

SPRING 2015

# Wayne@Work

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



## First Years



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**Ph.D., 2007**

**Linda Slowik**



**Ph.D., 2000**

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**Amy Sund**



## Meet the First Years by Lydia Hamblin

### Zachary Fragoso



My name is Zachary Fragoso, and I'm a doctoral student in Industrial Organizational Psychology at Wayne State University. I was born and raised in metropolitan Detroit. I attended Detroit Catholic Central High School, followed by Wayne State University, where I earned a B.S. with a major in psychology (Honors). Before completing my degree, I worked in the healthcare field as a paramedic. It is my experience in the healthcare field, and interest in psychology, that lead me to study Industrial Organization Psychology. I began as an undergraduate research assistant in Dr. McGonagle's Occupational Health Psychology Lab, where I continue to do my research as a doctoral student. My research interests include employee burnout/engagement, health outcomes, and special populations.

I spent the first 12 years of my life in Poland, OH, then moved to Grove City, PA. I then completed my BS degrees in Psychology and Sociology at Slippery Rock University of Pennsylvania. After taking an undergraduate class in I/O Psychology I found that it entailed the unique blend of psychology topics that I was interested in. I was accepted into Wayne State's doctoral program in I/O psychology during my senior year at Slippery Rock. After my visit at Wayne State it was obvious to me that this was the right place for me. I found that my interests in cross-cultural issues in the workplace, diversity, leadership and teams fit well with the research interests of the faculty and other students. Even in my first year I have had a diverse range of opportunities to work in multiple applied settings and to do research in a variety of areas. I am so glad that I decided to attend Wayne State, it has turned out better than I could have imagined!

### Michelle Mullins



### Wyatt E. Stahl



I am originally from San Diego, California, and despite having spent substantial amount of time near Los Angeles, I grew up in Metro Detroit. I was recruited onto the football roster at Grand Valley State University where I earned my B.S. in Psychology, and minored in Business and Applied Statistics. As time progressed, I gave up football for post baccalaureate academics and earned the honor of becoming a Ronald E. McNair Scholar. Upon graduating I applied to numerous Ph.D. programs in I/O and was offered a position here at Wayne State University. I saw this as an opportunity to come back and immerse myself in a community, school, and graduate program that I would identify closely with. Currently, my research interests are rooted in biases and efficacies associated with workers that come from low SES upbringings.

I was born and raised in Berkley, Michigan, and have lived in the Metro-Detroit area my entire life. I attended Wayne State University during my undergrad where I earned a B.S. in Psychology. I was introduced to I/O psychology when I decided to enroll in Psychology in the Workplace my junior year. Subsequently, I pursued research experience with several faculty members. During my time here as an undergraduate, I had the opportunity to work alongside Dr. Lichtman, Dr. Huang and Dr. McGonagle on various projects. I applied to a number of Ph.D. programs but ultimately chose Wayne State for the welcoming and collaborative culture, as well as the support and opportunities to pursue an applied or academic career. My current research interests include the study of individual differences, personality and occupational health psychology. I am proud to be a member of this program and look forward to the future opportunities this education will provide.

### Justin Aqwa



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## Alumni Interviews

### Dr. Lori LePla by Shan Ran

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

- I am the Global Talent Assessment Manager at General Motors. There was no centralized assessment strategy at General Motors when I assumed this role in May 2014. Since then I have been architecting and implementing a global assessment program to assess candidates for hourly and salaried positions globally, as well as provide assessment capabilities for the development of our salaried employees.
- To date I have deployed an assessment process in South America for pre-employment testing for hourly and salaried candidates and will launch the same capability in Asia in the middle of March, and Europe and North America (salaried only) by the end of 2015. I also oversee a team with program ownership of our performance management system for salaried employees as well as our executive assessment programs (executive assessments for coaching, 360 degree surveys, and 180 degree surveys).



