

S P R I N G 2 0 1 6

Wayne@Work



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

Recent Graduates

**Sarah
Stoddart**



**Keith
Zabel**



Newcomers

Shanique Brown



Faculty

Andrew Lutz



First Year

Alumni Interviews

Jenell Wittmer



Ph.D., 2008

Angela Pratt



Ph.D., 2006

SIOP 2016

Updates

I/O Faculty

Donations

Feedback

Industrial/Organizational Psychology

Doctoral 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 Baltes](#)
- [Marcus Dickson](#)
- [Sebastiano Fiscaro](#)
- [Cary Lichtman](#)
- [Alyssa McGonagle](#)



Program Updates

- **Shanique Brown (DePaul University) is joining the I/O Area as a new faculty member in the fall of 2016.**
- **Marcus Dickson has been elected as a Fellow of SIOP.**
- **Sarah Stoddart and Keith Zabel are receiving their Ph.D. degrees.**
- **Shan Ran was the recipient of the 2015 GEOC graduate teaching award.**
- **Reed Bramble took 3rd place at the Wayne State University graduate symposium.**
- **Greg Thrasher has received a trainee fellowship with the Institute of Gerontology.**
- **Mengqiao Liu is completing an internship with DDI and will continue in a full time position.**
- **Michelle Mullins has an internship with Ford Motor Company.**
- **Daniel Wiegert has an internship with Johnson & Johnson.**
- **Wyatt Stahl has accepted a junior consulting position with Siena Consulting.**
- **Kevin Wynne has accepted a research position at the U.S. Air Force Research Laboratory.**

Newcomers (Faculty) by Wyatt Stahl

Shanique Brown

Tell us a bit about your background, where are you from? Where did you complete your undergraduate and graduate training?

- I'm from the very beautiful island of Jamaica. I did my undergraduate studies at the University of the West Indies (Kingston, Jamaica). After undergrad, I worked for a few years then moved the U.S. for graduate school. I completed a Master's degree in I-O psychology at Southern Illinois University-Edwardsville and I am currently finishing up my Ph.D. in I-O at DePaul University in Chicago.



What are some of your research interests?

- My first line of research focuses on decision-making with a more recent emphasis on the application of judgment and decision-making (JDM) theories to resource allocation. Much of my research to date has examined the effect of individual differences (e.g., decision-making styles) on decision behavior.
- My second line of research is focused on work team effectiveness, and my work is focused on how to use context and theory to narrow the divide between research and practice related to work teams. For example, research I have been a part of has focused on team composition, emergent states, and team processes important in the high-consequence environment of long-distance space exploration (e.g., mission to Mars). I have worked on three very exciting NASA-funded projects exploring team composition for future long duration missions.

What do you look forward to most in your new position?

- There are so many things I'm looking forward to, for example, creating an engaging research program, teaching I-O psychology, mentoring students, and building the I-O brand. But, what I'm most excited about is becoming a part of the Wayne State I-O community—connecting with faculty, students, and alumni of the program.

Do you have any advice for students and alumni who are on the job market?

- I sure do! I think of going on the job market like approaching a negotiation. One of the most critical things you can do for your position is to prepare in advance. For example, identifying how your strengths will meet the needs of the organization you're applying to and framing "your self" in an effort to highlight this fit. I'd be more than happy to share some specific suggestions with those preparing to go on the job market soon (especially those preparing for academic jobs).

Newcomers (Student) by Mgrdich Sirabian

Andrew Lutz

I lived in Simi Valley, California for the first 9 years of my life, South Florida for the next 9, and spent the 4 years following that as an undergraduate at the University of Central Florida in Orlando, where I completed an honors thesis and graduated in 2015 with a B.S. in Psychology. I am currently working toward a Ph.D. in I/O Psychology at Wayne State University, where I also teach undergraduate courses. My research interests relate to organizational culture and the work-life conflict experiences of childless employees. I also carry out applied work for APORG at Wayne State University.

