

THE I-ON

Official Newsletter of the Industrial-Organizational
Psychology Program of George Mason University



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FROM THE DESK OF THE I-O PROGRAM DIRECTOR

Steve Zaccaro



Happy Spring! As I write this column, the cherry blossoms on campus are in full bloom. We are beginning to wind down another academic year, and at the same time getting ready to attend SIOP! I think the program has had another good year. I noted the number of recent publications, especially those that had current and recent students as first authors! Please check out the list of these achievements in the Good News Corner (P.13). Our MA and MPS programs also continue to thrive! We had 24 MPS students graduate this past December. We are hearing great stories of career advancements from our MPS students. Another MPS cohort, plus several of our 2nd year MA students, will be graduating this spring. Congratulations! Also, congratulations to Dr. Elisa Torres and Dr. Aiva Gorab, who passed their Ph.D. oral defenses.

Spring means that SIOP is coming up. This year's conference is in Boston! I am excited as this will be my first in-person SIOP since 2019 when it was in DC. And Boston is a great city (well, except for the Red Sox). As always, Mason will be strongly represented at SIOP. Later in this newsletter, you will find the list of presentations by our students and faculty. Please support them if you can by attending their sessions. We have two Mason posters selected for SIOP 2023's Top 10 Posters! A hearty congratulations to first authors Annie Nottingham and JeongJin Kim as well as their co-authors! This will also be the first time since 2019 that we will have our formal reception. It will be held on Thursday, April 20th, from 7:30 – 9:30 PM EST at the [Sheraton Boston Hotel](#) in room Back Bay A. Last year, our students organized an informal reception that was quite popular. Hopefully, this year's reception will resemble our pre-pandemic ones when many students and alumni got together to celebrate Mason, and network across generations. We were one of the first programs to have such a reception, and it's one of my favorite parts of the conference. I love seeing former students and catching up. I also appreciate the connections current students make with former ones at these events. I want to thank IOPSA for coordinating this. They have done so since our first one, and they are the reason why these have been so successful. Please see the invitation for more details on P.16.

Speaking of IOPSA, when this newsletter comes out, the IOPSA Board will be close to finishing up their terms. I want to thank the IOPSA President, Annie Nottingham, and the other officers, Zion Howard, Lida Ponce, Mina Son, Sofie Alexandrides, Amanda Hiner, Georgia Bizzell, Ami Patel, Nicole Aranda, Ben Calilao, Aidan Suttlehan, Juliana Freire, and Saylor Bane for their hard work on behalf of the program. In the past year, they helped organize orientation day for our new students, the program picnic we had at the beginning of the year, the visitation day for our prospective Ph.D. students, and now the SIOP reception. We are all grateful for how much you do for the program.

I need to end my column on a sad note. This past December, our community suffered a great loss when Dr. David Wallace passed away. Dave was a friend of the program and a personal friend to us. He graduated with a Ph.D. from Mason in 2017. After graduating, he continued to connect with the I-O program through an active research partnership and as one of the first instructors in the MPS program. He fully represented the scientist-practitioner model that is the core of our program. Afra and I wrote a tribute to him on P. 5. Please read it and, if you knew Dave, please reflect on his life and contributions. If you did not know him, then I hope that, after you read the tribute, you will be inspired and touched by his career of service and scholarship.



IOPSA PRESIDENTIAL ADDRESS

Annie Nottingham
**PhD Student &
IOPSA President**

Happy Spring Semester to all, from the I-O Psychology Student Association! The semester has flown by here at George Mason. From students and faculty engaged in classes, internships, volunteering, research, and teaching, we have all found a way to stay busy and curious in the pursuit of I-O knowledge. Thanks to Zion, IOPSA's Vice President, and faculty member Seth Kaplan, we have resumed holding a few Learning Series sessions in-person, which have been a highlight of this year. Academics, practitioners, and current PhD students have shared their insights at Learning Series this semester, and we have greatly enjoyed reconnecting with Alumni who join the sessions via Zoom.

We look excitedly ahead towards the Society for I-O Psychology (SIOP) Conference located in Boston, MA, this April 19th to the 22nd. Our program has many students and faculty presenting at SIOP, and we look forward to engaging with and supporting their work. Furthermore, I am happy to announce that IOPSA will resume hosting a reception this year at SIOP! We hope to see many of you there (for the details, please see the invitation on page 16).

With help from students and faculty, the department hosted a successful hybrid Prospective Students Day this Spring, and we look forward to new students joining our program next Fall. I enjoyed the opportunity to become acquainted with some of the prospective students and experience our students and faculty giving them a warm GMU I-O welcome.

As this is my last semester as the IOPSA president, I want to extend gratitude to the other IOPSA members who worked alongside me this year: Zion Howard, Lida Ponce, Mina Son, Sofie Alexandrides, Amanda Hiner, Georgia Bizzell, Ami Patel, Nicole Aranda, Ben Calilao, Aidan Suttlehan, Juliana Freire, and Saylor Bane. Each of their efforts contributed to the enhancement of our program through a wide range of efforts including the Fall Program Picnic and behind-the-scenes tasks like keeping our website and social media platforms updated. Each of their contributions have been invaluable.

As we transition into the upcoming academic year, I want to thank the I-O community for allowing me to serve as President this past year. I have greatly enjoyed working with our program's wonderful students, faculty, staff, and alumni, and I'm excited to watch the 2023-2024 IOPSA Board excel.

Spring 2023 Learning

Series

Tuesdays, 1:30 PM - 2:45 PM (ET)

Our learning series continued in the Spring of 2023 with speakers presenting in person and virtually, including international speakers! We are actively soliciting speakers for the next academic year. If you are interested in sharing your research or applied experiences with the GMU I-O community, please reach out to Dr. Seth Kaplan at skaplan1@gmu.edu.

