

SPRING 2014

# Wayne@Work

**Welcome to the  
official newsletter  
for Wayne State  
University I/O  
alumni, students,  
and friends.**



## First Years



## Alumni Interviews

**Bob Sinclair**



Ph.D., 1995

**Michael Hargis**



Ph.D., 2006

**Nathalie Castaño**



Ph.D., 2013

**SIOP 2014**

**Updates**

**I/O Faculty**

**Donations**

**Feedback**

## Student Interviews

**Amy Sund**



**Sarah Stoddart**



## Meet the First Years by Shan Ran

### Reed Bramble



I grew up on the other side of the Mitten State in Grand Rapids, MI. I attended the Honors College at Grand Valley State University and earned a B.S. in Psychology. I was drawn to the field of I/O psychology after being exposed to it through an applied practicum experience at Steelcase, Inc. I quickly realized the practicality of applying a scientific and psychological perspective to the context of the workplace. Wayne State was the perfect fit for me, as the program is ripe with opportunities to build an academic C.V. while developing applied alumni connections throughout the area. The faculty members have an outstanding reputation and provide support for my research interests in individual differences, personality, selection, team performance, and workplace environment. I couldn't be happier going to school at Wayne State and being part of the Detroit culture!

I grew up in Saint Louis, Missouri and lived in Stuttgart, Germany for two years during high school. I moved back to Saint Louis after high school and graduated from Saint Louis University with a B.S. in Psychology. I decided to take time off after getting my B.S., & work as a manager in retail while volunteering in an I/O lab. Seeing the changes in policy and how they affected the employees' motivation and job satisfaction gave me a deeper understanding of the field. I became very interested in the effects of leadership on motivation and employee satisfaction and decided to pursue these interests at Wayne State. My current research interests have not changed drastically, but they have grown to include creativity and teamwork. I am excited to pursue my Ph.D. at Wayne State University and have been very happy living in Detroit.

### Chelsea Polette



### Daniel Wiegert



I grew up in New York, and after graduating high school, I joined the Navy to better myself and gain valuable work and life experiences. After completing my tour of service, I attended San Diego State University and majored in Psychology. My diverse experiences in the Navy facilitated my developing interest in businesses and organizations, and after taking an I/O course, I completed a BA in Psychology with a focus in I/O. Shortly after, I was accepted to the Master of Science in Applied (I/O) Psychology in 2012. After evaluating my goals and realizing I would greatly enjoy education as a possible career path, I applied to Wayne State University's Doctoral I/O program and was accepted in 2013. I am currently working with Dr. Alyssa McGonagle to study the relationship between workplace aggression, accidents, and injuries.

I am originally from Michigan, but immediately moved around the world to Armenia, Germany, Syria, Russia, and Venezuela after I was born. Afterwards, I lived in San Diego, in Pacific Beach for six years before finally coming back to Michigan again where I received my B.S. in Psychology with Honors, Magna Cum Laude, from Wayne State University. Once I graduated, I applied to numerous Ph.D. programs in I/O and decided to stay at Wayne State University and be part of a great community and vibrant culture. My current research interests focus on diversity, work-family balance, stereotypes and biases, as well as training and development. In addition, I am interested in exploring the opportunities that technology can offer to improve the productivity and quality of life of people and organizations.

### Mgrdich Sirabian



# Alumni Interviews

*"...be a finisher of things as much as you are a starter of things..."*

## Dr. Bob Sinclair by Shan Ran

**Please tell us about your current job and what types of things you are doing.**

- I am currently a Professor of I/O Psychology at Clemson University where I serve as the department's Graduate Program Coordinator for our doctoral and masters programs. So, my time is divided between teaching, running the graduate program, research, and various professional service activities.
- Nearly all of my research addresses some aspect of occupational health and includes topics on financial stress among low income workers, mental health and resilience among combat veterans and their families, as well as nurses' work experiences and health. In addition, my team is working on a series of studies related to organizational culture in relation to safety and physical/mental health promotion.
- In terms of service, I am on the editorial board of several journals, and later this year I will finish a 4 year term as a member of the Study Section for the National Institute for Occupational Safety and Health.