Alumni Interviews

by Shan Ran

Jenell Wittmer

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

- I am an Associate Professor of Management in the College of Business and Innovation at the University of Toledo. I mainly teach in the Human Resources program (which is one of the top ranked HR programs in the nation!). I am also very fortunate to have an opportunity to teach at all levels within the college: upper-level undergraduate, MBA, Executive MBA, and Ph.D. My program of research focuses on nonstandard employment and schedules, the successful employment of people with disabilities, and leadership and managerial development.
- I also do quite of bit of leadership development consulting around Ohio and Michigan. I am a certified assessor for Managerial Assessment Centers and an expert in mid-level managerial coaching and development. I regularly serve as a consultant and speaker and I also currently sit on the board of the Ohio Business Leadership Network and the Center for Family and Privately Held Business.



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 fulfilment I've been able to get from my career.

Have your research interests evolved over time?

- My research areas have evolved a bit. I do still have a deep interest in nonstandard work. In fact, I have the opportunity to collect data from the partners of those working nonstandard schedules. That area of researched has evolved, however, more into issues of work-family balance, as well as emotional intelligence, which is also something I focus heavily on in my external coaching.

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

- At first glance, my career path appears pretty straight forward – I came to UT as an Assistant Professor the same year I defended my dissertation (2008). I was promoted to Associate Professor and received tenure in the spring of 2013. I think that the twists and turns have come from my growing consulting.
- As a doctoral student, I really was torn between going academic or applied, and I think that I have (accidentally) fallen into the perfect balance of the two. It really has been one of those “right place at the right time” types of experiences, so I consider myself very fortunate. I also have some pretty great mentors here at UT and back at Wayne State!

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

- Be open! You all are high achievers and likely have a pretty firm “plan” in place. Be open to opportunities that come your way. Take on projects and research that interest you, but also learn how to say “no” (it's a skill I am working on myself). In order to accomplish the things that you need to do to be successful as an academic, you need to be selective about how you use your time and focus on the things that really drive you.

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

- I'm headed to China! I have the opportunity to go teach in our joint program with Zhejiang University of Finance and Economics in May. I will be away from my husband and three children (who are five, three, and one) for three weeks, which will be very difficult. However, I really view this as an opportunity to expand my global leadership experience!

“...be open to opportunities that come your way...”

Angela Pratt

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

- I am currently the Human Resources Director for Kellogg's Frozen Foods division, as well as the Marketing function for North America. I am responsible for the People/Organization/Culture strategy and plans for the Frozen Foods business, as well as the talent/succession plan for the Marketing function across all businesses in North America.
- On a daily basis, I serve on the Frozen leadership team, advising on all parts of the business strategy and plan. I am also the Change Lead on a massive project to reduce spend across North America, and lead survey analysis and insights for the region.

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

- Keep learning and be open to opportunities that push you out of your comfort zone. Go places you haven't been, learn from people who are very different from yourself, and act as a sponge soaking it all up, and then apply it to your insights.



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

- Yes and no. My dissertation topic was on work family conflict and I still work on work life today, measuring it at Kellogg and then designing interventions to increase perceptions of work life balance or 'effectiveness' as we call it in the business world.
- At Kellogg, we want people to have the flexibility they need to balance their work and personal lives, as well as have energy inside and outside of work to pursue their passions/dreams, etc. This work is very much related to the research I did at Wayne. However, I did not do much research on assessment when I was in graduate school and I learned most of what I know now from working at P&G and Kellogg.

"...I often call on the friends made in graduate school to discuss current issues and ask for advice..."