Join us using the Zoom
link below:

<https://gmu.zoom.us/j/95660977669>

January 24, 2023 (in-person):

Topic: Using Psychological Assessments to Predict Player Performance

Speaker: Kenneth Yusko, PhD (Co-Founder/Professor, Siena Consulting/University of Maryland)

January 31, 2023:

Topic: Panel on Self-Employment

Speakers: Kyana Beckles, M.P.S. (Founder/CEO, Leverage Assessments); Daniel Shore, PhD (Co-Founder, Leadership and Effective Teamwork Strategies)

February 7, 2023:

Topic: Client Relations & Presenting Results to Leaders

Speaker: Rajanique Modeste, PhD (CEO/Adjunct Professor, Vestigia Organizational Sciences/University of Maryland)

February 14, 2023:

Topic: Falling in Love with I/O: Balancing Passion and Purpose

Speaker: Macy Cheeks, M.S. (Senior Consultant/Co-Founder, DCI/Blacks in IO); Shavonne Holman, M.P.S. (Talent Manager/Co-Founder, United States Digital Office/Blacks In IO)

February 21, 2023 (in-person):

Topic: Student Presentations

Speakers: Joanna Zakzewski (PhD Student, George Mason University) Jeongjin Kim (PhD Student, George Mason University)

February 28, 2023:

Topic: Student Presentation/Exercise

Speaker: Julia Baines (PhD Student, George Mason University)

MPS PROGRAM HIGHLIGHTS

Afra Ahmad

MPS Program Director



Happy Spring! Welcome to the Spring 2023 Cohort 12 of the MPS program, and congratulations to the Fall 2022 Cohort 7 group on graduating in December! We have continued our virtual gatherings and in-person opportunities for connection. Several MPS students joined the Fall 2022 Alumni Picnic in Northern Virginia, winter graduation celebration on campus, and the prospective day social. Several MPS students will be attending the 2023 SIOP Annual Conference in Boston, MA.

MPS students continue to thrive in the program and beyond. Check out the Good News Corner on P.13 to learn more about MPS success stories which include job opportunities, certifications, awards, babies, and more! The Student Advisory Board has continued to support students with the peer mentoring program, engaging with the study body and setting up guest speakers for the monthly call. If you'd like to get involved, check out the call on P. 14. Congratulations to all of the students who participated in the PTCMW Graduate Consulting Challenge, and a special shout out to our MPS student from Cohort 8, Shelby Joseph, for being awarded first place along with two other I-O students outside of GMU!

The MPS program welcomed our new tenure-track faculty member, Yijue Liang, as she taught the MPS statistics course. If you are interested in teaching remotely, please reach out to me at aahmad14@gmu.edu.

We recently lost one of our MPS faculty members, Dr. Dave Wallace. Please take a few minutes to read his tribute on P. 5. His life's legacy to serve others has given me the opportunity to reflect on my own purpose, which is to positively impact and make a difference in the lives of students and the world we live in. I get reminded of this impact from time to time.

Most recently, I had the honor of writing a letter of recommendation for a college-wide award for one of our MPS students. In this process, I learned that this student maintains an impressive academic record in our graduate program while balancing a demanding full-time job, extra-curricular activities, and motherhood. The student attributes coursework and encouragement of faculty from the MPS program to be critical consumers of research as allowing her to make a broader impact. In her impact letter for the award, she stated, "Without my comprehensive training in statistical analysis and research methods, I would not have enrolled my son in a life-changing treatment." She continued to note that she shares this research in a digestible manner with social media groups of parents with life-threatening allergies. As a mother of a young child with a severe dairy allergy, I was moved to tears learning about the broader societal impact we have as educators. I hope we all can find the greater purpose of our lives and the work we do.

Continued from page 3

March 7, 2023:

Topic: Careers Panel

Speakers: Recia Gomez, M.S. (Program Designer, Meta); Haylee Gans (Consultant, Booz Allen Hamilton); Chelsey Hibbard (Personnel Research Scientist, Department of Defense)

March 14, 2023:

Spring Break- No Learning Series

March 21, 2023:

Topic: Converging paths: My research journey toward workplace inclusion.

Speaker: Katrina Merlini, PhD (SHRM/George Mason University, Senior Researcher/Adjunct Professor)

March 28, 2023 (in-person):

Topic: Student Presentations

Speakers: Zihao Jia (PhD Student, George Mason University)
Kevin Loo (PhD Student, George Mason University)

April 4, 2023:

Topic: Flourish: Evidence-Based Strategies for Improving Your Work and Life

Speaker: Theresa Glomb, PhD (Professor, University of Minnesota)

April 11, 2023:

Topic: Role of I-O Psychology in Artificial Intelligence Auditing Systems

Speaker: Richard Landers, PhD (Professor, University of Minnesota)

April 18, 2023 (in-person):

Topic: Authentic Talent Development in Sociocultural Context: Interdisciplinary Perspectives.

Speaker: Gelaye Debebe, PhD (Associate Professor, The George Washington University)

April 25, 2023:

Topic: TBA

Speaker: Deborah DiazGranados, PhD (Director of Evaluation and Team Science, Virginia Commonwealth University)

May 2, 2023:

Topic: It's Not Who I am but What I Believe: A Moral Perspective on the Effects of Gender Role Ideology on Evaluations toward SBH

Speaker: Ho Kwan Cheung, PhD (Associate Professor, University of Calgary)



DAVID WALLACE TRIBUTE

Stephen Zaccaro & Afra Ahmad

On December 26, 2022, one of our recent PhD graduates, colleague, and friend, Dave Wallace, passed away. CDR Wallace graduated from George Mason University's PhD program in industrial organizational psychology in 2017 where he specialized in research on leadership and leader development. Since his graduation, he had continued his relationship with GMU through collaborative research and as an instructor for the Master's of Professional Studies in Applied Industrial Organizational Psychology program. He had simultaneously advanced an impactful and meaningful career serving full-time as the Admiral Jay L. Johnson Professor of Leadership and Ethics and the chair of the Department of Leadership, Ethics, and Law at the U.S. Naval Academy in Annapolis, MD, where he graduated in 1996. If you want to learn more about him and his life, especially as a Navy officer, we direct you to his obituary.

Reflections from Dave's Advisor

Dave was passionate about research. This was apparent at my first meeting with him as his PhD advisor. We spoke about two areas of research, multiteam systems (MTS) and leadership development. When I explained what an MTS was, he proceeded to describe several MTSs that he had belonged to in the Navy and discussed the kinds of issues that were unique to such systems. Then, he described the summer sailing program at the USNA as involving MTSs and developed several research ideas for us to consider. When I turned to leadership development, that is when his eyes really lit up. He described his background as a leader and his thoughts on leadership. He indicated his preferred style was servant leadership, and again we discussed several research possibilities at the Naval Academy. That first meeting with a new doctoral student was perhaps the most memorable of my career. The passion and interest he showed in leadership and MTSs endured throughout his graduate career. He organized sessions at SIOP and other conferences with top scholars in leadership development. He developed the concept of motivation to engage in leadership development in his dissertation, publishing it later in the *Journal of Leadership Education*.

