of Psychology at The University of Akron

SIOP INTERNATIONAL RESEARCH AND COLLABORATION (IRC) SMALL GRANT: National Culture and Emotion Regulation at Work: Automaticity as an Explanation for Differences Between Chinese and American Service Workers

James M. Diefendorff, University of Akron; Tae-Yeol Kim, City University of Hong Kong; Xin Wei Ong and Meghan A. Thornton-Lugo, University of Akron



Please submit your updates for our Winter 2024 Newsletter [here](#) by November 1st, 2024



Attention Alumni!

Please take 5 minutes of your time to complete the Alumni Engagement survey. This has been sent out to the most recent email address that we have and it is also listed on our website.

We are updating our databases and also hope to increase engagement between students and alumni.

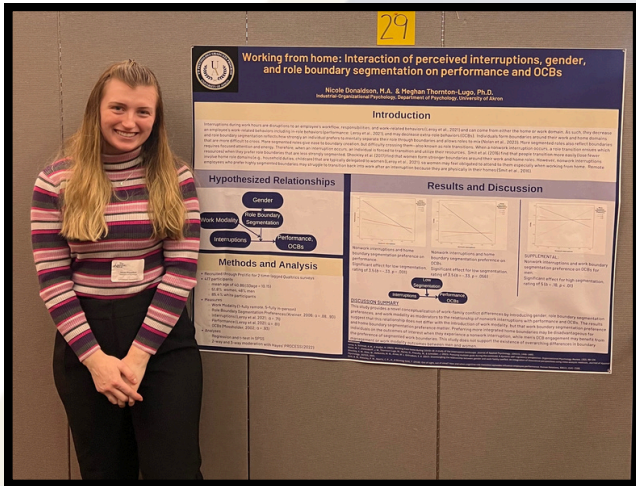
Please reach out to Jim (jdiefen@uakron.edu) or Nicole (nmb118@uakron.edu) if you have any questions!

Thank you for your time!

Graduate Student Research Day

This year, we had 6 I-O students presented their work for graduate research day.

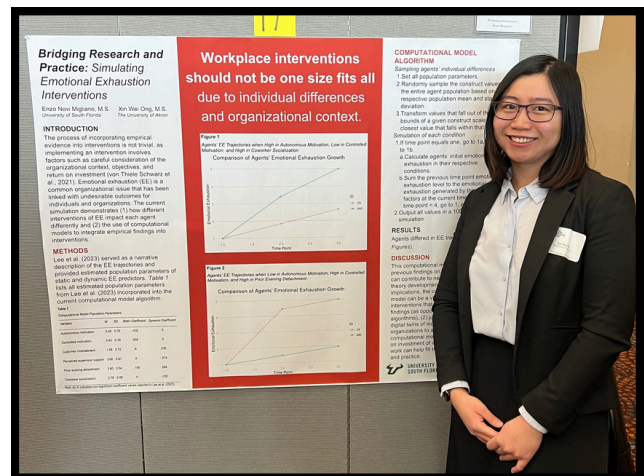
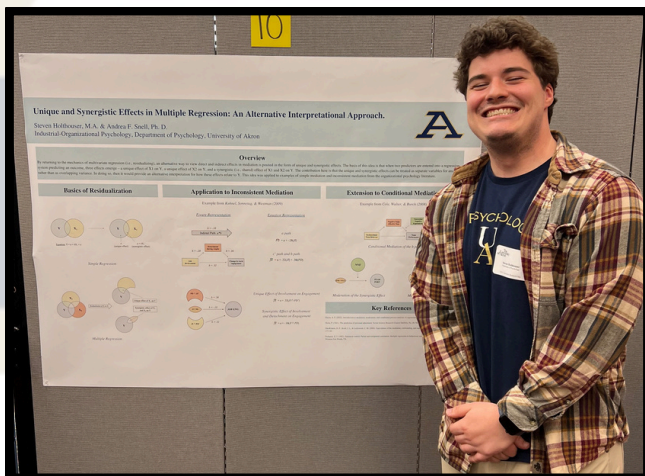
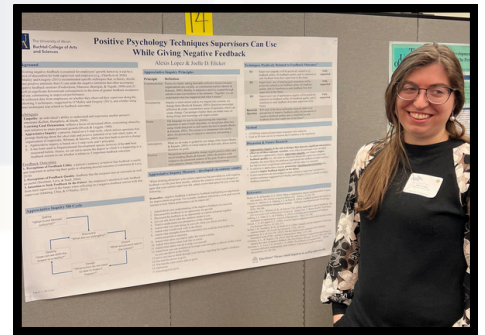
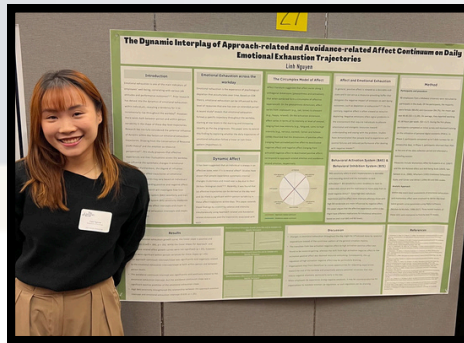
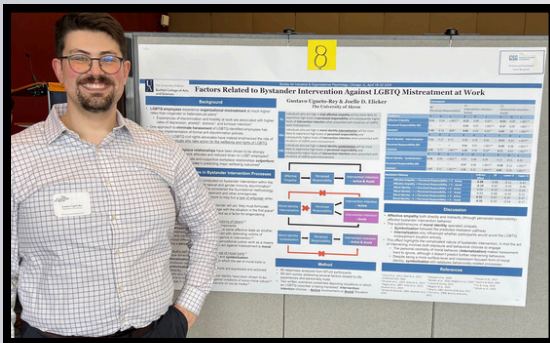
Congratulations to Nicole Donaldson, M.A. for winning the top award for Doctoral Research by presenting her thesis!