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

- My career path is not at all what I expected when I left WSU. When I was ABD, I went to Procter & Gamble to intern for 6 months, with the intention of returning to graduate school and applying for academic positions. After 1 month in the internship, P&G offered me a full time job to research and re-design their selection tests based on their newly completed competency model, Success Drivers. This was an incredible opportunity that I couldn't refuse, so I began working full time building assessments and leading the design, delivery, and analysis on their global survey. My first project was to build a global assessment that could predict performance in 82 countries. Since then, I have worked as a HR business partner in several large businesses at both P&G and Kellogg.
- Before my current role, I spent 2 + years in Dublin, Ireland as the HR Director for Kellogg's European Cereal business. It's been an amazing career of working both as a specialist (mostly in assessment, surveys, competency modeling, development, and work life) and a generalist, leading HR for large businesses.

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

- Warmer weather! So we can put our boat in the water and re-start our wine and cheese evening cruises on the lake. We also have a fun trip planned in the near future to Iceland.
- At work, I am looking forward to continuing to build my business and financial acumen, so I can become more effective on my leadership team.
- In life, I want to continue to travel, raise my amazing son, and learn about/interact with the different cultures around the world.

Recent Graduates by Wyatt Stahl

Sarah Stoddart

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

- Currently, I am working in Workforce Planning and Analytics at Ford Motor Company. I am a survey specialist, and am responsible for all of the special surveys. Essentially, I support all of our business units and their various projects by helping to develop survey content, collect data, and analyze that data to help them gather insight and make informed business decisions. I work on the global survey strategy overall.
- Amy Hall (another alum) is my teammate. She is responsible for two census surveys for the entire Ford population. I'm taking the lead on the strategy of how best to go about that. I work a lot on benchmarking. I've spoken with multiple other companies to see how they conduct their census surveys and find out if they use confidential or anonymous methods in order to attach it to other data sources. The bulk of my work focuses on those two areas.

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

- I'm enjoying being "early career." I've been at Ford for almost 2 years full time; however, I'm still very much in the learning phase. I'm curious to see where my career will take me. I'm definitely interested in leadership and different special sectors of expertise.
- In the next couple years, I'm looking forward to moving to other areas of the organization to use my IO skills in a different lens. It's nice having free time now on the weekends, actually being done with school. I'm getting married shortly and looking forward to that!



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

- This is hard to answer, not just because I recently left Wayne State (I've been working in the applied world since early in grad school). I don't know that I had any expectations necessarily. I had some expectations from when I went to SIOP and had people come into brown bag that were in applied roles. A lot of them echoed that you need to know Excel and have these critical skills that we don't really work on in the program. I expected that since I had heard that from other practitioners, but it was something that I needed to become acclimated to. I didn't know much about working in a corporate environment, which I had to learn.
- There is a lot we don't learn about how human resources functions. I'm sure it varies from company to company. That's not really something you can train for in grad school. That you need to learn on the job. I think it was what I expected. It's been a good, but frustrating experience. The business world is so fast paced and I love that work, but sometimes I want to slow people down and have things done the "right way." Sometimes that is not feasible so you have to find another way.



Keith Zabel

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

- Right now I'm working in the Global Data Insights and Analytics group at Ford. In that role, I create dashboards to help solve HR problems. We try to depict retirement risk for the workforce. We create models to look at things like quit rates and what parts of the company has higher quit rates than others, then we create dashboards to depict that.
- A lot of what I do is take data from different sources and put it together to create insight. A dashboard is a tool that a customer, like a HR business partner, can use to quickly see and visualize what's happening. Typically, you might create multiple reports depicting quit rates for different groups. Instead of making multiple huge reports, we created the dashboards. It's more user friendly. You can click and drill down as deep as you want to try to pin point what's actually going on with things like quit rates, job satisfaction, and other things. So it's a different tool to help show a customer what's happening with the HR related data. That's not something we typically do in IO psychology, but it's a skill that will help you marketable.



