

TESTUDO TIMES



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Letter from the Editors

Dear Alumni and Friends,

Welcome to the latest edition of the Testudo Times! As usual, our faculty, alumni, and students have been hard at work this past year and have made some spectacular achievements. Outlined below are some of the highlights of this issue.

This year, the SDOS program welcomed two new students, Virginia Choi and Joshua Strauss (p. 2), and is hosting a great group of post-docs, lab managers, and visiting scholars (p. 3).

Our faculty, students (p. 18), and alumni (p. 22) continue to impact their respective fields and accomplish great things. Our faculty and students applied their expertise toward understanding the U.S. Congress (p. 15). We have an update (p. 17) on UMD's I/O Psychology Master of Professional Studies program. Finally, we have included information about the upcoming event at the Society for Industrial and Organizational Psychology Meeting in National Harbor, Maryland this April (p. 29).

Please enjoy, and we look forward to seeing you at upcoming conferences, events, and functions!

Editors for SDOS Newsletter, Volume 11: Adam Factor, Jason Hasbrouck, and Ren Li

Social, Decision, and Organizational Sciences
 Department of Psychology
 University of Maryland, College Park

New Students

Virginia Choi

Virginia is a first-year graduate student working with Dr. Michele Gelfand. She grew up in Southern California and graduated from Smith College with a BA in Philosophy. Her research is on organizational norms, stigma and prejudice, and the psychological consequences of threat. In her current projects, she has been applying tightness-looseness theory toward understanding how to foster desirable organizational outcomes such as group creativity, efficiency, and diversity.



She has been applying computational linguistics techniques to develop indices that can semantically capture psychological constructs, and she is excited to begin working on a project with the U.S. Navy. In her spare time, she enjoys watching movies and entering the New Yorker caption contest. She also has a background in journalism and communications.



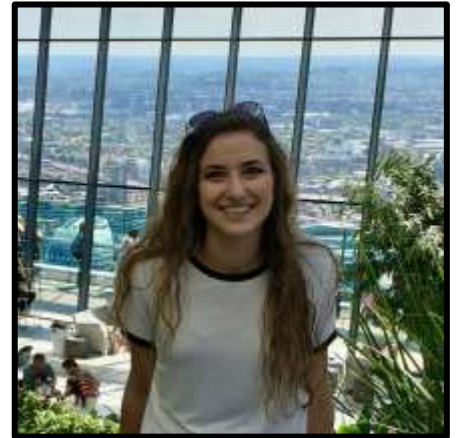
Josh Strauss

Josh joined the department this year to work with Dr. James Grand. He received his bachelor's degree in psychology, communication, and organizational sociology (with a minor in linguistics) from the University of California, Davis in 2017. His primary research interests surround what happens when individuals come together in teams and groups and how they coordinate their goals and worldviews despite different tendencies in attention, perception, and interpretation between them. Josh hopes that these studies will inform practitioners to create supportive, healthy, and inclusive work environments that encourage acceptance of socioeconomic and neurodiversity, embracing the strengths of every person rather than mitigating their weaknesses. Besides psychology and social science, Josh is passionate about music, theater, and film -- both observing and performing.

Lab Managers

Emmy Denison

Emmy is the lab manager in Dr. Michele Gelfand's Culture Lab. She received her B.S. in Psychology from Purdue University in 2018. In the Culture Lab, she has had the opportunity to develop projects that explore new applications of tightness-looseness (TL) theory, including the strength of norms on social media, the role of TL in attitudes towards immigrants, and differences in TL across age groups. Her general research interests include topics related to culture and trust, diversity and inclusion, and stereotyping and prejudice. In her free time, she enjoys cooking, reading, and spending time outdoors.



Joanne Thomas

Joanne served in the Marine Corps from 2011 to 2014 and graduated with her B.A. in psychology from UMD in December. She joined Dr. Arie Kruglanski's team as Lab Manager in January with plans to apply to the SDOS Ph.D. program for Fall of 2020. With a broad interest in the impact of social, decision, and organizational psychology on an individual's well-being, she is excited to work in the Motivated Cognition Lab. More specifically, she is interested in the application of Significance Quest Theory to veteran mental health with the hope of reducing the prevalence of mental illness and suicide among the veteran population. She has a background in crisis counseling and is currently working as a Veteran Wellness Assistant in the Veteran Student Life office here on campus.



Yoon Young Sim

Yoon Young is a full-time research associate working under Dr. Michele Gelfand. She is currently working on various cross-cultural and organizational psychology projects. Before joining the lab, Yoon Young graduated from Skidmore College in 2016 with a major in psychology and a minor in business administration. She received an MA in experimental psychology from The College of William and Mary. Her research interests include motivation and emotions, rivalry and competition, and creativity and well-being in the workplace. In her free time, Yoon Young enjoys cooking Korean food and exercising. She is planning to pursue her doctoral degree in Management with a concentration in Organization Management in the Rutgers Business School starting in Fall 2019.



Visiting Scholars and Post Docs

Aviva (Sungchoon) Sinclair

Aviva is a postdoctoral researcher at the University of Maryland, College Park. She received her Ph.D. in Social Psychology from the University of Utah in Fall 2017. Dr. Sinclair has several research interests. At Seoul Catholic University of Korea, she collaborates with Professor Chae at the Department of Psychiatry, to study how catastrophic life events change spatiotemporal patterns of self-regulation. She has a project focusing on the bereaved family members, and survivors, of the 2014 Sewol Ferry Disaster. At the University of Maryland, she collaborates with Professor Seo at the Robert H. Smith School of Business, to study spatiotemporal patterns of learning, emotion, motivation, uncertainty, worker performance, and leadership. At the Department of Psychology, she is currently working with Distinguished University Professor Arie W. Kruglanski, on a project looking at the relationship between (individual/group) needs and goal-regulation.



Erica Molinario

Erica is a postdoctoral researcher at the University of Maryland, College Park. She received her Ph.D. in Social Psychology from Sapienza, University of Rome (Italy) in 2015. Dr. Molinario's main research interests include motivation, social norms, social identity, human goals, as well as group and intergroup processes. More specifically her work focuses on understanding the psychological processes behind human behaviors such as environmental and conservation behaviors, violent and benevolent extremism, environmental and political activism. She collaborates with C.I.R.P.A. – Inter-university Center of Research on Environmental Psychology, Sapienza University of Rome (Italy), in projects related to environmental experiences, values and sustainable consumer choices. At the University of Maryland, College Park, she is involved in several funded projects aimed at studying the psychology of refugees and attitudes toward refugees in Europe and the Middle East.



Ewa Szumowska

Ewa is a postdoctoral researcher at the University of Maryland, College Park. She received her Ph.D. in Social Psychology from the Jagiellonian University in Krakow, Poland, in 2017. Her main research interests are organized around motivation, information processing, knowledge formation, multitasking/multiple goal pursuit, and extremism. Her recent work at the University of Maryland focuses on understanding the psychological processes behind extreme behaviors. She is also working in a project aimed at identifying conditions under which people switch between tasks/goals. She is a member of the Centre for Social Cognitive Studies, Krakow.



Zahid Mehmood

Zahid is an international student from Pakistan, pursuing his Ph.D. in International Relations (IR) from National Defense University (NDU), Islamabad, Pakistan. He received his Master's degree in IR from NDU in 2014. His doctoral dissertation is about 'Political Islam and Militant Discourses in Pakistan.' His appetite for exploring the motivations of extremism and the ways social identities are constructed led him to come work with Dr. Arie Kruglanski.

Additionally, Zahid has spent the last 10 years working with different international organizations and teaching IR at different academic institutes in Pakistan. He frequently writes Urdu blogs and Op-Eds on social issues, security, and foreign policy in different newspapers. He is passionate about learning by attending debates and public talks, therefore, he cannot hide his love for DC – the home of numerous world-renowned research institutions that host ambassadorial and expert talks on international issues. He, a man of peace at heart, loves to travel and learn about people from other cultures, norms, and values.

***Yinyu Wu***

Yinyu is a research assistant working with Dr. Michele Gelfand at the University of Maryland, College Park. She is going to graduate in July 2019 from Fujian Normal University, Fujian, China with B.A in Psychology. She is interested in cross-culture differences on tightness-looseness, implicit social cognition, stereotypes, racism, and the brain mechanisms underlying these constructs. She is currently researching neuroscience regarding trust and autism. In her spare time, she enjoys traveling, photography and finding tasty food.

***Yan Mu***

Yan is a postdoctoral researcher currently working with Dr. Michele Gelfand at the University of Maryland, College Park. She is from China and received her Ph.D. in Psychology from Peking University in 2011. Her research mainly utilizes a neuroscience approach to explore the role of culture in human social behavior. Specifically, she uses neuroimaging techniques (e.g., EEG, fMRI, hyperscanning) to investigate how culture shapes individuals' cognitive abilities, how culture influences individuals' perceived norms and decision-making, how culture impacts the way we socially interact with each other, and how people acculturate into a new culture. She has published her work in top-ranked journals, such as Proceedings of the National Academy of Sciences, Social Cognitive and Affective Neuroscience, and Neuroimage and Brain Research.



Joevarian Hudijana

Joe is a visiting student at the Motivated Cognition Laboratory, University of Maryland, College Park. He is currently pursuing a Ph.D. in Social Psychology at Universitas Indonesia, Indonesia. His main research interests are culture and motivation, violent extremism, and political beliefs. Presently, he is examining the question of whether there is cultural relativism in how to awaken quest for significance in the context of extremism. He is also involved in research projects examining the endorsement of social and economic equality among Indonesian minority and majority groups, as well as deradicalization of terrorists in Indonesia. He is a member of the Laboratory of Political Psychology, Universitas Indonesia.