After Dave received his degree, he returned to the Naval Academy to facilitate their leadership development efforts. He told me he wanted to take up the research on MTSs that he was not able to get into in graduate school. He and I would meet once a month along with some of my students. We planned and conducted studies on multiteam systems and leadership development. He acquired research fellowships for two of our PhD students. One of those students, Elisa Torres, completed her comprehensive exam paper, validating a taxonomy of MTS processes in a multi-case study of Navy ship collisions. The other student, Lauren Campbell, completed a historiometric analysis of 40 failed MTSs. Dave assisted with that paper as well. Both papers were published. In our research sessions, Dave brought up the sailing school again and helped arrange for Elisa to collect part of her dissertation data in that context. I write these details to show you how committed he was to research in this area and to the growth of our current graduate students. He felt so energized by our research sessions, as did I and my students.

Dave continued to publish on leadership development. He developed a taxonomy of leader development outcomes in *Leadership Quarterly*, again working with Elisa Torres. That paper was published in 2021 and has already garnered almost 40 citations, according to Google Scholar. And, he most recently co-authored a paper headed by Jen Green, another one of our former doctoral students, on a taxonomy of leadership situations that is in press at the *Journal of Applied Psychology*. Dave loved both the practice and scholarship of leadership as he combined the two in his efforts on leadership development at the Naval Academy. He coined the term "pracademic" to describe who he was, and he lived that vision. I am proud and honored to have been his advisor and colleague. I will miss his earnest passion for the science and practice of leadership. And I will miss him as a friend.

Reflections from a colleague

Dave and I overlapped in time in graduate school. He was always smiling and helping everyone around him. It didn't matter that we weren't in the same cohort; we all supported one another on our doctoral journey, went to lab meetings and conferences together, and talked about our families. As I began my new role back at Mason and worked on building our new fully online Master's program, Dave was instrumental. He taught the first statistics course, PSYC 601: Data Analysis, to our students. He created engaging videos using his sense of humor to connect statistics and daily life. His weekly announcements were a striking balance of expecting rigor and positive reinforcement. His weekly announcements would begin stating, "Good morning, Statisticians!" and would conclude with "I/O stats Instructor, Extraordinaire". I find myself reading the words he wrote and feeling his presence. He and I both knew we were just a phone call away. He often called me late at night after office hours to connect about students. His last text to me was him wishing me a happy birthday. Even with his own health battles, he never forgot to show how much he cared for those around him. I will forever miss one of my favorite colleagues and my dear friend.

Honoring Dave

At Mason, there are many ways we continue to honor Dave. Graduate students will always have the opportunity to learn statistics from him through his course materials and videos. If you'd like to check out and use some of these videos, [click here](#). We have created the Dr. Dave Wallace Leadership Award and will honor his memory by providing this award and financial support to graduate students who embody his legacy of being a "pracademic" leader. Dave's wife, Valerie, and daughters Savannah, Madeline, and Emma will always be a part of the Mason family. If you'd like to share any pictures of your time with Dave, the family would love to see them here. If you'd like to share a memory or send condolences, please do so on the tribute wall. In a reminder shared by Valerie recently, she stated that Dave loved Star Trek. In the episode titled "Remembrance Day", one of the crewmen said, "One's life ended once his purpose had been fulfilled". She asks all those who knew or are touched by Dave to wonder what our purpose is. What do we have left to fulfill? You are challenged to live life as Dave always did, with purpose, honor, sacrifice, and with love and kindness for others.

Dave's Publications to Check Out

Wallace, D. M. & Zaccaro, S. J. (2022) Who wants to be here? Empirically investigating motivation and engagement during leader development. *Journal of Leadership Education*, 21(3), 5.

Campbell, L. N. P., Torres, E. M., Zaccaro, S. J., Zhou, S., Hedrick, K. N., **Wallace, D. M.**, Luning, C. R., & Zakzewski, J. E. (2022). Examining multiteam systems across context and type: A historiometric analysis of failed MTS performance. *Frontiers in Psychology: Organizational Psychology*, 13(183624).

Wallace, D. M., Torres, E. M. & Zaccaro, S. J. (2021) Just what do we think we are doing? Exploring learning outcomes of leader development. *The Leadership Quarterly*, 32(6), 101494.

Torres, E. M., **Wallace, D. M.**, Zaccaro, S. J., & Dubrow, S. (2021). Deconstructing action in multiteam systems: Development and test of the MTS action behavior inventory. *Human Performance*, 34(3), 189-216.

Ledford, A. & **Wallace, D. M.** (2021) A history of leadership. In Wray, R., Ledford, A., Mustin, J., LeClair, T. (Eds.). *Saltwater Leadership* (2nd ed.). Naval Institute Press.

Wallace, D. M., Zaccaro, S. J., & Hedrick, K. N. (2020). Coaching leaders for continuous learning. In M. London (Ed.), *Oxford Handbook of Lifelong Learning* (2nd ed.). Oxford University Press.

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Green, J. P., Dalal, R. S., Swigart, K. L., Bleiberg, M. A., **Wallace, D. M.**, & Hargrove, A. K. (2019). Personality consistency and situational influences on behavior. *Journal of Management*, 45(8), 3204-3234.

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Green, J. P., **Wallace, D. M.**, & Hargrove, A. K. (2016). Exploring workplace resilience through a personality strength lens. *Industrial Organizational Psychology: Perspectives from Science and Practice*, 9(2), 447-452.

Memories of Dave with his Mason Family



I-O GRADUATE STUDENT'S ANTARCTICA ADVENTURE

Saylor Bane

MA Student & I-ON Co-Editor



After my interest in Antarctica was piqued from reading a book, I found the only undergraduate Antarctic study abroad program when I was in eleventh grade. I knew I had to participate in it. Each of the three years of my undergraduate career, I applied and committed to this program; however, each year, it ultimately was canceled due to the pandemic. Fortunately, I was finally able to participate as a first-year graduate student after five years of waiting and three unsuccessful attempts!

As soon as the fall semester finals ended, I left for South America. My first stop was supposed to be a week-long stay in Bolivia to visit my host family, who I lived with for several months on prior study abroad programs. While

I was en route, their governor was kidnapped, resulting in the closure of the country's airspace. I ended up in Colombia for the night, where I scrambled to rebook all my remaining flights and create a new plan for the week. During the next seven days, I visited five countries, including taking a boat to Uruguay, hiking in Patagonia from Argentina into Chile, and renting a car to drive on a section of the Pan-American highway. After completing a virtual fall semester course, the field-component portion of the Antarctic study abroad program began in Ushuaia, Argentina, where I met the faculty members along with the other students. In Ushuaia, we boarded a small ship. For the next several days, we crossed the Drake passage, the roughest and most dangerous part of the ocean in the world.