#### How does your experience at Wayne State I/O Program contribute to your work and/or life?

- Everything I studied and learned in grad school absolutely led to the opportunities I've had AND the ability to be competent in my roles. Getting Ph.D. in I/O is not easy and a lot of sacrifice, but I've never regretted it, and my life is blessed because of the fulfillment I've been able to get from my career.

#### Is there anything you would like to say to the faculty or current graduate students?

- Thanks to the faculty for their support and sacrifices teaching us everything I/O. To the current students, whether you go academic, applied or consulting, it's worth it!!!

*"...everything I studied and learned in grad school led to the opportunities I've had..."*

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

- I began getting consulting project experience in my last years of graduate school. When I was ABD I started working as a Management Consultant at Plante Moran, a local Accounting & Consulting firm, for about 7 years. I primarily worked as an assessor of individual candidates for salaried positions for local client organizations. I was also fortunate enough to work as a leadership and career coach take on a variety of projects in the I/O space (succession planning, job analysis, culture assessment, performance management, etc.) It was a great learning experience and great exposure to the variety of work we can do.
- I made the decision to go internal and work for a Fortune 100 company. I was fortunate enough to be offered my first position at General Motors as the head of performance management for our global salaried employees, and then also grow into the newly created role of assessment manager.
- I work in the COE of HR at the headquarters downtown Detroit in Global Talent and Development. We are centralizing and designing all strategic HR initiatives to be deployed globally. It is a very exciting time to be part of a company that is going through a major change initiative (we are trying to change the culture at GM, easy right?), and to be part of the team that gets to inform HR strategy. There is a lot of work to be done, and with 220,000 employees globally it is hard to wrap my head around the magnitude of what we are doing, but it is truly my dream job.

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

- A VACATION! Seriously, I love my current role and just want to continue to develop my own leadership skills in order to provide better capability and service to my team and company.
- Also, my awesome son will graduate from high school in 7 years (not that I'm counting) but at that point in my career I may consider an expat assignment if that is the best thing for GM.

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## Dr. Linda Slowik by Shan Ran

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

- I am an associate professor of psychology at University of Detroit Mercy and also serve as the psychology department chair. I teach five psychology classes every year, majority of which are the graduate level IO and method/quantitative classes, as well as an undergraduate developmental psychology class. Besides that, I teach an interdisciplinary organizational development course for the master of community development course.
- As the department chair, my responsibilities involve hiring adjunct faculty, representing the department at the college level, curriculum development, managing the department (e.g., legal issues, students' complaints, etc.) and dealing with organizational politics.
- Additionally, I provide support to numerous grant projects as a social science generalist. People always need someone who has specialty in conducting survey and analyzing data.

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

- My research interests changed a little bit but not much. My personal interests have been on working relationships, stress in the workplace, and management practices (e.g., organizational support). However, I become a more generalist given the resources I have at a non-R1 type of university.
- I work on a variety of things beyond my own research interests and some traditional academic responsibilities. I frequently serve on dissertation committees of clinical topics. I work with architects, mathematicians, and engineers on a large survey about public transit in the tri-county area. I work with the dental school to development measurement for dental anxiety. I study how people use their plug-in hybrid vehicles for a major automotive company. I am a part of a grant about women faculty in STEM fields. Overall, people at the university rely more on generalists.



*“...be open minded about opportunities, have a theme of research, and publish as much as you can...”*

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

- I taught in the business school at Wayne right after I finished my degree. I was planning to seek for consulting jobs, but my existing experiences and income stream focused on teaching. So I looked for a tenure track position. I looked for where the opportunities were and it must be interesting work as well.

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

- For the near future, I would like to start writing for my own research publications. I have datasets but haven't gotten the time to complete the writing tasks. Another goal is to continue some social justice work at the university level to help under-privileged students to prepare for and go to graduate school.
- In a long run, my goal is to be promoted to full professor and stay at UDM. I would like to be out of the chair position and help my department in other ways.