Faculty Updates

Michele Gelfand

Which is more prolific, Michele's publications and projects, or her high-fives? Well, a list of all the instances of her palm-pounding, mitt-hitting, and two-person clapping was too long for this update. This is quite a feat considering what she has accomplished this past year! Michele is just shy of ten authorship and co-authorships in this past year alone. Her topics range from changes in her own brainchild, tightness-looseness, over the last 100 years (*Nature Human Behavior*) to personality/culture interactions among expatriates (*Psychological Science*), to revenge (*Annual Review of Psychology*).



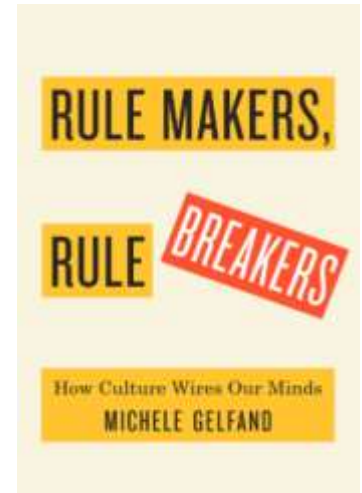
Her oeuvre and acumen has also lead her around the country and indeed the world. Michele has given talks and presentations at Columbia, Princeton, Harvard, Yale, Berkeley, UCLA, U Penn, MIT, the Department of Defense, and the Royal Society for the Arts in London (where her interest in cross-cultural psychology, not to mention Jacket Potatoes began in 1988). In addition, she's had a book talk with Tom Friedman and presentations for Politics and Prose and Libraries without Borders. And that's not even a comprehensive list! You might have missed a few of these talks – it would be very difficult to keep up with Michele on her extensive travels – but her talk on Tightness and Looseness for TEDxPaloAlto is online for everyone to enjoy! Her TED Talk can be found here at <https://www.youtube.com/watch?v=oqkzp9C2VyI>. And she's not done yet! In April, she will be running an interdisciplinary workshop on social norms with University of Tennessee evolutionary biologist, Sergey Gervais, and Harvard University economist, Nathan Nunn, in Knoxville.

Michele will also be starting a number of new projects, including a new grant with the Navy where she will be examining how the tightness-looseness framework can help to develop ambidextrous leaders. Michele is also involved in a number of other ongoing projects, including culture and stigma, tightness and religion, the cultural psychology of forgiveness in the Middle East, the neural foundations of trust development, violation and repair across cultures, how to “nudge” tighter civility norms online, studying the curvilinear effects of tightness-looseness on innovation, mergers & acquisitions across tight and loose cultures, refugee adaptation to tight and loose cultures, and much more.

Michele's contributions to the understanding of our social species have also received considerable commendation in addition to all the clamor for her yammer. This year, she received the Society for Personality and Social Psychology's Award for Outstanding Contributions to Cultural Psychology and the Applied Science Award for Applications of Scientific Principles to the Advancement of International Business from the Institute for Cross-Cultural Management. Michele also has been invited

to serve on the Board of the National Academy of Sciences and was named an IACCP Honorary Fellow.

Rule Makers, Rule Breakers: How Tight and Loose Cultures Wire Our World (Scribner), Michele's new book on the ways in which these cultural constructs inform our interpretation of and interaction with our world, has also received considerable acclaim since its release in September of this past year. The New York Times calls Michele "An engaging writer with intellectual range [who] sparkles most when diving into evolutionary anthropology to make sense of long-term patterns...this is interesting stuff." The Economist agrees, simply but aptly proclaiming, "The tight-loose hypothesis is intriguing," and other prominent writers and scientists alike have described the book as "remarkable," "brilliant," and "groundbreaking." Check out her Op Eds in the Guardian, the Economist, Fortune, Boston Globe, Time magazine, The Hill, Harvard Business Review, her appearance on Morning Joe, and numerous podcasts, her favorite being Kara Swisher.



Finally, congratulations to Michele's daughter, Hannah, for starting at Roosevelt Science and Tech as a freshman this year, her daughter Jeanette for embarking on the journey that is the college-application process, and their mom whose flair for finding the balance between tight and loose norms undoubtedly informed their success.



James Grand

James has enjoyed a very productive and successful year! He has continued his work on a number of ongoing grants with the US Army Research Institute (ARI) and the Defense Medical Research Development Program (CDMRI). This is the last year of a computational modeling grant through ARI, where James and his colleagues developed a large scale, generalizable model of team effectiveness. Although it is bittersweet that the grant is wrapping up, James is excited about using and extending the model in coming years. Paul and James continued their work on a separate ARI grant examining abusive leadership measurement with forced choice methodology. Their data collection is ongoing and this year they will start building and validating their measure. Finally, James and colleagues from a number of universities were awarded a new DCMRI research grant utilizing translational science and examining the extent to which simulation-based training of leaders impacts hospital teams. This grant involves training residents on leadership skills and observing them for a number of periods in real-world trauma bays. The grant's purpose is to establish that leader training makes a difference beyond improving leader performance and processes and seeks to establish that leader training impacts team performance and processes.

James continued to publish in a variety of journals this past year. A number of James's publications focused on robust science practices, an initiative he prioritized as chair of SIOP's scientific affairs committee. James continues to work on driving the field towards open science with a particular focus on robust science practices. This past year, James also gave a number of invited talks (George Washington; University of Georgia) and lead workshops at ARI on computational modeling (co-lead) as well as a robust reliable research practices workshop at the University of Florida, part of an Open Science workshop.

James has also been very busy with his work on various committees including the SIOP Scientific Affairs Committee (this was James's last year as chair), SIOP Task Force on Robust and Reliable Research (member), National Science Foundation (reviewer), Journal of Applied Psychology (reviewer), and Journal of Business and Psychology (reviewer).

Additionally, James is very proud and enthusiastic about the work done in collaboration with his graduate students. Two of his students, Ben Levine and Hannah Samuelson both successfully proposed their dissertation this year. Ben and James are finalizing two manuscripts: one examining the decision-making processes involved in situational judgment tests and the other based on Ben's thesis that investigates the impact of societal norms on leadership. Hannah and James are also in the process of publishing some of their recent computational modeling projects examining gender stratification in senior organizational leadership as well as Hannah's thesis work on multiple-goal pursuit. James is excited that both Ben and Hannah are advancing to the last stage of their graduate school careers but notes that it is bittersweet that they will be moving on soon. James's newest student, Josh Strauss, will be working with James on the newest CDMRI grant and he is excited to have Josh join him to continue that line of research.

In terms of personal news, James and Jen have finally been sleeping a little more each night, as their son Dean continues to get bigger and bigger. Overall, James is loving time with Dean, and is finding a balance between working and still having fun with the kiddo - and Dean sleeping through the night makes everything easier and more enjoyable.

Paul Hanges

Paul's never-ending focus on negative leadership and creating a sound measure of it continued this year. Paul is currently working with Jennifer Wessel to analyze the political polarization of the women and men of our nation's legislature. Paul and Jen have also received a grant to investigate the organizational climate and culture in congress regarding conflict. To get at this issue, the project involves interviewing current and former members of congress and their staff. A conference is being planned that will bring psychologists, political scientists, and members of Congress together to discuss the state of Congress and political polarization. Finally, Paul is collaborating with James Grand, Hannah Samuelson,



and his advisee, Jordan Epistola to develop a measurement of toxic leadership that employs a forced-choice responding scale and uses an ideal point IRT model to score the measure. This toxic leadership project is part of a larger collaborative of researchers put together by Bob Lord (Durham University) and sponsored by the US Army Research Institute for the Behavioral and Social Science.

On the lighter side, Paul's project to develop a new selection procedure for the Plumbers and Pipefitters Apprenticeship Program is nearing completion! Both Juliet Aiken and Paul have been working on this project with a number of students in the MPS in IO Psychology and PhD programs assisting. In other news, the GLOBE project continues and is now entering the third phase focusing on the stability of societal culture. The new data collection plans are ambitious. Specifically, the goal is to collect data from close to 100 countries this time. Other notable accomplishments include his and his co-authors' (Juliet Aiken and Allen Chen) publication entitled "The means are the end: Complexity science in organizational research" in the *Handbook on Multilevel Theory, Measurement, and Analysis* published by the APA. Paul also is continuing in his role as the Academic Director of the MPS in IO Psychology. Paul is also the Acting Director of Graduate Studies for the Spring 2019 semester.

When Paul speaks, people listen, and then they ask him to speak again! This includes the fine folks at Durham University and the Interdisciplinary Perspectives on Leadership Symposium (IPLS). Paul presented at the third Interdisciplinary Perspectives on Leadership Symposium which was held in Crete, Greece. This presentation was entitled "Leader Behavior, Organizational Culture, and Sexual Harassment in the Military" and focused on the qualitative results of the 3-year project funded by the US Army Research Institute for Behavioral and Social Sciences. Paul also conducted a workshop on measurement, moderation, and mediation for the Leadership and Followership Research Group at Durham University (Durham, UK). Finally, Paul is working with Charles Scherbaum (Baruch University) and exploring the explanatory power of meta-cognition on adverse impact. They are measuring participants' pupil size to assess mental workload and meta-cognition while taking cognitive ability tests. These novel questions and interesting approaches to a persistent issue in Personnel Psychology will also bring him to Wayne State University this coming year.