**What has your career path been since you left Wayne State and was it what you expected?**

- I knew early that I wanted to be a college professor. I think what appealed to me at the time was the idea of not having to wear a suit to work. After I graduated from Wayne State in 1995, I wound up accepting a job at the University of Tulsa, where I was fortunate to meet my wife Amy, make some life-long friends, and get acquainted to life as a faculty member.
- In 1999 we moved to Portland, Oregon where I worked at Portland State University from 2000-2008. I love Portland and made close friends. But, when we had our first child, we decided to move someplace where we could afford to live on my salary so Amy could stay home.
- Around then, the Clemson job came up, which provided an opportunity to help develop occupational health psychology in another graduate program. Clemson has been a great career move, as it is a well-run school with generous resources and a positive departmental culture. So, we are happy with living in the Greenville area and will be here for a while.



**What part of your experiences as a doctoral student was the most influential to you?**

- In terms of formal education, certainly methods courses are critical. That is probably the area of I/O psychology that has advanced the most rapidly and is the most difficult to keep up with. Strong methods training can take someone a long ways professionally. There are plusses and minuses to this. I think I/O psychologists generally are among the most methodologically sophisticated researchers in the social sciences, particularly in relation to psychometric issues. But, with that comes the risk of a myopic focus on ever more sophisticated statistical analyses (which is NOT the same thing as ever more sophisticated understanding!). But, that's a rant for another day.
- Beyond the methods courses, the most important aspects of graduate training are outside the classroom by getting involved in different projects and learning how to take an idea from conception to completion. Take advantage of the flexibility that graduate school affords to learn about things you might not have otherwise been exposed to, and begin to build a professional network.
- I would also remind students to learn from their mistakes, as our failures often teach us more than our successes. Graduate school provides a safe environment to try new things and explore new ideas.

**Have your research interests evolved since you were a doctoral student? How?**

- Several of my early publications dealt with union members' attitudes and behavior. My interest in the labor movement was largely sparked by a desire to identify factors that contribute to healthy and/or unhealthy conditions for workers.
- At Tulsa I was distracted for a while by an interest in personality and job performance, but by the time I moved to Portland, the field of occupational health psychology and my identity as an occupational health scholar had started to crystalize.
- Shortly after arriving in Portland, I began my military health research at the Walter Reed Army Institute for Research. In addition, I began to get more involved in graduate student training in Occupational Health Psychology and starting the Society for Occupational Health Psychology.
- Since arriving at Clemson, I continued to be involved in various aspects of SOHP, served on the NIOSH panel, edited a few books, and participated in community wellness initiatives.
- All of these activities added depth and breadth to my OHP interests. The big changes have been (1) increased awareness of public health perspectives, (2) a growing interest in merging psychological perspectives, and (3) a broader focus on safety and physical health promotion.

*“...learn to respond to critical feedback in positive ways...”*

**What are you looking forward to in the near future, whether it's in your work life or other parts of your life? What are your ultimate career and life goals?**

- In a week, I will submit my grades for my spring course, and after a brief detour to Hawaii for SIOP, begin to enjoy a summer break, and then a fall sabbatical where I can catch up on writing, get better as a musician, finish a zillion projects around the house, and do fun stuff with the family.
- My two main sabbatical projects will both be applied research projects on safety and employee wellness with a couple of prominent companies. I am expecting them to produce some great science and hopefully some important practical impacts.
- This is an interesting question that has been on my mind lately. I was promoted to full professor last year and selected as a SIOP Fellow this year. So, I have achieved a lot of what used to be my longer-term professional goals.
- Now, I think I would say that I want to shift my work more toward having some real impacts on the community and continuing to develop a broad multidisciplinary focus to my work as an occupational health scholar, not just as an IO psychologist.