"I'd like to say thank you to everyone who stopped by my poster and engaged with my research! Thank you to the judges for seeing the value in it, and thanks most of all to my advisor for teaching and supporting me through the thesis journey! I hope to continue researching gender related topics in relation to work-life balance."

Nicole Donaldson

Thank you to the rest of the graduate students for representing the department!



Research Lab Updates

JEDI Lab

Dr. Thornton-Lugo's newly named JEDI Lab (Justice, Emotions, and Diversity in Industry) is currently tackling a number of interrelated issues pertaining to the experience of fairness for diverse identities in the workplace.

One major study that will be ongoing in the fall is part of the Advancement of Replications Initiative in Management (ARIM) in which Dr. Thornton-Lugo and current graduate students will seek to replicate a classic study on the relationship between goal-setting and unethical behavior.

In addition, the lab will also be examining how LGBTQIA+ people navigate professional dress in the workplace. Finally, we will also be tackling theoretical on emotion regulation and the work-home interface.

Dr. Thornton-Lugo is a lifelong Star Wars fan!



Siuta Research Lab

General Research Interest: Gender and sex-based/sexual harassment and informal disclosure, reporting, and communication systems (whisper networks, gossip, etc.). Body-related stigma and other stigmatized identities at work. Navigating reproductive health/occupational health and well-being at the interface of work and life.

Current Projects: Examining the role of autonomy in sexual harassment disclosure decisions; Confronting weight stigma at work (qualitative research project); Understanding the experiences of those who are left out of whisper networks (qualitative research project); Identifying how state policies that impact the health of the employee/the health of an employee's family impacts decisions of where to work and live.

Current Undergraduate Opportunities: Multiple volunteer or IR&R research assistant opportunities available to work at any phase of the research process for 4 or more hours/week.

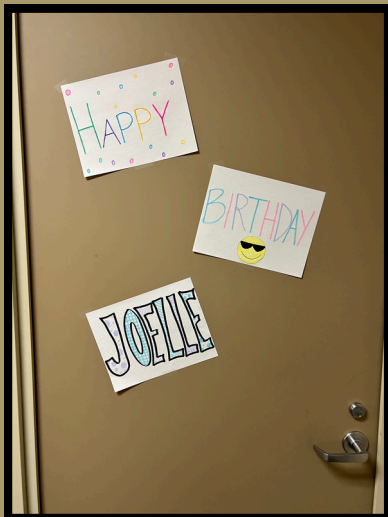


Around the Department

Gingerbread House Competition



Joelle's Birthday





Spring Department Cleanup!





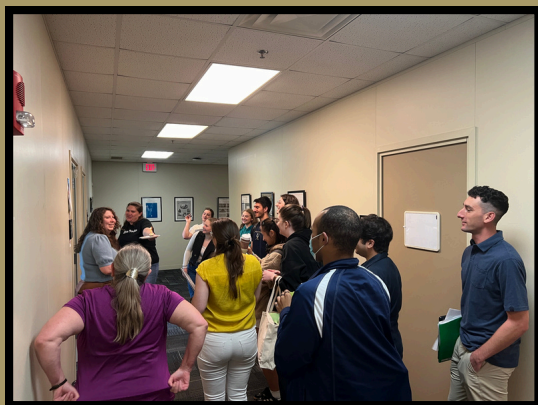
Chipotle Fundraiser



Rose's Birthday



SIOP 2024





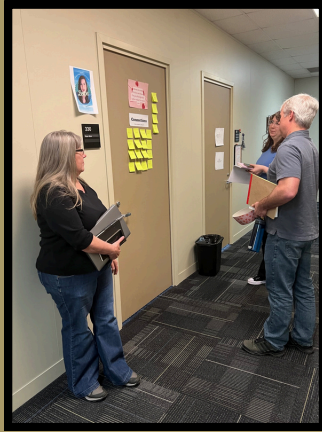
**Coffee
&
Collab**





SOUP-er Bowl





Fun around the department!



First years' Training Project



Theme Days for IP





Allen Kamin Visit

Follow us on Instagram @iopsychakron to keep up with the department!