At this point you might be wondering, "How is Paul going to add these projects to his already overflowing workload?" Good question! Starting January 2020, Paul will be going on sabbatical. As he travels off to investigate other people's pupils, his own pupils and the rest of us here at the University of Maryland will miss him greatly.

Finally, an enthusiastic congratulations to Paul and his new student, Emily Forgo, who will be joining our SDOS family this coming academic year! But it's not just our family getting bigger – another congratulations to Paul for his daughter's wedding this past August! May the warmth and love of his kith and kin be as immense and long-lasting as Durham's great cathedral.

Arie Kruglanski

This has been another productive year for Dr. Kruglanski. Two of his books (with co-authors) are about to be launched. One is *Radicals' Journey: German Neo-Nazis' Voyage to the Edge and Back*. The other is *The Three Pillars of Radicalization: Needs, Narratives, and Networks*. The latter book will be launched at the START headquarters on June 5th with introduction by Prof. Mary Ann Rankin, our University Provost, and the honorable Juan Zarate, the terrorism Tzar in the George Bush administration delivering the keynote remarks. All of SDOS is invited to attend! Other launches of the book will take place in the fall at NYU Abu Dhabi, the Nanyang Technological University in Singapore and Kings College, London.



In addition, he published several important papers this year, including a paper published in *Cognition* about the cognitive mechanisms in violent extremism and a *JPSP* paper on shootings and the salience of guns as means of compensation for thwarted goals. A paper describing his work on terrorism appeared in *Perspectives in Psychological Science* (“My road to violent extremism”), and his work on terrorism will be featured in the April 2019 issue of *APA Monitor*. Additionally, he is currently revising two papers for *Psychological Review*.

His schedule was also filled with visits to several conferences across the globe. In the past year, he travelled to Germany and gave a talk at the U.S. Embassy there about radicalization. He is also working with Dr. Michele Gelfand on a grant on refugees in Germany, Holland, Jordan, and Lebanon. He has been giving talks and lectures at several conferences, including the Society for Personality and Social Psychology and the International Society for Research on Aggression. He also gave a lecture on extremism in Switzerland at the Social Psychology Spring Conference. Recently this March, he just returned from a lecture on refugees at the International Convention of Psychological Science in Paris.



In addition to the research, he has been teaching two classes in the Spring semester, an undergraduate class on the psychology of terrorism and a graduate class on the principles of motivation, which he enjoys very much. This was a busy year indeed for Dr. Kruglanski.

Jennifer Wessel

Jen is keeping busy with her Identity Management (IMg) lab and associated research. Currently, one of her central projects is a grant funded by the Hewlett Foundation and the Democracy Fund, focused on the culture of the U.S. Congress. Jen is collaborating with Paul Hanges on this project, in partnership

with Frances Lee, Kris Miler, and Wayne McIntosh from the Government and Politics Department. They are in the process of interviewing former and current members of Congress and their staff. They have completed a little over 50 interviews at this stage and are looking forward to analyzing the data this summer. She is also collaborating with several SDOS graduate students on their own projects related to diversity and authenticity.

Jen has continued her impressive publication record. She currently has several papers in the revise and resubmit stage, including two focused on obstacles to and effects of being authentic at work. Jen also enjoyed giving an invited talk at the University of Delaware last fall. This SIOP, she is excited to be a part of six sessions, focused on issues of diversity, identity, and authenticity. She is also very happy that three of those presentations have a UMD grad student presenting! Jen is proud of her stellar graduate students (Sara Barth and Jae Eun Lee) and undergraduate advisees. She is also very proud of her youngest advisee Dean, who continues to get bigger and bigger.

Jen is now officially the chair-in-training for SIOP's Education and Training committee. She also received the Psychology Department's Outstanding Faculty Research Mentor Award last spring, which was a great honor! The week after SIOP this year, our department will have its first Enter the PhD workshop. This workshop is focused on providing students, particularly those from underrepresented backgrounds, with information and advice about psychology PhD programs. Jen is leading this workshop as part of her duties on the Diversity Committee and is very excited about it!

Ed Lemay

All in all, Ed had a very eventful and fruitful year! Ed he has been working on multiple projects. Along with colleagues from the University of Toronto, he has published a meta-analysis in *Psychological Bulletin* on how communal motivation in interpersonal relationships benefits well-being. Another paper examining interpersonal emotion regulation, which he has been working on with his student, Joshua Ryan, has recently been published in *Motivation and Emotion*. In addition, he has many additional papers coming out soon. One of these papers investigates how gratitude protects relationship satisfaction and commitment from the harmful effects of attachment insecurity, and was accepted for publication in *Journal of Personality and Social Psychology*. He and his student, Rachel Venaglia, have also been working on how biased perceptions of romantic partners' conflict behaviors shape emotional experience during conflicts. The paper has been accepted by *Journal of Social and Personal Relationships*. Additionally, with Dr. Karen O'Brien and a team of UMD graduate students, he has developed an online intervention to motivate people to intervene in dating violence. They demonstrated the intervention to be effective, and the paper will soon be published in *Psychology of Violence*. Moreover, along with his student, Nadya Teneva, he has been working on a project examining how current loneliness is projected into the past and the future, and how this bias exacerbates the

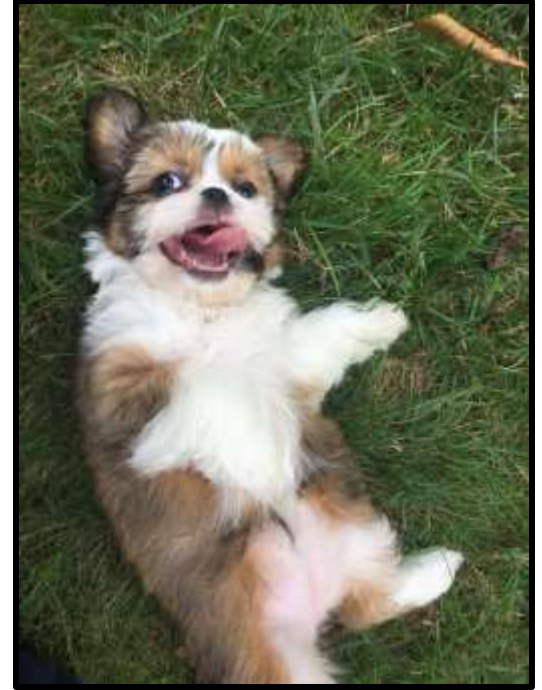


psychological distress associated with loneliness. The paper is now under review. He is also working with Dr. Michele Gelfand, one of her former students, Ryan Fehr, and Josh Ryan on a project investigating how efforts to support a close friend or romantic partner during conflicts with others often escalate those conflicts. With Nadya Teneva and Josh Ryan, Dr. Lemay has written two new papers on interracial relationships, which will be submitted for publication soon.

His schedule was filled with traveling and conferences, too. During the upcoming Association for Psychological Science conference in May, he will be organizing two symposia and giving two talks. Last summer, Ed attended the International Association for Relationships Research conference to receive the Gerald R. Miller Award for Early Career Achievement. Congratulations, Ed!

In the past year, he has been teaching two classes: an undergraduate class, Social Psychology Laboratory, and a graduate class, Multilevel Modeling. He has quite enjoyed his time in the classroom, and working with his students.

Ed continues living in Rockville with his wife and two daughters. They enjoy living there very much. One of his daughters just got her orange belt in karate. Ed is very proud of her! Ed has also continued home renovations this year. He is proud to say that nearly all of the ancient wallpaper has been removed! Finally, they have added a new family member: a Shih Tzu puppy named Allie.



Linda Zou

Overall this has been a really exciting year for Linda, not least because she has been given the opportunity to join the University of Maryland and the SDOS program. She is looking forward to getting started as an assistant professor in 2020!

This year her research has continued to explore the impact of status and foreignness-based racial stereotypes in the context of neighborhood segregation and, more recently, labor market discrimination. Sapna Cheryan, Terrence Pope, and she has been investigating whether different racial and ethnic minority groups are precluded from different occupations based on how each group is distinctly stereotyped. This work recently received funding from the National Science Foundation.

Linda is also wrapping up her last set of dissertation studies, which investigate people's support for reparative justice efforts that benefit immigrant minorities vs. native-born minorities. Her dissertation

is supported by the University of Washington's Graduate Opportunity and Minority Affairs Program. Other ongoing work examines a) expectations of versus actual intra-minority political coalitions, and b) how beliefs about the determinants of racial identity affect judgments of multiracial targets.

Finally, a paper with undergraduate student Mika Semrow was recently accepted for publication in *Social Psychological and Personality Science*! The paper investigates how information about minority targets' sexual orientation can attenuate certain negative racial stereotypes.

In other news, she is getting ready to teach her undergraduate psychology course *Racism & Minority Groups* for the second time. It should be a lot of fun and she is excited to exercise some of the important things she learned from the first time around, like how to properly use classroom audio equipment.

SDOS Goes to Washington

By Virginia Choi

Workplace identity, organizational culture, conflict resolution, and cooperation—these are all gripping research areas that Dr. Jen Wessel and Dr. Paul Hanges have been applying toward understanding our legislature, the U.S. Congress. In a collaboration that now comprises two central projects, Jen and Paul had the rare and exciting opportunity of having the nation’s lawmakers as their study participants.