**What else would be interesting for your fellow alums to hear about?**

- My wife Amy and I have been together now for 18 years and my kids - Mya and Max are doing great (while slowly wearing us out). We wound up making the somewhat unusual choice to home school our kids, which provides us with flexibility and control over both what we do and when and how we do it with regard to our family life.
- I am proud that by the time my daughter was around 5 or 6, she could tell you what her hypothesis was about things, what data she would need to test that hypothesis, and how she would know if her hypothesis was supported and that she often gets up and writes in the morning before she eats breakfast.
- The kids are just old enough now that I am starting to devote a little more time to music - playing bass guitar in a classic/alternative/contemporary rock band and just getting ready to start playing lead in a Grateful Dead cover band.
- Amy says she is drawing the line at 2 bands and expresses a healthy dose of skepticism about the idea of me quitting my job to be a musician. So I think I will be around for a while!

*“...Say hello at SIOP!”*



*“I try to be mindful of, reflect on, and connect the theoretical issues in my teaching and academic work to my own work setting”*

**How has your experience in academia made you a better I/O psychologist?**

- Educational and health care institutions are among the most complex organizational systems with continuously changing technology, internal resource competition, significant human resource challenges, multiple internal and external stakeholders with widely varied and often directly conflicting agendas, and tremendous societal impacts.
- That means that accomplishing anything related to meaningful organizational change - even just at the program or department level - is incredibly challenging.
- I think that operating in that environment has given me a useful perspective on the challenges of organizational change in general as well as on the opportunities and obstacles organizations have to promoting worker health, safety, and well-being.

**Do you have any advice to the current I/O graduate students about successfully pursuing an academic career?**

- I think one of the most positive aspects of an academic career is the autonomy and control you have over your life, as well as a lot of freedom to pursue your own interests. For people who are genuinely curious self-starters this freedom can be incredibly rewarding and it is difficult for me to imagine working in some other context.
- One risk is that it can be easy to get over extended and fragmented in your work, since there are always new and interesting projects to start and the effort to keep them all moving.
- A piece of advice I try to give my students is to develop a clear scholarly agenda with 2-3 themes. As you do more work on the same topic, it gets easier and easier to write about it, whereas the process of learning a new area for a new project can be time consuming and much more challenging to write about in each new paper.
- As a junior faculty member, I think you need to use the “how will this relate to my tenure evaluation” filter for much of your professional decision making. It is certainly not the only consideration, but if many activities will not “count” at your institution, then you need to reevaluate.

## Dr. Michael Hargis by Niambi Childress

Please tell us about your current job and what types of things you are doing.

- I am the Dean of the College of Business at the University of Central Arkansas, where I also hold a faculty appointment as an Associate Professor of Management. My days are extremely varied, but in general, my tasks are divided into the following categories:
- Advocacy - one of the most fun (and challenging) aspects of my job is representing the Colleges four academic departments and four research/outreach centers. In a typical week, I may have the opportunity to meet and talk about partnerships with industry groups, executive officers, high school students, international partners, and various other internal and external stakeholders. This is one of the most fun aspects of my job!
- Strategic Planning - The higher education environment is changing and, therefore, the way we train students and engage with the community has to change. Over the last year, the College of Business team has focused on ways to enhance their respective programs to meet the needs of our local and regional employers.
- We have also expanded our outreach activities so that we can be true partners in the economic development activities in our region. Recent accomplishments include the development and launch of a major in Innovation and Entrepreneurship and a Residential College for Entrepreneurship, Public Scholarship, Innovation and Community Engagement. Both of these efforts are designed to put students in the position to directly impact their local communities by launching viable businesses.
- Teaching and Research - I haven't been able to spend as much of my time teaching and/or collecting data as I would like, but I still maintain some activity. My primary teaching responsibilities focus on Leadership, Organizational Behavior, and Entrepreneurship. My recent research efforts have focused on topics related to behavioral ethics, employee engagement behaviors, and HR practice.
- Service - I serve on the editorial board for the Journal of Organizational Behavior. I also serve on several regional and state advisory boards focusing on entrepreneurship and economic development.