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

- I did a couple of internships. I interned at Dell for two years in their talent management area, and worked on their employee engagement survey. I've been at Ford now for two years, and it's been great. I've been able to use new programs to process data like SAS and other programs. I've also been able to build those dashboards with a program called QlikView. So I've been able to use my strengths coming in, but also learn these new techniques that help my development and make me marketable to other jobs. It's been a great experience.
- I think as a student, the more programs you can learn and the more tools you can learn to use, the more marketable you'll be. I think it was what I expected. I had a good realistic job preview at Dell. Wayne State does a good job of providing research opportunities if you want to pursue an academic career. With the internships you get a good realistic job preview. The dash boarding and other things are unexpected, but are good developmental experiences.



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

- I started working on these dashboards a few months ago. I'm excited to build up my capabilities and take them to the next level. I'm excited about rolling them out to the customers to really add value there. I'm excited to get a variety of new experiences with solving different types of HR problems.
- What's great about Ford is that I get to work on different types of problems. I work on all kinds of projects from examining links between things like engagement and quit behaviors or performance management processes, career development. Every time you approach a different problem you're able to see a different perspective on how you'd approach other problems. I'm looking forward to continuing to work in different areas and continuing to build my capability.

SIOP 2016

You are cordially invited to the Wayne State SIOP reception **Thursday, April 14, 2016, 8pm to 10pm** in the **Salinas Room** at the **Hilton-Anaheim**.

Presentations

- Dickson, M.W. (2016, April). *Implementing deep organizational change in HR-focused consent decree situations*. Panel discussion to be chaired at the annual meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.
- Dickson, M. W. & **Mullins, M.** (2016, April) *Formalized programs for providing graduate students with professional practice experience*. Panel discussion to be chaired the annual meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.
- Fragoso, Z.**, McGonagle, A. (2016, April). *Chronic pain interference at work: The role of negative affectivity*. Poster to be presented at the annual meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.
- Liu, M.**, Skiba, T., & Thomas, J. N. (2016, April). Executive assessment centers: New insights into a company's bottom line. In P. V. Ingold (Co-chair), *AC, Quo Vadis? Novel assessment center design and validation strategies*. Symposium to be conducted at the annual meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.
- Mullins, M. W.**, **Krenn, D. R.**, **Stahl, W. E.**, & Baltes, B. B. (2016, April). *Religiosity, buffering the relation between discrimination and negative work outcomes*. Poster to be presented at the Annual Meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.
- Ran, S.**, & Marchiondo, L.A. (2016, April). *Bridging aging research and policy-making: An international perspective*. Symposium to be chaired at the Annual Meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.
- Ran, S.** (2016, April). Response quality of convenience samples: Possible misconceptions? In R. N. Landers & S. Highhouse (Co-chairs), *IGNITE debate: Should we trust or avoid online convenience samples?*. Alternative session to be presented at the annual meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.
- Ran, S.**, Huang, J. L., Liu, M., & Nieminen, L. R. (2016, April). Negatively worded items in surveys: Method bias and interventions. In N. A. Bowling & J. L. Huang (Co-chairs), *Your attention please! Measuring, predicting, and preventing insufficient effort responding*. Symposium to be conducted at the annual meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.
- Sirabian, M.A.**, Weidner, N.W., Prewett, M.S. (2016, April). *Acquisition of KSAO's through online games and virtual team collaborations*. Roundtable to be conducted at the annual meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.
- Weidner, N. W., Payton, K., **Wynne, K. T.**, & Stancil-Bacon, R. (2016, April). The relationship between acceptability of lying and CWB. In A. Gammon (Chair), *Counterproductive Work Behaviors: Liars, Aggressors, and Manipulators*. Symposium to be conducted at the annual meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.

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 Marcus Dickson, by phone at 313.577.2812 or by e-mail at Marcus.Dickson@Wayne.edu.

Alumni Updates

Land a new job? Get a promotion? Change locations? New additions to the family? Please let us know. Send your updates to us at 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!



Newsletter Staff **If you have any feedback or suggestions, please contact us at Mgrdich@Wayne.edu**

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