While we counted down the days until we would see land, waves reached the ship's fifth deck as hurricane-strength winds howled. The porthole in my cabin on the third deck was underwater the entire crossing, serving as an aquarium. Despite having to stop taking my seasickness medication after an allergic reaction, I lived up to my name and was one of two in the group who did not get seasick.

As we sailed farther south, an increasing number of seabirds, including albatross, circled the ship, and a growing amount of icebergs loomed in the ocean. Unfortunately, a dangerous weather system awaited once we reached Antarctica, causing us to divert from our planned path. In search of calmer weather, we passed through uncharted waters to reach a portion of the continent less than 100 people had previously seen.

At last, we reached waters calm enough to board Zodiacs to take ashore, and I set foot on my sixth continent! Despite the harsh conditions, Antarctica teemed with life. I saw countless whales, including a pod of over 20 orcas that swam beneath my Zodiac, and visited a penguin colony with over 4,000 penguins. Since our visit was during the Antarctic summer, I encountered penguin chicks, whale calves, and seal pups. Given that it was summer, the sun never set, posing significant challenges to my sleep schedule. After sacrificing a night's sleep to see for myself, I can confirm that the sun was up the entire night. On the continent, the only way to

communicate was via radio. Not receiving any emails, texts, or other notifications for weeks added to the otherworldliness of Antarctica. After being warned I would die of hypothermia if I stayed in the water for three minutes, I dove into the subzero ocean from a Zodiac wearing only a regular swimsuit and a harness- just in case I lost consciousness. Hours later, my body temperature hardly hovered above 94 degrees. As a part of the program, each student completed research projects related to environmental impacts and Antarctica. My project focused on how rapidly increasing Antarctic tourism is straining Ushuaia's limited infrastructure. For example, I collected and analyzed several water samples from a local river and interviewed local citizens. On board the ship, I gave a presentation on applying industrial-organizational psychology to Antarctic research stations. While in Antarctica, I helped with others' projects, including gathering phytoplankton samples for a student's dissertation and examining them with a microscope. We also had the opportunity to visit Chilean and Argentine Antarctic research stations and abandoned whaling stations. After spending several more days without land in sight while crossing the ruthless Drake's passage, we returned to Ushuaia and gave our final research project presentations. Four flights later, I landed in Virginia. All the hours I spent over the past several years on applications and paperwork for this experience were well worth it!

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Severance



SEVERANCE: THE DARK SIDE OF WORK-LIFE SEGMENTATION

This article contains spoilers

The show *Severance* depicts a group of coworkers who have undergone a neurological procedure to sever their work selves from their outside-of-work selves. For security purposes, they cannot access their memories of work outside of the office and cannot access their memories of home life while at work. The company's cutesy marketing propaganda refers to employees' work selves as their "innie," and their outside-of-work selves as their "outie." Despite these extreme security measures, the company has taken additional steps to obscure the (likely illegal) nature of the work from the severed employees. The only task they engage in all day, every day, is to move files into file folders. The filenames are encrypted, so they have no idea what these files are titled or

what is in them. Throughout the course of this first season, characters fight against their conditions and the company, through attempts to contact their outie, to quit, and to try to recover their memories from their other lives.

This dark and intriguing premise takes an idea from I-O psychology, work-life segmentation. Ashforth et al. (2000) presented a continuum of boundaries between work and life in their *Academy of Management Review* paper titled "All in a Day's Work: Boundaries and Micro Role Transitions." On one end of the continuum, a person's work and personal life are integrated, and the boundary between work and life is fluid. On the other end, there is an impermeable boundary between work and life. *Severance* takes this to the extreme - this boundary cannot be crossed even in their own minds, even if they

want to. The authors of this paper proposed that the more segmented someone is, the harder it is to cross this boundary, and the harder it is to transition out of a role if a person decides to leave a job. On the positive side, greater segmentation enables less disruption from one domain to another, potentially affording peace of mind and fuller engagement in whatever role one is presently fulfilling. This rings true with the show as well. Partly why Mark, the main character, has elected to work in this job is because he was struggling to cope with the death of his wife. He figured that the procedure would allow him to maintain his job without any disruptions from the grief. Despite sincere intentions, the outcome of Mark's choice leads to dark and unsettling outcomes.

This dystopian depiction of work-life segmentation poses intriguing philosophical questions about abusive supervision. One primary plot point concerns the controlling practices of the company that forces severed employees to complete their work. When the employees behave in ways the company does not approve of, they are punished and psychologically abused. Because of this, Mark's coworker, Helly, tries to quit, but her outie refuses to grant her this request. Helly's outie does not believe that she is truly suffering and forces herself to continue in a miserable job. It is like they are two different people, one showing no empathy for the other's plight. This also manifests through the language in the show - the characters refer to their outie as if they were a different person. This fictional depiction has a basis in reality. A recent paper by Breevaart et al. (2022) explores reasons why

employees may be trapped in an abusive supervisorial relationship and may not be able to leave. They propose a model with multiple barriers, both internal (e.g., conservation values, personality) and external (e.g., the job market, organizational policies, social isolation), to employees breaking free from this relationship.

Severance takes concepts from I-O research to an extreme, dystopian level, but the reason why this show was so chilling (to me, at least) was because it has more than just a grain of truth. Gaining the competence to effectively work against abusive management practices and promote employee well-being was one of the reasons I wanted to study I-O psychology. *Severance* is a reminder of the importance of these things.