Cooperation in Congress is the main focus of Jen and Paul’s very timely first project. With partisan polarization and gridlock prevailing on Capitol Hill (the longest government shutdown in U.S. history came to an end this past January), there has been growing calls for more bipartisan politics. To study this very issue, Jen, Paul, and BSOS associate dean Dr. Wayne McIntosh were awarded the Social Science Research



Council Negotiating Agreement in Congress Grant. They interviewed several former members of the U.S. House of Representatives for this project. Current SDOS students Hannah Samuelson and Jordan Epistola, as well as incoming student Emily Forgo, helped to collect and code these interviews. From these interviews, the research team analyzed and identified the work identity of each of the elected officials in their sample. They found support for bipartisanship when representatives fit a specific work identity profile, linking self-concepts with critical political consequences.

Their second project, which was awarded funding from the William and Flora Hewlett Foundation and the Democracy Fund, is an ongoing investigation into the organizational cultures and sub-cultures that exist within Congress and how these cultures impact within-party and between-party conflicts. For this project, Jen and Paul have partnered up with several UMD faculty members from the Department of Government and Politics: Dr. Frances Lee, Dr. Wayne McIntosh, and Dr. Kris Miler. They have collected over 50 additional interviews with former and current members of Congress, as well as Congressional staffers. This research project will culminate in a conference facilitating interdisciplinary discussions between psychologists, political scientists, and members of Congress. Panels, including a few open sessions, will focus on how to foster cultures that best negotiate conflict, potential solutions to Congressional gridlock, and how to promote across-the-aisle solutions.

These qualitative studies provide a rich organizational portrayal of a governing body that is rarely the subject of scrutiny by I/O psychologists. They are vital undertakings that will help address the rising tide of polarization found within the U.S. federal government.



Masters of Professional Studies (MPS) in Industrial/Organizational Psychology



Under the leadership of Dr. Juliet Aiken and Dr. Ken Yusko, the MPS in I/O Psychology Program has flourished this past year!

We are excited to report that the MPS in I/O program is expanding from one to two cohorts of students per year! The pool of applicants continues to expand for the IO MPS (from 138 in 2016 to 155 in 2019), and alumni and current students continue to thrive. The second cohort of 26 students graduated December 2018 and the third cohort, with 22 students, is on track to graduate in December 2019.

I/O MPS students and alumni have enjoyed considerable professional success this past year – so much so that it is impossible to detail all their successes on one page! David Shar ('18), Isaiah Crisp ('18), Jenna Patchella ('19), Connor Bartholomew ('19), Cara Traub ('19), Christine Lukban ('18), Nia Heslop ('18), David Fishkind ('19), Lindell Thomas ('18), Lake Smith ('17), Peter Slonina ('18), Rose Villatoro ('19), Christian Angelo ('18), Marian Ojealaro ('18), Austin Skinner ('18), Tim Lynch ('17), Adrienne Fenton ('17), Molly Rogers ('18), and Sam Lipsky ('18) have all started new jobs and/or been promoted within this past year! By encouraging students to translate academic concepts into business applications, the MPS program emboldens its students to serve as change agents for organizations. I/O MPS students and alumni are located in a number of private sector, public sector, non-profit, and academic organizations including: Deloitte, Lockheed Martin, Volkswagen, Fannie Mae, IRS, Pew Research Center, HumRRO, John Hopkins, HRSA, Department of Health, and the University of Maryland.

Given the success and rapid expansion of the MPS program, we are now recruiting for an Assistant (non-tenure track) Professor in I/O Psychology to join our team! This individual will work alongside Drs. Aiken, Yusko, and Hanges, teaching 5 courses a year and mentoring students in the program. We are very excited to bring in another professor with applied and teaching experience to our program! The job posting is available at: <https://ejobs.umd.edu/postings/67518>. If you are interested in this opportunity or have any questions, please email Dr. Aiken at jraiken@umd.edu.

Aside from leading the I/O MPS program, Dr. Juliet Aiken and Dr. Ken Yusko have continued their work on a number of exciting projects and business pursuits. This year, Dr. Aiken served as an expert witness for a disparate treatment case for the Department of Justice and served on the executive committee for the Center for Advances in Data Measurement (CADM) as well as on the BSOS PCC Committee. In addition to consulting, coaching, and volunteering on campus, she has successfully kept her three children (Tommy, Elizabeth, and Jamie) alive through the toddler years as a single parent.

Dr. Yusko helped expand his consulting firm, Siena Consulting, to extend their sport's assessment practice from the National Football League (NFL) to include teams in the National Basketball Association (NBA), Major League Baseball (MLB), and college (University of Nebraska) this past year. He also worked with Merck, Morgan Stanley, Jefferson County, City of Dayton and Arlington County on a number of exciting projects. To add to this impressive list of experience, Dr. Yusko was selected as a keynote speaker for the upcoming International Personnel Assessment Council Conference this

summer! On a personal note, Pam (Ken's wife) recently went back to teaching after 20 years to return to teaching math at Northern VA Community College!

If you would like to donate to our program and/or provide need-based financial support to MPS students please do so here: <https://go.umd.edu/iompsfund>. Lastly, if you would like to learn more about the I/O MPS program please visit our website at <http://psyc.umd.edu/graduate/mps-industrial-organizational-psychology>, or follow our Instagram account @umdiomps! So much is happening all the time – our Instagram account and website will keep you up to date on our latest and greatest!

Student/Postdoc Updates

Choi, Virginia

Publications

- Jackson, J.C., Choi, V.K., & Gelfand, M.J. (2019). Revenge: A Multilevel Review and Synthesis. *Annual Review of Psychology*, 70, 16.1-16.27.
- Choi, V. K., Jackson, J. C., & Gelfand, M. J. (2018). The role of entitativity in perpetuating cycles of violence. *Behavioral and Brain Sciences*, 41.

Presentations

- Choi, V. K., Prokopowicz, P., & Li, R. (2019, January). A Multi-Method Examination of Hospital Conflict Cultures. Presentation given at the 2019 Berkeley Haas Culture Conference in Berkeley, CA

Epistola, Jordan

Presentations

- Chou, V., Hanges, P., Scherbaum, C., Epistola, J. (2018). Using Neurocognitive Methods to Understand Sources of Adverse Impact on Cognitive Ability Tests. Paper presented at the Society for Industrial and Organizational Psychology, Chicago, IL.
- Yoo, T., Epistola, R., Epistola, J., & Fleischman, M., Reicher, S., Eysselein, V., & Hou, L. (2018). Safety of ERCP and EUS Procedures in Cirrhotic Patients. Poster presented at American College of Gastroenterology, Philadelphia, PA.
- Beavan, K., Epistola, J., Hanges, P., Lucas, J., & Shapiro, D. Responses to Unethical and Immoral Leaders and the Role of Organizational Culture. Robert H. Business School, University of Maryland. March 2019.
- Hanges, P., Epistola, J., Lucas, J., Woodruff, T., & Beavan, K. (2019). Reporting Unethical Behavior: Moderating Role of Leaders Gender and Behavior. To be presented at the European Association for Work & Organizational Psychology, Turin, Italy.
- Hanges, P., & Epistola, J. (2019). In the Mind's Eye: Eye Tracking as a Tool for the Organizational Sciences. To be presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.
- Beavan, K., Epistola, J., Hanges, P., Lucas, J., & Shapiro, D. (2019). Toxic Leadership and Culture. To be presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.
- Samuelson, H., Wessel, J., Hanges, P., Epistola, J., & Forgo, E. (2019). Women Leaders: Challenges and Opportunities in Attaining and Maintaining Leadership. To be presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.
- Wessel, J., Samuelson, H., Hanges, P., Epistola, J., & Forgo, E. (2019). Advancing the Science of Intrapersonal and Interpersonal Leader Identity Dynamics. To be presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.
- Hanges, P.J., Lucas, J.W., Beavan, K. & Epistola, J. (2018). Leader behavior, organizational culture, and sexual harassment in the military. Paper presented at the Interdisciplinary Perspectives on Leadership Conference, Chania, Greece.

Misc.

- I got another Dog! I now have a 1 French Bulldog (Nugget) and 1 golden retriever (Milo) with me in Maryland.
- Proposed master's thesis, "Leadership, Masculinity & Violence: How Leaders impact Masculinity to cause Follower Stress & Violence towards Women" in December, 2018.

- Also been working with Paul Hanges and Jeff Lucas on research with the US Army Research Institute (ARI)! Cool experiences included: project meeting at USAFA during the summer, preliminary data presentation and written ARI executive report during the winter break, and a project meeting in Chicago over spring break!

Factor, Adam

Publications

- Azevedo, K. J., Ramirez, J., Kumar, A., LeFevre, A., Factor, A., Hailu, E., Lindley, S., Jain, S. (in press). Rethinking violence prevention in rural and underserved communities: How veteran peer support groups help participants deal with sequelae from violent traumatic experiences. *The Journal of Rural Health*.
- Kruglanski, A. W., Fernandez, J. R., Factor, A. R., & Szumowska, E. (2018). Cognitive mechanisms in violent extremism. *Cognition*. Advance online publication.
- Kruglanski, A. W., Factor, A., & Jasko, K. (2018). Is “behavior” the problem? *Social Psychological Bulletin*, 13(2): e26138.
- Kumar, A., Azevedo, K. J., Factor, A., Hailu, E., Ramirez, J., Lindley, S. E., & Jain, S. (2018). Peer support in an outpatient program for veterans with posttraumatic stress disorder: Translating participant experiences into a recovery model. *Psychological Services*. Advance online publication.