*“The training I received at Wayne State played a huge role in my success...”*

**What has your career path been since you left Wayne State and was it what you expected?**

- My first job was as an Assistant Professor at the University of Tennessee Chattanooga, but I quickly moved to the University of Central Arkansas and started teaching courses in the Management and Marketing Department and in the MBA program. My career path has not entirely followed my expected path. I am a tenured associate professor still working towards promotion to full professor. I did not expect to work as an academic administrator, but I have really enjoyed this aspect of my career.
- As an administrator, I have the unique opportunity to help build new programs and engage with the local business community to ensure that our programs and centers are having the desired impact and engaging the right audiences. I am thankful that I have the opportunity to use the skills I developed during my time at Wayne State every day. I owe a huge “thank you” to the faculty in the program at the time (Boris, Marcus, Sub, James, and Cary)!

**What are you looking forward to in the near future, whether it's in your work life or other parts of your life?**

- My wife (Jessica), Kids (Matthew and Emma), and I love road trips. This summer we are hitting the road and will explore New Mexico and Colorado. We are also lucky to live about 45 minutes from a Greers Ferry Lake and the Little Red River so we will spend a lot of time fishing, swimming and hiking along the river trails and in the lake.

**What else would be interesting for our fellow alums to hear about?**

- Many of my fellow alums were able to meet my son Matthew who was born shortly before we left town, but since that time we have had a daughter (Emma).
- Matthew is 9 years old now and just about to finish third grade and Emma is 6 years old and finishing up her Kindergarten year. With two active kids, we spend a lot of time playing sports, biking together, and generally goofing off.
- Jessica was an art teacher in the Saint Clair Shores school district while we were in Michigan. She now works as the art director and art teacher for a local non-profit art academy. She oversees the visual arts program and coordinates the student art shows.

## Dr. Nathalie Castaño by Lydia Hamblin

Please tell us about your current job and what types of things you are doing.

- I currently work at NASA, Kennedy Space Center (KSC) as an Organizational Development Specialist. In this position I support different organizations in many areas including change management, strategic planning, employee development, survey development, organizational assessment, coaching, and employee engagement. Some of the organizations I work with include the Launch Services Program, Safety and Mission Assurance, Public Affairs, and the Chief Financial Officer. My work relies heavily on facilitation of different types of sessions, such as management retreats and training classes.
- What I am most excited about is leading the team that is re-defining the leadership development strategy for KSC. We are taking a look at all the training components that we currently offer and are taking a more strategic look at the types of competencies that leaders will need to have at different levels to carry out the Agency's mission.

*"My top favorites are capturing an asteroid in the near future and taking mankind into deep space... How cool is that!"* (Click [HERE](#) for a cool video)

**What has your career path been since you left Wayne State and was it what you expected?**

- I am a recent graduate, so I have been working at NASA since I graduated. Prior to that I worked on the Organizational Development area at Blue Cross Blue Shield of Michigan where I got a first taste of what an OD department works on.
- At the same time that I worked at Blue Cross, I held an internship with Denison Consulting out of Ann Arbor, MI where I conducted applied research on organizational culture and leadership. Both experiences really prepared me to hit the ground running when I joined NASA.



*"...WSU has a kick butt I/O program..."*

**What are you looking forward to in the near future...whether it's in your work life or other parts of your life?**

- I am looking forward to growing as a consultant and even trying the external consulting route (I hope my boss doesn't see this! ☺). Working in the government has its perks and it also comes with a different way of doing things.
- I am also looking forward to getting more into the leadership development arena. I've always had a passion for that topic and am looking forward to doing more applied work in that area and find my niche.
- On the personal level, I am really excited to dedicate more time to the small business my husband and I started a few years ago. We finally got to a place in our lives where we can be more focused and dedicate the time it needs. We are very excited about it and are expecting growth in that area this year.
- In the long-term, we will be thinking about starting a family and doing more traveling.