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Jessie Cannon
PhD Student

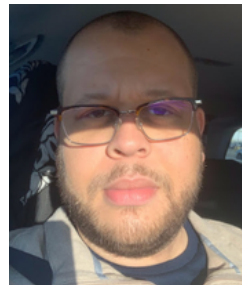
Welcome to Our Incoming MPS Students



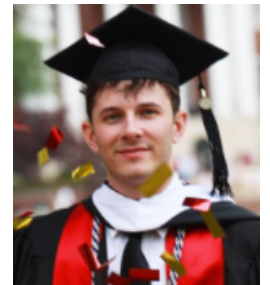
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*Lego Brand Retail
Retail Supervisor*



Navneet Kaur Bhullar
*Comtech, LLC
Human Resource Administrator*



Paris Brooks
*Institutes for Behavior Resources
Counselor*



Turner Caldwell
*George Mason University
Student*



Karla Castillo-Guerra
*HumRRO
Research Assistant*



Jackie Cooper-Fulton
*The Mercatus Center at GMU
Human Resource Manager*



Nicholas Cuffe
*The Carlyle Group
Vice President, Fund Operations*



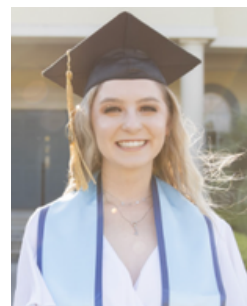
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*Sequential HR
HR Business Partner*



Victoria Kelsey Frerichs
*Kainbridge Professional Insights
Director of Research*



Whitney Leigh Gulsby
*Huron Consulting Group
Student Success Coach*



ArraBella Elizabeth M. McDermott
*Anthers, Inc.
Client Relations Manager*



Madison Nalls
*George Mason University
Student*



Sara Skidmore
*George Mason University
Student*



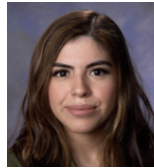
Eden Winfield
*Learning Services
Graduate Assistant*

Good News Corner



Megan Smith Branch (MPS, Cohort 9) recently started a new role at AI Ethics as a Research & Operations Lead Associate.

Karla Castillo-Guerra (MPS, Cohort 11) recently started working as a Research Assistant in the Assessment Design and Evaluation program at the Human Resources Research Organization (HumRRO) located in Alexandria, VA.



Jamal Cottman (MPS, Cohort 6) recently accepted a position at RP Professional Services as a Management Consultant for the National Science Foundation.

Zoë Dehmer (MPS, Cohort 5) interned as an Organizational Science and Coaching specialist at NASA in fall 2022, and just accepted a position as a Research Assistant at ICF International.



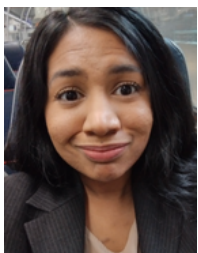
Stephen Kenton (MPS, Cohort 7) accepted a position as a Consultant within the People Advisory Practice with AON.

Alex Ditursi (MPS, Cohort 11) welcomed a baby girl, Quinn, at the end of January.



Rozina Hirani (MPS, Cohort 9) recently started a new role at BetterUp as a Sr Customer Success Manager.

Sara Skidmore (MPS, Cohort 11) recently accepted an internship position at Envision RISE in Denver, Colorado.



Shelby Joseph (MPS, Cohort 8) participated in the PTCMW GCCS - Graduate Consulting Challenge and was awarded first place along with two other I-O students outside of George Mason. Shelby accepted an internship working with the Personnel Research and Assessment Division (PRAD) for Custom Borders and Protection.



Annie Nottingham (PhD, 2nd Year) was selected as a recipient of the GMU Mentoring for Anti-Racism and Inclusive Excellence Award.

Steven Zhou (PhD, 4th year) received an external research grant to research journal publication bias and the Graen Research Grant from SIOP for his dissertation on leadership and teams. He received a book contract with Cambridge University Press to publish a book on early careers and the job searching.



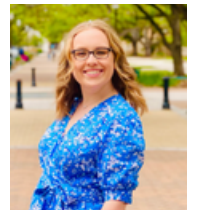
Jessica Tibbets (MPS, Cohort 8) received a promotion from Project Manager to Program Manager at her organization, Maxar Technologies.

Hatisha Mehta (MPS, Cohort 10) recently accepted a role as a Human Resources Specialist for the Office of Advancement & Alumni Relations (and GMU Foundation) at George Mason University.



Wysteria Drumm (MPS, Cohort 8) accepted a position consulting as an HR Analyst with Markel Intl. on HRIS procedures and LMS development.

Melissa Paul (MPS, Cohort 8) accepted a position as an HR Analyst for a municipality in the state of Texas. Melissa and her fiancé, Noah, also bought their first home and will be getting married this November.



Eden Winfield (MPS, Cohort 11) recently accepted her position as a Graduate Professional Assistant for George Mason University Learning Services. She also was recently accepted into the SIOP Advance Engage and Mentor Program for ethnic minorities.

Amy Gallant (MPS, Cohort 9) earned an ACC coaching credential through the International Coaching Federation.



Silke Vrouletis (MPS, Cohort 6) recently passed the SHRM-CP (Society for Human Resource Management - Certified Practitioner) exam.

Teresa Bui (MPS, Cohort 5) recently started as a Research Associate on the Talent Assessment and Analytics team at HumRRO and relocated from Fort Lauderdale, FL to Alexandria, VA for the role.



Meredith Spencer (MPS, Cohort 7) received a promotion as a Human Resources Operations Supervisor at Nestlé in December 2022.





Erin Ramirez (MPS, Cohort 7) received two awards from her employer, William Everett. The first was for being the top Management Consultant for 2022, and the second award was the runner up for People's Choice award. As of March, 2023, Erin began working as the Senior Change Readiness Manager for Amentum, leading internal change management initiatives.

Jessica Fox (MPS, Cohort 11) recently accepted a position as a Pathways Intern for the Human Resources Department at NASA Goddard Space Flight Center.



Natasha Robbins (MPS, Cohort 11) recently accepted a position as an HR Senior Staffing Specialist at The Federal Emergency Management Agency (FEMA) in Washington, DC and passed the Delegated Examining Certification program.

Dustin Johnson (MPS, Cohort 9) accepted a position as a Staff Assistant to the Director of Labor/Employee Relations & Negotiations at the IRS.



Elisa Torres (PhD) completed her dissertation titled *Exploration of the Multilevel & Temporal Intricacies of Emergent States in Multiteam Systems*.

Nikita O'Leary (MPS, Cohort 10) recently was promoted to Director of Talent Development.



Mitchell Ouimette (MPS, Cohort 7) received a promotion to Sr. People Insight Data Analyst with Amazon.

Kelsey Wolfinger (MPS, Cohort 8) recently accepted a promotion and will start a new role as a Staff Support Analyst at the Defense Threat Reduction Agency.



Maggie Harrington (MPS, Cohort 9) participated in the PTCMW Fall 2022 Graduate Consulting Challenge and was awarded 3rd place along with two other I-O students.

Overview of the MPS Peer Coaching Program

Since its inception in May 2022, the MPS Student Advisory Board Peer-Coaching Program has fostered peer discussions with dozens of new MPS students across a variety of topics.

From practical issues like navigating the MPS Learning Community, to more philosophical discussions such as setting boundaries and establishing a work-school-life balance, the program offers an onboarding-like experience for new students entering the MPS graduate program.