Presentations

- Ramirez, J. (presenter), Azevedo, K. J., Kumar, A., LeFevre, A., Factor, A., Hailu, E., Linkley, S., Jain, S. (2018, October). Rethinking violence prevention in rural and underserved communities: How veteran peer support groups can be leveraged to process trauma. Poster session presented at the Institute on Psychiatric Services (IPS) Mental Health Services Conference, Chicago, IL.
- Azevedo, K. J. (presenter), Cloitre, M., Jain, S., Ramirez, J., Kumar, A., Webb, K., Weiss, B., Gimeno, J., Factor, A., Hailu, E., LeFevre, A., Lindley, S. (2018, November). Rethinking violence prevention in rural and underserved communities: How VA innovations in mental health can be leveraged to process trauma. Oral presentation session at the American Anthropological Association annual meeting, San Jose, CA.

Li, Ren

Publications

- Geeraert, N., Li, R., Ward, C., Gelfand, M. J., & Demes, K. (2019). A tight spot: How personality moderates the impact of social norms on sojourner adaptation. *Psychological Science*

Misc.

- Proposed her dissertation, “Normative social influence across cultures: The impact of injunctive and descriptive social norms in message-based persuasion” in Aug 2018

Molinario, Erica

Publications

- Molinario, E., Kruglanski, A.W. Bonaiuto, F., Bonnes, M., Cicero, L., Fornara, F., Scopelliti, M., Admiraal, J., Beringer, A., Dedeurwaerdere, T., De Groot, W., Hiedanpää, J., Knights, P., Knippenberg, L., Ovdenden, C., Polajnar Horvat, K., Popa, F., Porras-Gomez, C., Smrekar, A., Soethe, N., Vivero-Pol, J.L., van den Born, R., J. G., Bonaiuto, M. (2019). Motivations to act for the protection of nature biodiversity and the environment: a matter of “significance”™. *Environment and Behavior*. <https://doi.org/10.1177/0013916518824376>
- Marino Bonaiuto, Silvia Ariccio, Stefano De Dominicis, Ferdinando Fornara, Erica Molinario, Renato Troffa & Haoxing Wang (2019) City Reputation Indicators (CRIs): measuring inhabitants’™ city

representation / Indicadores de Reputación Urbana: midiendo la representación de una ciudad en sus habitantes, *Psycology*, 10(1), 31-87, DOI: 10.1080/21711976.2018.1545348

- Ganucci Cancellieri, U., Manca, S., Laurano, F., Molinario, E., Talamo, A., Recupero, A., Bonaiuto, M. (2018). Visitors' satisfaction and perceived affective qualities towards museums: the impact of recreational areas. *Rassegna di Psicologia*, 25(1), 5-18. <http://dx.doi.org/10.4458/0135-01>.

Presentations

- Molinario, E., Kruglanski, A.W., Jasko, K., Sensales, G., Ganucci Cancellieri, U. Predictors of support for populism in Italy. A preliminary study. AIP Congresso Nazionale delle Sezioni di Psicologia Sociale, Bari, Italy, 19-21 September, 2018.
- Bonaiuto, M. & Molinario, E. Determinants of biodiversity protection in the adult life: the role of early environmental experiences in influencing pro-biodiversity committed actions and sustainable food consumption. ICAP-29th International Conference of Applied Psychology, Montreal, June 29-30, 2018.

Ryan, Josh

Publications

- Lemay, E. P., & Ryan, J. E. (2018). Interpersonal regulation of relationship partners' security: A causal chain analysis. *Motivation and Emotion*, 42(5), 774-793.

Samuelson, Hannah

Presentations

- Samuelson, H.L. (2018), Derivation of gain in a hierarchical multiple-goal pursuit model: The importance of distal goals. Presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Samuelson, H.L., Levine, B.R., Barth, S.E., Wessel, J.L., & Grand, J.A. (2018). Below the glass ceiling and through the glass door: Developmental opportunities and hiring in a model of gender stratification. Presented at the 6th Annual University of Maryland Psychology Department Diversity Research Conference, College Park, MD.
- Samuelson, H.L., Barth, S.E., Levine, B.R., Wessel, J.L., & Grand, J.A. (2018). The effects of developmental opportunities and external hiring in a gender stratification model. Presented at the Breaking Bias: Leadership Excellence and Gender in Organizations Conference, Purdue University, West Lafayette, IN.

Awards

- 2018 Dean's Research Initiative Doctoral Dissertation Award, University of Maryland, College Park (\$2,000 award)

Misc.

- Doctoral Fellowship at the U.S. Army Research Institute for the Behavioral and Social Sciences - Conducting basic research on teams, leadership, and motivation.

Venaglia, Rachel

Publications

- Venaglia, R. B., & Lemay, E. P., Jr. (in press). Accurate and biased perceptions of partner's conflict behaviors shape emotional experience. *Journal of Social and Personal Relationships*.
- O'Brien, K. M., Sauber, E. W., Kearney, M. S., Venaglia, R. B., & Lemay, E. P., Jr. (in press). Evaluating the effectiveness of an online intervention to educate college students about dating violence and bystander responses.

Presentations

- Venaglia, R. B., & Lemay, E. P., Jr. (2018). Authenticity is a goal-directed phenomenon: The role of social approval and self-concept clarity. Poster presented at the Annual Meeting of the Association for Psychological Science, San Francisco, CA.

Awards

- 2018 Dean's Research Initiative Doctoral Dissertation Award, University of Maryland, College Park (\$2,000 award)

Alumni Updates

Bélanger, Jocelyn

Publications

Papers

- Bélanger, J.J., *Schumpe, B.M., *Nociti, N., Moyano, M., Dandeneau, S., *Chamberland, P-E., Vallerand, R.J. (2019). Passion and Moral Disengagement: Different Pathways to Political Activism. *Journal of Personality*.
- Bélanger, J.J., *Schumpe, B.M., *Nisa, C. F., (2019). How Passionate Individuals Regulate Their Activity with Other Life Domains: A Goal-Systemic Perspective. *Journal of Personality*.
- Bélanger, J.J., Moyano, M., Muhammad, H., Richardson, L., Lafrenière, M-A. K., McCaffery, P., Framand, K., *Nociti, N (2019). Radicalization Leading to Violence: A Test of the 3N Model. *Frontiers in Psychiatry*.
- Bélanger, J.J., Kruglanski, A. W., Kessels, U. (2019). On Sin and Sacrifice: How Intrinsic Religiosity and Sexual-Guilt Create Support for Martyrdom. *Psychological Research on Urban Society*.
- Bélanger, J.J., *Nisa, C.F., *Schumpe, B.M., *Chamberland, P-E. (2019). Using Implementation Intentions to Change Passion: The Role of Environmental Mastery and Basic Psychological Needs. *Motivation Science*.
- Williams, M. J., Horgan, J., Evans, W., Bélanger, J.J., (2018). Expansion and replication of the theory of vicarious help-seeking. *Behavioral Sciences of Terrorism and Political Aggression*.
- Verner-Filion, J., Schellenberg, B.J.I., Rapaport, M., Bélanger, J.J., Vallerand, R. J. (2018). "The Thrill of Victory... and the Agony of Defeat": The Role of Passion and Success and Failure in Positive and Negative Emotions. *Journal of Sport and Exercise Psychology*.
- *Schumpe, B.M., Bélanger, J.J., Moyano, M., *Nisa, C.F. (2018). The Role of Sensation Seeking in Political Violence : An Extension of the Significance Quest Theory. *Journal of Personality and Social Psychology*.
- *Schumpe, B.M., Bélanger, J.J., Giacomantonio, M., *Nisa, C.F., Brizi, A. (2018). Weapons of Peace: Providing Alternative Means for Social Change Reduces Political Violence. *Journal of Applied Social Psychology*.
- Williams, M. J., Bélanger, J.J., Horgan, J., Evans, W. (2018). Experimental Effects of a Call-Center Disclaimer Regarding Confidentiality on Caller's Willingness to Make Disclosures Related to Terrorism. *Terrorism and Political Violence*.
- *Schumpe, B.M., Bélanger, J.J., Dugas, M., Erb, H-P., Kruglanski, A. W. (2018). Counterfinality: On the increased perceived instrumentality of a means to a goal. *Frontiers in Psychology*.
- Kruglanski, A. W., Fishbach, A., Woolley, K., Bélanger, J.J., Chernikova, M., Molinario, E., Pierro, A. (2018). A Structural Model of Intrinsic Motivation: On the Psychology of Means-Ends Fusion. *Psychological Review*.
- Webber, D., Babush, M., Schori-Eyal, N., Moyano, M., Hettiarachchi, M., Bélanger, J.J., Vazeou-Nieuwenhuis, A., Gunaratna, R., Kruglanski, A. W., & Gelfand, M. J. (2018). The Road to Extremism: How Significance-Loss-Based Uncertainty Fosters Radicalization. *Journal of Personality and Social Psychology*.

Chapters

- McCaffery, P., Richardson, L., Bélanger, J.J. (2018). Sexual Assault Response and Investigations for Police. *Manual for Sexual Assault Investigations*. Public Safety Canada.
- Bélanger, J.J., *Schumpe, B. M., **Menon, B., **Conde, J., *Nociti, N. (2018). Self-Sacrifice for a Cause: A Review and an Integrative Model. In V. Zeigler-Hill & T.K. Shackelford (Eds.), *The Sage Handbook of Personality and Individual Differences*.

Book

- Kruglanski, A. W., Bélanger, J.J., Gunaratna, R (2019). *The Three Pillars of Radicalization: Need, Network, and Narrative*. Oxford University Press.