**Is there anything you'd like to say to the faculty or current graduate students?**

- If you are asked whether NASA shut down, your answer should be a resounding no! NASA is very much alive and kicking.
- Other than my two line commercial for NASA, I would like to point out that IO psychologists are needed!! We provide such a different take on issues.
- Our biggest asset is being able to measure things that people don't think can be measured (e.g., leadership ability). There's a lot of room for us to make a difference in the workplace.
- Many times I've been complimented on my knowledge and expertise and I say this to emphasize that the program is awesome because we get great training in class and outside of the classroom. That is priceless and not all I/O programs offer this opportunity.
- Faculty, thanks for ALL you do! You are leaving your mark and you are probably not thanked enough.

[Back](#)

## Student Interviews

**Amy Sund** by Lydia Hamblin



We congratulate Dr. Amy Sund, Ph.D., for successfully defending her dissertation in March! Her dissertation is titled, "Employee Pronoun Use in Verbatim Comments as a Predictor of Job Attitudes and Turnover Intentions."

*It is common in employee attitude surveys to collect open ended comments from employees, yet this data remains largely under-utilized. In the present study, it is hypothesized that employee pronoun use is related to job attitudes and turnover intentions, such that the use of "we" type pronouns is higher among more satisfied employees; and that the use of "non-we" type pronouns is higher among less satisfied employees. Results largely did not support hypotheses - although "non-we" use was negative related to job attitudes, "we" use was also negative related. It is believed that the reason for the lack of findings lies in the nuanced use of personal pronouns when communicating to a third party vs. organizational leadership.*

Amy works for Ford Motor Company and was employed while finishing her dissertation. We asked her to provide insight to the challenges of working while finishing this major step in the program, and whether she had any advice for students in a similar situation. Her responses are below

*"I found completing a PhD while working to be tough for a couple reasons. Mentally, it was hard to feel like a student when I was already doing what I would be doing after I was done. Practically, it was hard to work all day and have any steam left for a dissertation. To combat these, I did a few things. First, I remind myself pretty often that I still had work to do as a student."*

*"It helped me quite a bit that I work with other PhD psychologists, one of whom was on my committee. They were invested in me, and asked quite often whether I was making progress. They helped hold me accountable and reminded me that it was important to stay on top of school work."*

*"Having time and energy for a dissertation is a different issue entirely."*

*"I was very fortunate in that I had the support of Ford as I finished graduate school. For a year, I worked 28 hours a week (three and a half days). Having dedicated time during the week to work on my dissertation was crucial for me to finish it in a timely manner. I was able to treat that as a "work day", I just didn't go into the office. I know it's hard to ignore the lure of a full time job and full time paycheck, but if you are able to work out an alternative schedule, I highly recommend it."*

## Sarah Stoddart by Niambi Childress

Sarah Stoddart is a third year student whose exceptional performance in coursework and applied projects earned her an internship at Ford Motor Company this year, and she will continue the internship next year as well.



### How does the internship at Ford influence your career goals?

- Well, I only have had the opportunity to work in an internal applied position. I like the internal role mainly because I enjoy the relationships that I have built over time.
- I have a really fun team that I work with that is very cohesive. Based on this experience I am definitely interested in an applied career.

### Has your internship at Ford expanded your thinking about the application of I/O research?

- My internship experience has made me realize how valuable I/O research is to organizations. Working with a team of I/O Psychologists and applying research in order to create a strategy, plan and implement a new selection process has been a valuable experience.
- I have learned the importance of communicating I/O research at a high level and the positive effects of implementing new assessment tools. Also, I experienced the challenge of convincing stakeholders that using evidenced-based I/O tools can improve the interview process.
- Overall, working on a project that is focused on applying I/O to work has made me realize how important it is to explain the true value of I/O research to business leaders and stakeholders.