Based on the concepts of organizational socialization (Wanberg, 2012), the program's goal is to provide a comfortable space for new students to acclimate to the program and connect with students in their cohort and other students in the MPS program.

The format of the sessions includes a discussion on a specific topic, but all sessions include time for general questions about the program. Especially popular are the sessions which preview upcoming classes and practicum research. Sessions are offered twice a month for the first term, and peer coaches and speakers are recruited from across the MPS, MA, and PhD graduate programs. If you are interested in supporting this program, please contact the SAB President, Jennifer Alamanteoff (jalamant@gmu.edu).

Reference

Wanberg, C. R. (2012). *The Oxford Handbook of Organizational Socialization*. New York: Oxford University Press.



Marcia Berndt

**MPS Student & MPS Student
Advisory Board Member**

SIOP 2023 Corner



Welcome to Boston: City of Champions



Amanda
Anderson
PhD Alumna

Wondering what to do in Boston when you visit for SIOP? Boston has something for everyone—historic sites, parks, great restaurants, and of course, championship-winning sports teams.

One of the country's oldest cities, there are many historic spots to visit like the Boston Tea Party Ships and the Bunker Hill Monument. You can follow the Freedom Trail (2.5 mile long path) through Boston to visit 16 historic locations and the Black Heritage Trail (1.5 mile long path) that explores the history of Boston's Black community in the 1800's. You could also visit Boston Common, the country's oldest public park that is home to several monuments and memorials, as well as swan boat rides.

If you are into fine arts, you could visit the Boston Museum of Fine Arts or the Isabella Stewart Gardner Museum (book tickets online in advance). Other activities include visiting the New England Aquarium, Boston Harbor cruises, shopping on Newbury Street, or exploring the many colleges and universities like Harvard and MIT (both located in Cambridge, right outside of Boston). You could take a tour of Fenway Park and attend a Red Sox game. If you are traveling with kids, you could visit the Boston Children's Museum or the Museum of Science.

Boston boasts many great restaurants. Follow the narrow streets around the North End (Boston's Little Italy) to find some amazing Italian restaurants and bakeries (Bova's Bakery and Mike's Pastry are my favorites). If you're along the harbor visiting the Tea Party Ships, you could check out Boston's Seaport District, which is a revitalized neighborhood along the harbor that has many restaurants including seafood restaurants and breweries. Faneuil Hall is packed with great food options if you want something more casual.



I hope you have a wicked good time!

If you are attending SIOP in person, make sure to RSVP to the GMU Reception!



HOST:
IOPSA Board - 321-806-6203

**GEORGE MASON SIOP RECEPTION
PLEASE JOIN US!**

THURSDAY, APRIL 20 FROM 7:30 PM
TO 9:30 PM ET

Sheraton Boston Hotel - BACK BAY A
9 Dalton Street
Boston, MA 02199

Questions about the event can be directed to IOPSA Board Member Lida Ponce (lponce@gmu.edu).

SIOP Career Center

If you are looking for a new job, internship, or a new career step, check out the SIOP Career Center! It is an excellent opportunity to network with employers and become a competitive applicant. For more information on the process, opportunities, and how to register, visit the [Conference Career Center](#) webpage.

2023 SIOP Presentations

- Aitken, J. A., Kim, J., Ponce, L., Farrar, S., Kaplan, S., & Merlo, K.** (2023, April 19–22). *Delineating the performance consequences of affective states versus emotion episodes* [Poster]. Accepted for presentation at the 38th Annual Meeting of the Society for Industrial and Organizational Psychology, Boston, MA, United States.
- Aitken, J. A. (Chair), Kaplan, S. A., Allan, B. A., Alliger, G. C., & Zacher, H.** (2023, April 19–22). *Working all our lifelong days: Discussing Keynes's 15-hour workweek prediction* [Panel]. Accepted for presentation at the 38th Annual Meeting of the Society for Industrial and Organizational Psychology, Boston, MA, United States.
- Baines, J. I., Tsai, H.-C., Ponce, L., & Dalal, R. S.** (2023, April 19–22). *Advice from Algorithms: An Integrative Conceptual Review and Practical Implications* [Poster session]. Accepted for presentation at the 38th Annual Meeting of the Society for Industrial and Organizational Psychology, Boston, MA, United States.
- Bazzoli, A. (Chair), Shoss, M. K. (Co-chair), Alliger, G. M., Blustein, D. L., **McEachern, P. J.**, & Saxena, M. (2023, April). *Exploring the space of critical work psychology: Implications for research and practice* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Cho, I., Park, Y., & **Liang, Y.** (2023). Compressed workweek policy and changes in employee outcomes: boundary conditions. In Kim, N. & Park, Y. (Co-Chairs) (2023). *Advances in understanding the impacts of flexible work arrangements* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Cottman, J.G.** (Co-chair), Perkins, L.A. (Co-chair), Ferdman, B., Jones, C., & Woo, V. (2023, April 22). *Navigating the Emotional Labor of Diversity, Equity, and Inclusion*. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Howard, Z.**, Hoang, J., Radhakrishnan, P. (2023, April). *Problem-Solving Activities and Business Student's Writing and Performance*. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Jia, Z., Cheng, V. W., Wonders, M. E., Lee, P. & Kaplan, S.** (2023, April 19–22). Using Text Comments to Predict Turnover: the Incremental Validity of Sentiment Score [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Kim, J., Ponce, L., Aitken, J. A., Farrar, S., & Kaplan, S.** (2023, April 19–22). *Within-person examination of workplace boredom and its potential coping mechanisms* [Poster session]. Accepted for presentation at the 38th Annual Meeting of the Society for Industrial and Organizational Psychology, Boston, MA, United States.
- ★ **Kim, J., Son, M., Baines, J. I., Bui, T. N., Tsai, H.-C., Aranda, N., Dalal, R. S., & Kaplan, S. A.** (2023, April 19–22). *Do tight cultures act as strong situations? A meta-analytic test* [Poster session]. Society for Industrial and Organizational Psychology 2023 Conference, Boston, MA, United States.

Kuykendall, L. (2023). Novel Insights about Contextual Antecedents of Recovery. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Liang, Y., Sun, T., & Zhu, Z. (2023). *Hourly pay, balanced reciprocity, and gig workers' reactions to received complaints* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Liang, Y. & Park, Y. (2023). Anger, empathy, and different types of sexual harassment bystander intervention. In Kim, S. H. (Co-Chair), Park, Y. (Co-Chair), & Hershcovis, M. S. (Discussant). (2023). Bystanders in workplace sexual harassment: silence and intervention behaviors [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

McEachern, P. J., & Kuykendall, L. E. (2023, April). *Control over care: The social cognitive environment of the US labor market* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.