*Presentations*Talks

- Bélanger, J. J. Need, Network, and Narrative: The 3Ns of (De)Radicalization. Psychological aspects of urban living (KEYNOTE). University of Indonesia, Jakarta, Indonesia, November 2018.
- Bélanger, J. J. Promoting Sustained Deradicalization: A 3N analysis. United Nations Interregional Crime and Justice Research Institute, Amman, Jordan, October 2018.
- Bélanger, J. J. Criminals vs. Violent Extremist Offenders: Indicators and Risk Assessment Techniques. United Nations Interregional Crime and Justice Research Institute, Amman, Jordan, October 2018.
- Bélanger, J. J. The Psychology Terrorism: Patterns and Recent Trends. United Nations Interregional Crime and Justice Research Institute, Amman, Jordan, October 2018.
- Bélanger, J.J. The Psychology of Self-Sacrifice (KEYNOTE). International Congress of Applied Psychology, Montreal, June 2018.
- Bélanger, J. J., Passion and Radicalization: Different Pathways to Political Activism, Université du Québec – Montréal, Montreal, May 2018.
- Bélanger, J. J., The Psychology of Terrorism: Bridging the Gaps between Research and Technology. Tech Against Terrorism. Abu Dhabi, May 2018.
- Bélanger, J. J. (DISCUSSANT). Opening Science to Interdisciplinary Research: Psychological Processes and Benefits. International Convention for Psychological Science, Paris, March, 2019.
- Bélanger, J. J., From Sinner to Saint to Demon: How Sexual Guilt Increases the Willingness to Self-Sacrifice for a Cause. International Convention for Psychological Science, Paris, March, 2019.
- Kruglanski, A.W., Webber, D., Jasko, K., Bélanger, J. J., The 3Ns of Radicalization: Needs, Narratives, and Networks. Society for Personality and Social Psychology, Portland, February 2019.
- Kruglanski, A.W., Webber, D., Chernikova, M., Bélanger, J. J., Gelfand, M. Deradicalizing Detained Terrorists. Society for the Science of Motivation, San Francisco, May 2018.
- Bélanger, J. J., Schumpe, B. Thrilled to Pieces: On the Role of Sensation Seeking in Political Violence. Association for Psychological Science, San Francisco, May 2018.

Posters

- Bélanger, J. J., Nisa, C. F., Schumpe, B. M., When Diversity Leads to Closed-Mindedness : On the Aversive Effects of Diversity in Organizations. Association for Psychological Science, San Francisco, May 2018.
- Bélanger, J. J., Chamberland, P.E., Dandeneau, S., Moyano, M., Nociti, N., Schumpe, B. M., Vallerand, R. J., Passion and Moral Disengagement: Different Pathways to Political Activism. Association for Psychological Science, San Francisco, May 2018.

Professional

- Passed my third year review - tenure is around the corner!

Personal

- I met my wife at UMD and we're celebrating our 10th anniversary! :D

Chernikova, Marina*Professional*

- I finished my PhD in May 2018. I worked as a postdoc for Arie for 6 months, then started a new job at a market research company in Chicago in January 2019.

Chung, Beth*Publications*

- Chung, B., Ehrhart, K., Shore, L., Randel, A., Dean, M., & Kedharnath, U. Work Group Inclusion: Scale Validation and Nomological Network. In press at Group and Organization Management.
- Randel, A.E., Galvin, B., Shore, L.M., Ehrhart, K., Chung, B., Dean, M., & Kedharnath, U. (2018). Inclusive leadership: Realizing positive outcomes through a focus on belongingness and being valued for uniqueness. *Human Resource Management Review*, 28 (2), 190-203. <http://dx.doi.org/10.1016/j.hrmr.2017.07.002>.

Awards

- SIOP Fellow 2019

Clark, Margaret*Publications*

- Clark, M.S. & Adkins, C. (& Beck, L.A. (2019, in press). We should study relational trajectories, but we should think through the meta-theoretical framework more broadly. *Psychological Inquiry*. (Commentary on an article by Paul Eastwick, Eli Finkel & Jeffry Simpson).
- Hirsch, J., & Clark, M.S. (2019). Four paths to belonging that we should study together. *Perspectives in Psychological Science*. Published on line before print <https://journals.sagepub.com/doi/10.1177/1745691618803629>
- Gollwitzer, A. & Clark, M.S. (2018). Anxious attachment as an antecedent of people's aversion towards pattern deviancy. *European Journal of Social Psychology*.
- Clark, M.S., Hirsch, J.L. & Monin, J.K. (2018). Love conceptualized as mutual communal responsiveness. In R. Sternberg (Ed.). *The New Psychology of Love*, 2nd Ed. (pp. 84- 116). New York, NY: Cambridge University Press.
- Reis, H.T., Lee, K.Y., O'Keefe, S.D., & Clark, M.S. (2018). Perceived partner responsiveness promotes intellectual humility. *Journal of Experimental Social Psychology*, 79, 21-33.
- Boothby, E.J., Cooney, G., Sandstrom, G. M., & Clark, M.S. (2018). The liking gap in conversations: Do people like us more than we think? *Psychological Science*, 29, 1742-1756. <https://doi.org/10.1177/0956797618783714>.
- Boothby, E.J. & Clark, M.S. (2018). Side by side: How merely being with a close other can enhance well-being. In D. Dunn (Ed.) *Positive Psychology: Established and Emerging Issues*, (pp. 80-93) New York: Â Routledge/Taylor & Francis Group.
- Clark, M.S., Lemay, E.P. & Reis, H.T. (2018). Other people as situations: Relational context shapes psychological phenomena. In D. Funder & R. Sherman (Eds.) *Oxford Handbook of Situations*. Oxford, England: Oxford University Press. DOI: 10.1093/oxfordhb/978019022633348.013.5.

Presentations

- "What good are relationships? Why study them?" Meese Memorial Lecture, Michigan State University, Sept. 2018.

Awards

- Society of Experimental Social Psychology's Distinguished Scientist Award, October 2018.

Cooper, Colin*Professional*

- Adjunct Faculty- Campbell University - Lundy Business School, North Carolina January 2019 to Present.
- Expanded Transformative Coaching, Employee Wellness/Well-being and Consulting Practice to North Carolina

Personal

- Moved from Washington, DC to Raleigh, NC

Fehr, Ryan*Publications*

- Watkins, T., Fehr, R., & He, W. 2018. Whatever it takes: Leaders' perceptions of abusive supervision instrumentality. *Leadership Quarterly*.
- Yam, K. C., Fehr, R., Burch, T., Zhang, Y. & Gray, K. 2018. Would I really make a difference? Moral typecasting theory and its implications for helping ethical leaders. *Journal of Business Ethics*.
- Fehr, R., & Gelfand, M. J. Forthcoming. Organizational forgiveness. In E. L. Worthington & N. G. Wade (Eds.), *Handbook of Forgiveness*. New York: Routledge.

Harrington, Jesse*Professional*

- Senior Researcher - Fors Marsh Group

Personal

- Had a daughter - Cecilia Sofia Harrington-Perez, born October 22, 2018

Knight, Andrew*Publications*

- Knight, A. P., & Humphrey, S. E. (2019). Dyadic data analysis. In S. E. Humphrey and J. M. LeBreton (Eds.), *The Handbook for Multilevel Theory, Measurement, and Analysis*, pp. 423-447. Washington, DC: American Psychological Association.
- Knight, A. P.*, Menges, J. I.*, & Bruch, H. (2018). Organizational affective tone: A meso perspective on the origins and effects of consistent affect in organizations. *Academy of Management Journal*, 61, 191-219. [*Authors contributed equally]
- Knight, A. P. (2018). Innovations in unobtrusive methods. In A. Bryman and D. A. Buchanan (Eds.), *Unconventional Methodology in Organization and Management Research*, pp. 64-83. Oxford: Oxford University Press.

Professional

- Incoming Associate Editor, *Academy of Management Journal*

Mayer, Dave*Publications*Scholarly Articles(s)

- Mayer, D. M., Ong, M., Sonenshein, S., & Ashford, S. J. 2019. The money or the morals? When moral language is more effective for selling social issues. *Journal of Applied Psychology*.

Popular Press Articles

- Mayer, D. M., Ong, M., Sonenshein, S., & Ashford, S. J. 2019. To get companies to take action on social issues, emphasize morals, not the business case. *Harvard Business Review*.
- Mayer, D. M. 2018. Why Democrats are more upset now than if there had never been an FBI Investigation. *LinkedIn*.
- Mayer, D. M. 2018. How men get penalized for straying from masculine norms. *Harvard Business Review*.
- Mayer, D. M. 2018. Urban Meyer, Ohio State football, and how leaders ignore unethical behavior. *Harvard Business Review*.
- Zhang, C., Myers, G. M., & Mayer, D. 2018. To cope with stress, try learning something new. *Harvard Business Review*.

Presentations

- Bae, K. K., & Mayer, D. M. 2019. Women's leadership aspirations go up when their supervisors are more feminine (and the same is true for men). Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, Portland.
- Mayer, D. M. 2018. Complicating connection: Unpacking affection, attraction, and intimacy at work. Panel symposium presented at the annual meeting of the Academy of Management, Chicago.
- Mayer, D. M., & Nurmohamed, S. 2018. The effectiveness of the business case and moral arguments for diversity. Paper presented at the annual meeting of the Academy of Management, Chicago.

Professional

- Promoted to full professor of Management and Organizations in the Ross School of Business at the University of Michigan.