### What part of your experiences in the doctoral training do you think was the most influencing?

- Three things have been really helpful. My internship at Ford was super, super helpful. I learned about real life problems, how to speak the business language, and how to relate to people outside the field.
- Writing research papers were beneficial in terms of learning how to learn about topics you want to study. Statistics classes let me know about analyses. Not limited to the analyses I usually conduct given the data I have, but I learned about the existence about all different kinds of analyses for different kinds of data. For example, I recently saw a mathematician who conducted cluster analysis for the public transit project. This is something I learned in the program and I now see it in practice. Overall, these experiences boosted my self-efficacy in many areas.

## Recent Graduates

**Ben Biermeier-Hanson** by Niambi Childress



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

- I'm currently a Visiting Assistant Professor at Albion College, which is just down the road from Wayne State. It's a small liberal arts school with a focus on both teaching and research. I'm currently teaching Research Design and Analysis and I/O Psychology while also pursuing my research interests. It's a pretty good gig! I'm also collaborating numerous Wayne State alums on research, which allows me to stay productive even while at a teaching institution. Those grad school connections really do come in handy!

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

- I'll be starting a tenure-track position at Radford University in Virginia this coming fall. Radford has a thriving I/O master's level program and I'm excited to be teaching I/O focused courses while working with similarly trained folks. While I was on the job market I realized that being around I/O people and talking I/O ideas regularly is important to me. This upcoming position seems like a great fit for me professionally. It's also in an absolutely beautiful area (with less snow!) that will allow me to hike the Appalachian Trail and climb outdoors easily. Whoo-hoo!

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

- In a word, short. I left Wayne State six months ago so it is hard to comment on my expectations. I didn't necessarily expect to end up at Albion but I've found that it has been a perfect fit for me this year. It's a very different environment than Wayne State, which has really helped to expand my skill set in how I teach and present material. I think that this diversity of experiences has left me much better prepared to teach and do research in a variety of settings, which is, of course, critical to one's marketability in academia. My advice would be to not be afraid of a different type of institution than Wayne - you'll certainly learn something and you can always move on if the fit isn't perfect.

**What else would be interesting for current students, faculty, and fellow alum to hear about?**

- It's been a pretty dull (and short) period of time since I've left Wayne and I certainly don't have any pearls of wisdom to pass along at this point. I will say that it is great to stay in touch with folks and to see everyone doing awesome things at Wayne. Keep on keepin' on folks.

## Amy Sund by Niambi Childress

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

- I work at Ford Motor Company, as part of a group called Workforce Planning and Analytics (WPA). Overall, our group does research about Salaried Employees – we conduct all of the employee surveys, and do research about things like attrition and future staffing needs. Specifically, I run the company's two global, full census surveys. We have one satisfaction survey and one engagement survey, and each run once a year. I am responsible for the survey content and design, the administration, and data analysis. As soon as one wraps up, work starts for the next!



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

- At work I'm excited to play around in our survey data and find out what new insights can be drawn (classic nerd stuff). Outside of work I'm looking forward to finally being able to relax with my new husband - wedding planning and dissertation free!

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

- My career path since I left Wayne (and before) has been very consistent. I was an intern with the WPA team at Ford while I was at Wayne State. I continued on with them part-time while I finished my dissertation, and started working full-time last year. It is certainly not what I expected! I thought I would move on after the internship, but I have always had new and exciting challenges at Ford, and it's a great company to work for.

### What else would be interesting for current students, faculty, and fellow alum to hear about?

- I don't know if I have much else that is interesting, but I'll offer some unsolicited advice: The best case scenario is for your research or your internship or whatever you're working on to be something that you're excited about. Even when that's the case, there are some days that it just feels like work. Push through, it feels so good to finish and know that you've accomplished something significant. And if you can, try to sneak in a little fun at the same time!