Nottingham, A., Iliescu, D., & **Rupp, D.E.** (2023). *Choosing the 'Right' Adverse Impact across Selection Stages: A Monte Carlo Simulation and Recommended Best Practices* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Ponce, L. P., Aitken, J. A., Kim, J., Farrar, S., & Kaplan, S. A. (2023, April 19–22). *The incremental advantage of personality facets in predicting state work engagement* [Poster]. Accepted for presentation at the 38th Annual Meeting of the Society for Industrial and Organizational Psychology, Boston, MA, United States.

Son, M., Lee, P., Cheng, V. W., & Lee, H. (2023, April 19-22). Faking profiles of applicants from over claiming and social desirability scales [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Zhou, S., Campbell, L. N. P., & Fyffe, S. (2023, April 19-22). Quantifying the academic-practitioner gap: How small businesses react to academic articles. In **Campbell, L. N. P., & Zhou, S.** (Chairs), Nothing works and no one knows why: Regarding the academic-practitioner gap [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Zhou, S., & Price, N. (2023, April 19-22). *I-Os can improve academic administration: Case studies for professional development* [Alternative session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.



= SIOP 2023 "Top 10" Posters

Congratulations to everyone who will present their work at the SIOP Conference 2023!

We would like to give a special shoutout to **Annie Nottingham et al.** and **JeongJim Kim et al.** for having their respective posters selected as "**Top 10**" Posters at **SIOP 2023**. Our GMU I-O community is celebrating your well-deserved success!



Recent Publications

- Aitken, J. A., Pagan, O., Wong, C., Bayley, B., Helton, W., & Kaplan, S. A.** (in press). Task-related and task-unrelated thoughts in runners and equestrians: Measurement issues in evaluations of thought content. *Applied Ergonomics*.
- Alaybek, B., Dalal, R. S., & Dade, B.** (in press). Individual differences in judgment and decision-making: Novel predictors of counterproductive work behavior. *Journal of Business and Psychology*.
- Arena, D. F., Volpone, S. D., & **Jones, K. P.** (2023) (Overcoming) maternity bias in the workplace: A systematic review. *Journal of Management*, 49, 52–84.
- Cropanzano, R. S., *Strah, N., **Rupp, D. E.**, & ***Cannon, J. A.** (in press). Organizational justice research that was not “Thick as Brick:” Revisiting Greenberg (1990). In N.K. Steffens, F.A. Rink, & M.K. Ryan (Eds.), *Organizational Psychology: Revisiting the Classic Studies*. Thousand Oaks, CA: Sage.
- Dalal, R. S., & Baines, J. I.** (in press). Operationalizing advice utilization for productive research and application: Commentary on Kämmer et al. *Decision*.
- DiazGranados, D., **Woods, J. J.**, Wilder, A., & Curtis, M. T. (2023). Team dynamics in the air: A review of team research relevant to aviation. In J. R. Keebler, E. H. Lazzara, K. A. Wilson, & E. L. Blickensderfer (Eds.), *Human Factors in Aviation and Aerospace* (pp. 199–215). Elsevier.
<https://doi.org/10.1016/B978-0-12-420139-2.00003-4>
- Fyffe, S., Lee, P., & Kaplan, S.** (2023) "Transforming" personality scale development: Illustrating the potential of state-of-the-art natural language processing. *Organizational Research Methods*, 1-36.
<https://doi.org/10.1177/10944281231155771>
- Green, J. P., Dalal, R. S., Fyffe, S., Zaccaro, S. J.**, Putka, D. J., & **Wallace, D. M.** (in press). An empirical taxonomy of leadership situations: Development, validation and implications for the science and practice of leadership. *Journal of Applied Psychology*.
- Guerrero, P., Arena, D. F., & **Jones, K. P.** (in press). An exploration of the stereotypes at the intersection of motherhood status and race. In Wasieleski, D. & Weber, J. (Eds.), *Business and Society 360* (Vol. 6), Emerald Publishing Limited.
- Lavelle, J. J., **Rupp, D. E.**, Herda, D. N., & Lee, J. (in press). Customer injustice and employee-customer social exchange: Effects on service employees' customer-oriented citizenship behavior. *Journal of Organizational Behavior*.
- Lee, E. K., Hong, W., & **Rupp, D. E.** (in press). Employee idiosyncratic deals (i-deals) and justice perceptions: The role of coworkers' i-deals and individual job performance. *Personnel Review*.
- Lee, P., Fyffe, S., Son, M., Jia, Z.**, & Yao, Z. (2023) A paradigm shift from “human writing” to “machine generation” in personality test development: An application of state-of-the-art natural language processing, *Journal of Business and Psychology*, 38(1), 163-190.
- Lee, P., Joo, S., & Jia, Z.** (2023) Cross-cultural differences in the use of the “?” response category of the job descriptive index: An application of the item response tree model, *International Journal of Selection and Assessment*, 31, 175-188. <https://doi.org/10.1111/ijsa.12414>

- Lee, P.,** Joo, S. H., & **Jia, Z.** (2022). Opening the black box of the response process to personality faking: An application of item response tree models. *Journal of Business and Psychology*, 1-16.
- Lei, X., & Kaplan, S.** (in press). The real-time and carry-over effects of injustice on performance and service quality in a ridesharing driver scenario. *Current Psychology*.
- McEachern, P. J.,** & McEachern, R. W. (2022). Should we teach students how to bullshit? *Writing and Pedagogy*, 14(2), 163-182. <https://doi.org/10.1558/wap.21554>
- Nag, D., **Jones, K. P., Lindsey, A. P.,** Robinson, A., & Arena, D. A. (in press). A theoretical model of selective cyber incivility: Exploring the roles of perceived informality and perceived distance. *Human Resource Management Journal*.
- Pandey, N. & **Rupp, D. E.** (in press). Reconsidering assumptions about organizational justice through the lens of culture and moral philosophy. In M. Gelfand & M. Erez (Eds.), *The Oxford Handbook of Culture and Organizations*. New York, NY: Oxford University Press.
- Strah, N., Batz, C., & **Rupp, D. E.** (in press). Intersections between corporate social responsibility and gender. In D. Haski-Leventhal, L. Roza, & Stephen Brammer (Eds.), *Employee Engagement in Corporate Social Responsibility*. Thousand Oaks, CA: Sage.
- Strah, N., **Rupp, D. E.,** & **Cannon, J. A.** (in press). Disability-related adverse impact: Creating inclusive selection practices for individuals with disabilities. *Research in Human Resource Management*.
- Waldman, D., Balven, R., Vaulont, M., Siegel, D., **Rupp, D. E.** (2022). The role of justice perceptions in formal and informal university technology transfer. *Journal of Applied Psychology*, 107, 1397–1413.
- Zhou, S.,** & Kodama Muscente, K. (2022). Meta-analysis of volunteer motives using the Volunteer Functions Inventory (VFI) to explain volunteer satisfaction, commitment, and behavior. *Nonprofit and Volunteer Sector Quarterly*, Advance online publication. <https://doi.org/10.1177/08997640221129540>