Orehek, Edward*Publications*

- Orehek, E. & Ferrer, R. (in press). Parent instrumentality for adolescent eating and activity. *Annals of Behavioral Medicine*.
- Schumann, K., & Orehek, E. (in press). Avoidant and defensive: Adult attachment and quality of apologies. *Journal of Social and Personal Relationships*.
- Ellis, E., Klein, W. M. P., Orehek, E., & Ferrer, R. (in press). Effects of emotion on medical decisions involving tradeoffs. *Medical Decision Making*.
- Orehek, E., Forest, A. L., & Wingrove, S. (2018). People as means to multiple goals: Implications for interpersonal relationships. *Personality and Social Psychology Bulletin*, 44, 1487-1501.
- Orehek, E., Forest, A. L., & Barbaro, N. (2018). A people-as-means approach to interpersonal relationships. *Perspectives on Psychological Science*, 13, 373-383.
- Orehek, E., & Kruglanski, A. W. (2018). Personal failure makes society seem fonder: An inquiry into the roots of social interdependence. *PloS one*, 13(8), e0201361.
- Ferrer, R. A., Orehek, E., & Padgett, L. S. (2018). Goal conflict when making decisions for others. *Journal of Experimental Social Psychology*, 78, 93-103.
- Ferrer, R. A., Orehek, E., Scheier, M.F., & O'Connell, M. (2018). Cigarette tax rates, behavioral disengagement, and quit ratios among daily smokers. *Journal of Economic Psychology*, 66, 13-21.
- Orehek, E. (2018). Goal pursuit and close relationships: A people as means perspective. In C. Kopetz & A. Fishbach (Eds.) *The Motivation-Cognition Interface: From the Lab to the Real World* (pp. 131-151) New York: Routledge.

Presentations

- Orehek, E. A people-as-means perspective on motivation, behavior patterns, and performance. Talk presented at the annual meeting of the Society for the Study of Motivation, San Francisco, CA (May 2018).
- Orehek, E. [Invited] A people as means perspective on close relationships and goal pursuit. Talk presented at Association for Psychological Science, San Francisco, CA (May 2018).
- Orehek, E. How choosing screen time affects well-being and social isolation. Talk presented at International Convention of Psychological Science, Paris. (March, 2019)

Schumpe, Birga (*Post-Doc at NYU Abu Dhabi*)*Publications*

- Schumpe, B. M., Bélanger, J. J., Moyano, M. & Nisa, C. F. (2018). The role of sensation seeking in political violence: An extension of the significance quest theory. *Journal of Personality and Social Psychology*.

- Schumpe, B. M., Bélanger, J. J., Giacomantonio, M., Nisa, C. F., & Brizi, A. (2018). Weapons of peace: Providing alternative means reduces support for violence. *Journal of Applied Social Psychology*, 1-10.
- Schumpe, B. M., Bélanger, J. J., Dugas, M., Erb, H.-P., & Kruglanski, A. W. (2018). Counterfinality: On the increased perceived instrumentality of means to a goal. *Frontiers in Psychology*, 9, 1052.

Presentations

- Tedx-Talk!
Schumpe, B. M. (2018, April). No pain, no gain. [Video file]. Retrieved from <https://youtu.be/7LhZCSCVcEw>

Shteynberg, Garriy

Publications

- Shteynberg, G. (2018). A collective perspective: Shared attention and the mind. *Current Opinion in Psychology*, 23, 93-97.
- Haj-Mohamadi, P., Fles, E. H., & Shteynberg, G. (2018). When can sharing attention increase affiliation? On the bonding effects of co-experienced belief affirmation. *Journal of Experimental Social Psychology*, 75, 103-106.

Professional

- I was promoted to an Associate Professor at the University of Tennessee

Awards

- NSF Division of Behavioral and Cognitive Sciences Grant (\$351,339), PI. Awarded by the National Science Foundation for, Social bases of attitudinal extremization: Shared attention versus attitudinal simulation. 2018-2021.

Sokol, Marc

Publications

- Sokol, M. (2018). Engage decision makers or someone else will: The need for more compelling I-O Psychology communication. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11 (2), 241-245.
- I continue to serve as Executive Editor for *People + Strategy*, professional publication of HRPS Association. Prepare column, *Insight into Action* as the final contribution of each quarterly issue:
- Sokol, M. (2019) How evidence-based management can impact your business. *People + Strategy*, 42 (1), 58-59
- Sokol, M. (2018) Live better to lead better: A beginner's guide. *People + Strategy*, 41 (4), 72-74
- Maltz, M. and Sokol, M. (2018) Startup lessons for everyone. *People + Strategy*, 41 (3), 54-56.
- Sokol, M. (2018). *Insight into action: Will your teams offer competitive advantage?* *People + Strategy*, 41 (2), 70-71.

Awards

- Fellow, American Psychological Association

Yount, Naomi

Presentations

- Caporaso, A., Yount, N., Famolaro, T., Zebrak, K., Fan, L., and Sorra, J. (2018, May). Lessons learned from the Hospital Survey on Patient Safety Culture re-design and bridge study. Annual Meeting of the American Association for Public Opinion Research, Denver, CO.

- Famolaro, T., Yount, N., Sorra, J., Caporaso, A., and Liu, H. (2018, May). Web survey device choice and device switching in a hospital employee survey. Annual Meeting of the American Association for Public Opinion Research, Denver, CO.
- Sorra, J., Brady, J., Gandhi, T., and Yount, N. (2018, July). New AHRQ SOPS health IT patient safety supplemental items for hospitals (webinar presenter)., Rockville, MD.
- Yount, N., Sorra, J., Gray, L., and Famolaro, T. (2018, May). Assessing the impact of health IT on patient safety in hospitals: A new supplemental item set for the AHRQ Hospital Survey on Patient Safety Culture (poster). Institute for Healthcare Improvement/National Patient Safety Foundation Patient Safety Congress, Boston, MA.



SIOP 2019 UMD Reception

**Thursday, April 4, 2019
6:00-8:00 PM**

Rosa Mexicano – National Harbor
153 Waterfront St., Oxon Hill, MD 20745

Hosted by the **Social, Decision, and Organizational Sciences Program**
University of Maryland, College Park

Contact hsamuels@umd.edu for more information

Recent SDOS Presentations

Armstrong, B., Lemay, E., Covington, L. & Black, M. (2018, April). *Temporal associations between sleep and sedentary activity among toddlers*. Poster presented at the Annual Pediatric Psychology Conference, Orlando, FL.

Armstrong, B., Lemay, E., Covington, L. & Black, M. (2018, May). *Sedentary behavior and sleep in toddlers: Within and between subject effects*. Post presented at the annual meeting of the Sleep Research Society, Baltimore, MD.

Azevedo, K. J. (presenter), Cloitre, M., Jain, S., Ramirez, J, Kumar, A., Webb, K., Weiss, B., Gimeno, J., Factor, A., Hailu, E., LeFevre, A., Lindley, S. (2018, November). *Rethinking violence prevention in rural and underserved communities: How VA innovations in mental health can be leveraged to process trauma*. Oral presentation session at the American Anthropological Association annual meeting, San Jose, CA.

Barnet, J., Goard, J. Mahmud, R. & Norman, K. (2018, January). *Studying horrifyingly violent acts in video games*. Magfest, National Harbor, MD.

Barnet, K., Mahmud, R., Porter, A. M., Goard, J. & Norman, K. L. (2018, January). *The psychology of video games: A survey of psychological concepts within video games*. Magfest, National Harbor, MD.

Barth, S. E. & Wessel, J. L. (2018, April). *What is support? A typology of workplace support to mental illness disclosure*. A poster presented at the 33rd Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Chicago, IL.

Barth, S. E. & Wessel, J. L. (2019, April). *Responses to mental illness disclosure: Are all responses equal?* A symposium paper presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD.

Barth, S. E., Wheeler, J., & Wessel, J. L. (2019, April) *Intersectionality of employee voice: Interrupting or interrupted?* A symposium paper presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD.

Beavan, K., Epistola, J., Hanges, P., Lucas, J., & Shapiro, D. (2019). *Toxic leadership and culture*. To be presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.

Beavan, K., Epistola, J., Hanges, P., Lucas, J., & Shapiro, D. (2019, March) *Responses to unethical and immoral leaders and the role of organizational culture*. Robert H. Business School, University of Maryland.

Beck, L., Lemay, E. P., Jr., & Witting, C. (2019, June). *Attachment anxiety in daily experiences of romantic relationships: An expansion of the mutual cyclical growth model*. Paper to be presented at the 2019 meeting of the International Association for Relationships Research Mini-Conference on Positive Action in Relationships, Ottawa, Canada.

Recent SDOS's Presentations (cont.)