### How has this internship made you a better I/O psychologist?

- I think that it has helped me learn how to translate the research into a practical application. Working in an organization has also helped me see the gap between traditional I/O research and the expectations of I/O Psychologists that organizations have.
- For example, many companies are looking to I/O psychologists to help them forecast retirements and gaps in talent. These are issues that are rarely discussed in I/O research. However, we can use our expertise to help companies build predictive models that reveal quality of hires, gaps in talent, etc., which can help inform both recruiters and the organization.
- Along this same line, I have had the opportunity to learn more about how organizations and human resource departments operate which will help me be a better research practitioner.

### Do you have any advice to other I/O graduate students about successfully navigating an internship while still in school?

- I would say that time management and staying organized is the key to success in balancing the two roles. It all depends upon finding a system that works for you. I tend to work best by staying flexible, and not having a set schedule so that I can attend important events at work and at school.
- I have found myself checking Ford email at home at 10:00 at night and rearranging my schedule at the last minute so I am able to complete a research paper for a class. Overall, I would suggest working out a schedule and system that works best for both you and the organization that you are interning at.



[Back](#)



# SIOP 2014

Please note that the Alumni Reception will not be held this year. Given the cost of travel to Hawaii, funds that would normally be used for the reception were used to augment support for graduate student travel.

## Presentations (student authors in gold)

- Biermeier-Hanson, B.**, Nieminen, L.R.G., Roebuck, A., & Denison, D. (May, 2014). The effect of unionization and hierarchical level on subculture formation. Poster accepted for presentation at 2014 Society for Industrial/Organizational Psychology Conference, Honolulu.
- Huang, J. L., & **Liu, M.** (2014, May). Insufficient effort responding to surveys: From impact to solutions. Symposium to be presented at the annual conference of Society for Industrial and Organizational Psychology, Honolulu, HA.
- Huang, J. L., **Liu, M.**, & Bowling, N. A. (2014, May). Insufficient effort responding: Uncovering an insidious threat to data quality. In J. H. Huang & M. Liu (Co-chairs), Insufficient effort responding to surveys: From impact to solutions. Symposium to be presented at the annual conference of Society for Industrial and Organizational Psychology, Honolulu, HA.
- Huang, J. L., & **Bramble, R. J.** (2014, May). Trait, state, and task-contingent conscientiousness: Predicting learning and transfer. Paper to be presented at the annual conference of Society for Industrial and Organizational Psychology, Honolulu, HA.
- Liu, M.**, Huang, J. L., **Biermeier-Hanson, B.**, Li, Y., & Wang, Z. (2014, May). Leader proactive personality, member need for approval, and team performance. Paper to be presented at the annual conference of Society for Industrial and Organizational Psychology, Honolulu, HA.
- Marchiondo, L. A., Gonzales, E., & Williams, L. J. (2014). Overt and covert age discrimination: Implications for older workers' well-being. Symposium to be presented at the annual conference of Society for Industrial and Organizational Psychology, Honolulu, HA.
- McGonagle, A., & Beatty, J. (2014) Coaching for workers with chronic illness: Evaluating an intervention. Poster accepted for presentation at 2014 Society for Industrial/Organizational Psychology Conference, Honolulu.
- Thrasher, G. R.**, **Krenn, D.**, & **Keehn, F.**, Baltes, B.B. (2013). A Meta-Analytic Examination of the Outcomes of Incivility. Poster to be presented at annual convention of the Society for Industrial Organizational Psychologists, Honolulu, Hawaii.
- Walsh, B., McGonagle, A., & Bauerle, T. Safety stressors: Uncivil reactions to work-safety tension. Paper accepted for presentation at 2014 Society for Industrial/Organizational Psychology Conference, Honolulu.
- Wynne, K. T.**, Baltes, B. B., **Krenn, D. R.**, **Sirabian, M. A.**, & De Lange, A. H. (2014). Future time perspective, SOC, and performance. Poster paper to be presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Wynne, K. T.**, **Hamblin, L. E.**, **Stoddart, S. R.**, & McGonagle, A. (2014). A preliminary investigation of work/work conflict: Conflict between two jobs. Poster paper to be presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Zabel, K. L.**, Baltes, B. B., & **Zabel, K. L.** (2014). The impact of role modeling on mentoring initiation: Mentor and protege race matter. In K. E. O'Brien (Chair) Nurturing emergent themes in mentoring. Research incubator session to be presented at the annual conference of Society for Industrial and Organizational Psychology, in Honolulu, HI.