Recent Presentations

- Zhou, S.** (2023, February 23-25). *Faculty perceptions on science communication: Reactions to academic articles cited in popular press outlets* [Poster]. Society for Personality and Social Psychology Annual Conference, Atlanta, GA, United States.
- Zhou, S.** (2023, February 23-25). *Using Tableau for data visualization in the psychological sciences* [Professional development workshop]. Society for Personality and Social Psychology Annual Conference, Atlanta, GA, United States.



WINTER 2022 GRADUATES



MA

Quisen Lin

Please join us in wishing all our graduates the very best in all of their future endeavors!

MPS

Marjorie Bryant
Bridget Dooley
Megan Eik
Regina Flynn
Diane Gagne
Ian Hamilton
Sidney Hayes
Laura Jensen
Tanaz Johnson
Stephen Kenton
Michelle Lam
Karla McNeal

Jamie Medeiros
Mitchell Ouimette
Angelica Palmieri
Mark Passerini
Mary Kendall Pennington
Alexandru Popa
Erin Ramirez
Shelby Rudolph
Natalia Rujana Ibarra
Kawtar Sayah
Meredith Spencer
Kyler Townsend



PTCMW
Consulting
Challenge
Winners:



Congratulations to our GMU I-O students who participated and placed in the PTCMW Consulting Challenge in the Fall of 2022! We are proud of you! (See bolded, yellow names below)

1st Place

- **Shelby Joseph**
- Claire Seo
- Marissa Dasta

2nd Place

- **Marissa Bolouri-rad**
- **Matthew Hailemariam**
- Dawn Gates

Volunteer Program Assessment (VPA)

What is the Volunteer Program Assessment (VPA)?

VPA is an online survey assessment of the engagement and burnout levels of the people who volunteer their time to nonprofit organizations such as animal shelters, wildlife rescue organizations, health services organizations, arts and science organizations, and volunteer police organizations. The survey also evaluates volunteers' perceptions regarding the nonprofit's strengths and areas for improvement. All the questions on the VPA survey come from published research. VPA consultants, who are graduate students in industrial and organizational (I-O) psychology, work with Volunteer Coordinators and upper management at nonprofits to administer the survey, interpret the results, and discuss tailored recommendations. VPA is a "win-win" opportunity: it benefits nonprofits by providing them **evidence-based and completely free** assessments of their volunteer programs that are otherwise difficult and costly to obtain, and it benefits I-O graduate students by providing them useful applied experience under supervision. Learn more at <https://io.gmu.edu/vpa>.

I am an I-O Psychology graduate student at Mason. How do I sign up as a VPA Consultant?

Just email our Director, Ms. Ami Patel (apatel53@gmu.edu)! We welcome M.A., M.P.S., and Ph.D. students. Training to incoming VPA consultants is offered at the start of the Fall and Spring semesters. Subsequently, the time commitment to be a VPA Consultant is around 20 hours per semester (i.e., per client).

I am the Volunteer Coordinator at a nonprofit organization. How do I sign up as a VPA Client?

Just email our Client Outreach Coordinator, Ms. Georgia Bizzell (gbizzell@gmu.edu)! New clients can start the VPA process at any time during the year.

Social Corner

2022-2023

We study and work hard, but there is always some time to get together with our peers!

*August 2022:
First and second-
year MA students
meeting for the
first time at The
Block*



*September 2022:
I-O Fall Picnic at
the Van Dyck
Park*



*December 2022:
I-O, MA, and PhD
Christmas
Gathering*



*January 2023:
First social of the
Spring semester
at Caboose
Commons*



*February 2023:
Social at
Punchbowl
Arlington*



*February 2023:
Social at The
Board Room
Game Bar &
Brewery*



*March 2023:
MA, MPS, and
PhD students
greeting visiting
students at Oh
George! Tables
and Taphouse*



*March 2023:
GMU I-O Formal
at Hawthorne in
DC*



ABOUT THE I-ON

The I-ON is published by graduate students of George Mason University's Industrial-Organizational Psychology program. This newsletter is intended to serve as an impartial forum for information pertinent to the students and faculty of the program, as well as the general I-O community. We would like to thank all student editors, faculty editors and writers for their contributions.

Previous Editors: Katelyn Campbell & Natalie Johnson

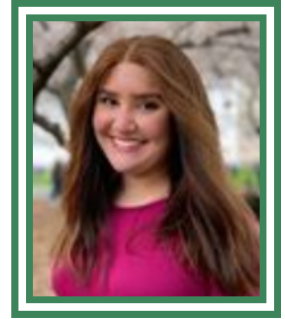
Current Editors: Saylor Bane and Juliana Freire

Faculty Advisors: Afra Ahmad & Philseok Lee

I-ON STUDENT EDITORS



Saylor Bane
MA Student



Juliana Freire
MA Student

I-ON FACULTY ADVISORS



Afra Ahmad
MPS Program Director



Philseok Lee
Assistant Professor

Website and E-mail for The I-ON

Current and past issues can be viewed at <https://io.gmu.edu/the-i-on-newsletter-ion> . If you would like to be included or removed from the mailing list, or have questions/comments, please contact us at ionnewsletter@gmail.com

The deadline for contributions to the newsletter is four weeks before distribution, which occurs around mid April and the end of August.

Current GMU Students & I-O Alumni

If you have any professional (e.g., new job, promotion, tenure, grant, publication, presentation, etc.) or personal (e.g., wedding, engagement, baby, moves, etc.) good news to share, let us know! If you are willing to be interviewed or wish to contribute to the newsletter in any way, please reach out to us at ionnewsletter@gmail.com

To all our authors & readers:

**WE ARE SO THANKFUL FOR
YOUR SUPPORT &
CONTRIBUTIONS TO THIS ISSUE
OF THE I-ON!**