# SIOP 2015

## Presentations

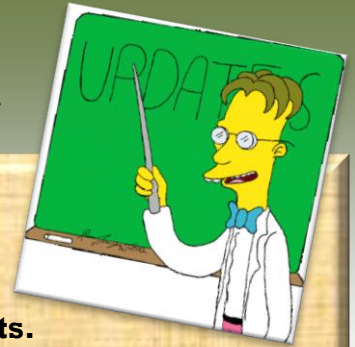
You are cordially invited to the Wayne State SIOP reception on **Thursday, April 23, 2015, 8pm to 10pm** at the Philadelphia Marriott Downtown in **Conference Room 304**

- Bramble, R. J., Huang, J. L.,** Kung, M., Chang, L., & Kinney, T. B. (2015, April). Insufficient effort responding in validation data and its performance correlates. In **J. L. Huang** (Chair), Data cleansing time! Insufficient effort responding in concurrent validation studies. Symposium to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bramble, R. J., Liu, M., Aqwa, J. J., Huang, J. L.,** & Lounsbury, J. W. (2015, April). Personality and job satisfaction: Interpersonal job context as a moderator. Poster to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Fragoso, Z. L.,** Dvorak, K., McCluney, C., **McGonagle, A. K.,** Fisher, G. (2015, April). Burnout and engagement: Construct distinction in two healthcare worker samples. Poster to be presented at the annual conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Goldstein, H. W., Dennis, M., **Dickson, M. W.,** Salas, E., Scherbaum, C. A., & Yusko, K. (2015, April). Consulting in high stakes scenarios: Lessons learned. Panel discussion to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Huang, J. L., & Liu, M.** (2015, April). Insufficient effort responding: From detection to solutions. Symposium to be chaired at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Liu, M., & Huang, J. L.** (2015, April). IER's dual effect on test-retest reliability of personality. In P. Curran (Chair), Invalid responding in the survey process: Detection, deterrence, and understanding. Symposium to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Ran, S.,** Nieminen, L. R., **Liu, M., & Huang, J. L.** (2015, April). Combating the negative impact of negatively worded items in surveys. In J. L. Huang & M. Liu (Co-chairs), Insufficient effort responding: From detection to solutions. Symposium to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sirabian, M.A., Baltes, B. B., Krenn, D. R., Early, R. J.,** Clerard, M. (2015, April). A problem focused training intervention to reduce work-family conflict. In M. Clark (Chair), We're all in this together: Individual and organizational work-family interventions. Symposium to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Thrasher, G. R., Krenn, D. R.,** Keehn, F. Z., & **Marchiondo, L. A.** (2015, April). Actors and victims of workplace aggression: A comparative meta-analysis. In R. L. Wooderson (Chair), Within and beyond: Workplace aggression and multiple contexts. Symposium to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Wynne, K., Liu, M.,** Biermeier-Hanson, B., **Baltes, B. B.,** O'Brien, K. (2015, April). Examining the relationships between multifactor leadership types and follower deviance. Poster to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

## Program Updates

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

- **Dr. Boris Baltes has been appointed as the chair of the psychology department.**
- **A number of I/O graduate students are involved with American Axle Manufacturing as external project consultants.**
- **Mengqiao Liu completed a summer internship at the Human Resource Research Organization (HumRRO).**
- **Dr. Alyssa McGonagle was awarded a grant from the Alfred P. Sloan Foundation.**
- **Reed Bramble won the first place in the Annual Graduate Student Poster Day in the Department of Psychology.**
- **Mgrdich Sirabian is starting a yearlong internship at Blue Cross Blue Shield of Michigan.**
- **Mengqiao Liu won the first place and Shan Ran won the second place in the Graduate Exhibition held by the Graduate School.**



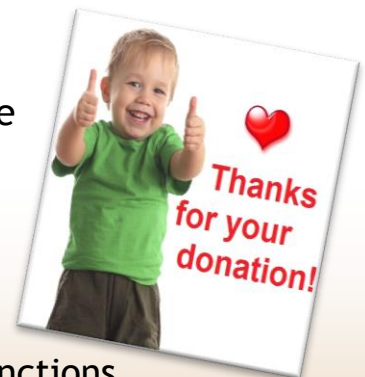
## Alumni Updates

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 [Mgrdich@Wayne.edu](mailto:Mgrdich@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](#)

## 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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