## Program Updates

This section reports recent happenings in the I/O psychology program at Wayne State University.

- Boris Baltes has been appointed as the interim chair of the psychology department.
- Sub Fiscaro has taken over as the new I/O psychology area chair.
- Alyssa McGonagle and Jason Huang were granted sabbatical leave for fall 2014.
- Becky Early defended her Master's Thesis titled "*Objective measures of Work-Family Conflict*" in 2013.
- Ben Biermeier-Hanson is starting as a visiting Assistant Professor at Albion College.
- Niambi Childress is working at Ford this summer to develop a handbook that tracks employee engagement.
- The department has accepted four new students for the fall of 2014.



## Alumni Updates

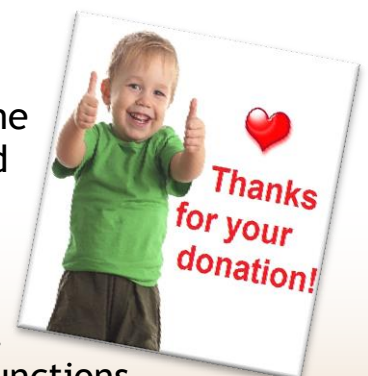
Land a new job? Get a promotion? Change locations? New additions to the family? Please let us know. Beginning with the next issue of the newsletter, this section will be devoted to reporting news provided to us from alumni regarding important changes in their work and family lives. Please send your updates to us at [AY9528@Wayne.edu](mailto:AY9528@Wayne.edu).

## Alumni Support & Donations

We appreciate our alumni, who donate their wisdom and time to help us educate, counsel, and advise current students and new graduates.

Financial contributions are also appreciated. Every dollar donated to the program has a direct impact on our students. Your donation provides critical funds to support important functions such as student travel to conferences, student research projects, and any number of educational events that augment the classroom experience.

To make a tax deductible donation to the I/O Psychology Research and Development Fund: <http://www.clas.wayne.edu/wayne@work/Donations>  
Thank you, we appreciate it!



# Industrial/Organizational Psychology Program

The primary goals of the Industrial/Organizational Psychology doctoral program are:

1. Prepare students to be effective scientists and practitioners in a wide range of career settings.
2. Contribute to the knowledge base of human behavior and interaction at work through research that is both practically and theoretically meaningful.
3. Pursue these goals in a setting in which faculty and students teach and learn from each other through collaboration, discussion, classes, and other opportunities for interaction.

## Current Faculty

(Click on name to learn more)

- [Boris B. Baltes](#)
- [Marcus W. Dickson](#)
- [Sebastiano A. Fiscaro](#)
- [Jason L. Huang](#)
- [Cary M. Lichtman](#)
- [Lisa A. Marchiando](#)
- [Alyssa K. McGonagle](#)
- [Larry J. Williams](#)

## APORG (Applied Psychology and Organizational Research Group)

APORG's mission is to partner with organizations to provide high quality research expertise and apply cutting edge methodologies to help organizations address people-related challenges.

For more information about the I/O program or how APORG can help you and your organization, please contact Sub Fiscaro, I/O area chair, by phone at 313.577.2812 or by e-mail at [Fiscaro@Wayne.edu](mailto:Fiscaro@Wayne.edu).

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