- Bee, K. K., & Mayer, D. M (2019). *Women's leadership aspirations go up when their supervisors are more feminine (and the same is true for men)*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland.
- Bélanger, J. J. (DISCUSSANT) (2019, March). *Opening science to interdisciplinary research: Psychological processes and benefits*. International Convention for Psychological Science, Paris.
- Bélanger, J. J. (2018, October) *Criminals vs. violent extremist offenders: Indicators and risk assessment techniques*. United Nations Interregional Crime and Justice Research Institute, Amman, Jordan.
- Bélanger, J. J. (2018, November) *Need, network, and narrative : The 3Ns of (de)radicalization. Psychological aspects of urban living (KEYNOTE)*. University of Indonesia, Jakarta, Indonesia.
- Bélanger, J. J. (2018, October) *Promoting sustained deradicalization: A 3N analysis*. United Nations Interregional Crime and Justice Research Institute, Amman, Jordan.
- Bélanger, J. J. (2018, October) *The psychology of terrorism: Patterns and recent Trends*. United Nations Interregional Crime and Justice Research Institute, Amman, Jordan.
- Bélanger, J. J., Chamberland, P.E., Dandeneau, S., Moyano, M., Nociti, N., Schumpe, B. M., Vallerand, R. J. (2018, May) *Passion and moral disengagement: Different pathways to political activism*. Association for Psychological Science, San Francisco.
- Bélanger, J. J. (2019, March) *From sinner to saint to demon: How sexual guilt increases the willingness to self-sacrifice for a cause*. International Convention for Psychological Science, Paris.
- Bélanger, J. J., Nisa, C. F., Schumpe, B. M. (2018, May) *When diversity leads to closed-mindedness: On the aversive effects of diversity in organizations*. Association for Psychological Science, San Francisco.
- Bélanger, J. J. (2018, May) *Passion and radicalization: Different pathways to political activism*, Université du Québec à Montréal, Montreal, May 2018.
- Bélanger, J. J., Schumpe, B. (2018, May) *Thrilled to pieces: On the role of sensation seeking in political violence*. Association for Psychological Science, San Francisco.
- Bélanger, J. J. (May, 2018) *The psychology of terrorism: Bridging the gaps between research and technology*. Tech Against Terrorism. Abu Dhabi.
- Bélanger, J.J. (2018, June) *The psychology of self-sacrifice (KEYNOTE)*. International Congress of Applied Psychology, Montreal.

Recent SDOS Presentations (cont.)

- Bonaiuto, M. & Molinario, E. (2018, June) *Determinants of biodiversity protection in the adult life: the role of early environmental experiences in influencing pro-biodiversity committed actions and sustainable food consumption*. ICAP-29th International Conference of Applied Psychology, Montreal.
- Cannon, C., & Lemay, E. P., Jr. (2019, February). *Effects of attachment anxiety on perceived partner responsiveness: The suppressing effects of acceptance goals*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Portland, Oregon.
- Caporaso, A., Yount, N., Famolaro, T., Zebrak, K., Fan, L., and Sorra, J. (2018, May). *Lessons learned from the Hospital Survey on Patient Safety Culture re-design and bridge Study*. Annual Meeting of the American Association for Public Opinion Research, Denver, CO.
- Choi, V. K., Prokopowicz, P., & Li, R. (2019, January). *A multi-method examination of hospital conflict cultures*. Presentation given at the 2019 Berkeley Haas Culture Conference in Berkeley, CA
- Chou, V.P., Hanges, P.J., & Scherbaum, C.A. (Forthcoming). *A neuroscience method to elucidate sources of score differences on ability tests*. Will be presented at the 2019 Society for Industrial and Organizational Psychology Conference, Washington DC.
- Famolaro, T., Yount, N., Sorra, J., Caporaso, A., and Liu, H. (2018, May). *Web survey device choice and device switching in a hospital employee survey*. Annual Meeting of the American Association for Public Opinion Research, Denver, CO.
- Gelfand, M. J. (2018, December). *Tightness-looseness: A fractal pattern of human difference*. Department of Psychology, Princeton University, Princeton, NJ.
- Gelfand, M. J. (2018, January). *Interdisciplinary perspectives on the strength of social norms*. Keynote address presented at the Cultural Perspectives on Social Norms Symposium, Amsterdam, NL.
- Gelfand, M. J. (2018, October). *How culture divides us*. Presented at RSA London, UK.
- Gelfand, M. J. (2018, October). *Michele Gelfand in conversation with Thomas Friedman*. Presented at University of Maryland. College Park, MD.
- Gelfand, M. J. (2018, September). *BISG Book Talk Michele Gelfand*. Presented at Harvard Kennedy School, Cambridge, MA.
- Gelfand, M. J. (2018, September). *Perspective on peace series: Book discussion & signing of Rule Makers, Rule Breakers*. Presented at Columbia University, New York, NY.
- Gelfand, M. J. (2018, September). *Rule makers, rule breakers: How tight and loose cultures wire our world – in conversation with Todd Kilman*. Presented at Politics and Prose, Washington, D.C.
- Gelfand, M. J. (2018). *The secret life of social norms* [Video file]. Retrieved from <https://www.youtube.com/watch?v=oqkzp9C2VyI>

Recent SDOS Presentations (cont.)

- Gelfand, M. J. (2019, April). *Faculty research speaker series: Michele Gelfand*. Presented at Yale School of Management, New Haven, CT.
- Gelfand, M. J. (2019, February). *Rule makers, rule breakers*. Presented at Frank Batten School of Leadership and Public Policy, University of Virginia, Charlottesville, VA.
- Gelfand, M. J. (2019, February). *Seminar series: Michele Gelfand*. Presented at Yale School of Management, New Haven, CT.
- Grand, J.A. (2018, March). *Think big, act small: Efforts to foster robust science*. Invited presentation at the University of Florida Warrington College of Business Workshop for Promoting Robust and Reliable Research Practice in the Science of Organizations, Gainesville, FL.
- Hanges, P., Epistola, J., Lucas, J., Woodruff, T., & Beavan, K. (2019). *Reporting unethical behavior: Moderating role of leaders' gender and behavior*. To be presented at the European Association for Work & Organizational Psychology, Turin, Italy.
- Hanges, P.J. (2018). *In the eye of the beholder: Pupillometry, ability Testing, and subgroup differences*. Invited presentation at Department of Psychology, Wayne State University.
- Hanges, P.J. (2018). *Measurement, Mediation, Moderation*. Three day workshop at Durham University, Durham, UK.
- Hanges, P.J. & Epistola, J. J. (Forthcoming). Eye of the beholder (and the beheld): Eye-tracking and leaders/followers. In C. A. Scherbaum (Chair). *In the mind's eye: Eye tracking as a tool for the organizational sciences*. Will be presented at the 2019 Society for Industrial and Organizational Psychology Conference, Washington DC.
- Hanges, P.J., Lucas, J.W., Beavan, K. & Epistola, J. (2018). *Leader behavior, organizational culture, and sexual harassment in the military*. Paper presented at the Interdisciplinary Perspectives on Leadership Conference, Chania, Greece.
- Kruglanski, A.W., Webber, D., Chernikova, M., Bélanger, J. J., Gelfand, M. *Deradicalizing detained terrorists*. Society for the Science of Motivation, San Francisco, May 2018.
- Kruglanski, A.W., Webber, D., Jasko, K., Bélanger, J. J., *The 3Ns of radicalization: Needs, Narratives, and Networks*. Society for Personality and Social Psychology, Portland, February 2019.
- Lee, P.J., Aiken, J.R, Chen, T., Dickson, M.W., Hanges, P.J., & Scherbaum, C.A.(2018). *Re-examining the perceived migration of I-O psychology to business schools*. Poster presented at the Society for Industrial and Organizational Psychology Conference. Chicago, IL.

Recent SDOS Presentations (cont.)

- Lemay, E. P., Jr. & Teneva, N. G. (2019, May). Impression management motivation and relationship quality. In E. Orehek (Chair), *Goal Pursuit Together: How Relationship Partners Can Support and Undermine One Another's Success*. Symposium to be conducted at the annual meeting of the Association for Psychological Science, Washington, DC
- Lemay, R. P., Jr., Ryan, J. E., Fehr, R., & Gelfand, M. (2019, May). Validating negativity and undermining relationships: The dark side of interpersonal responsiveness during conflicts with outsiders. In E. P. Lemay & J. E. Ryan (Chairs), *New Directions on the Dark Side of Prosocial Motivation*. Symposium to be conducted at the annual meeting of the Association for Psychological Science, Washington, DC.
- Markell, H., Barth, S.E., King, E. B., & Wessel, J. L. (2018, April). *Enhancing perspective and authenticity to improve age-diverse mentoring relationships*. A poster presented at the 33rd Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Chicago, IL.
- Mayer, D. M. 2018. *Complicating connection: Unpacking affection, attraction, and intimacy at work*. Panel symposium presented at the annual meeting of the Academy of Management, Chicago.
- Mayer, D. M., & Nurmohamed, S. 2018. *The effectiveness of the business case and moral arguments for diversity*. Paper presented at the annual meeting of the Academy of Management, Chicago.
- Molinario, E., Kruglanski, A.W., Jasko, K, Sensales, G., Ganucci Cancellieri, U. *Predictors of support for populism in Italy. A preliminary study*. AIP Congresso Nazionale delle Sezioni di Psicologia Sociale, Bari, Italy, 19-21 September, 2018.
- Norman, K., Maranto, E., Cossentino, K., Wagner, K., Reid, M., Barnet, J., & Mahmud, R. (2018, January). *Evaluation of virtual reality games: Simulator sickness and human factors*. Magfest, National Harbor, MD.
- Orehek, E. [Invited] *A people as means perspective on close relationships and goal pursuit*. Talk presented at Association for Psychological Science, San Francisco, CA (May 2018).
- Orehek, E. *A people-as-means perspective on motivation, behavior patterns, and performance*. Talk presented at the annual meeting of the Society for the Study of Motivation, San Francisco, CA (May 2018).
- Orehek, E. *How choosing screen time affects well-being and social isolation*. Talk presented at International Convention of Psychological Science, Paris. (March, 2019)
- Ramirez, J. (presenter), Azevedo, K. J., Kumar, A., LeFevre, A., Factor, A., Hailu, E., Linkley, S., Jain, S. (2018, October). *Rethinking violence prevention in rural and underserved communities: How veteran peer support groups can be leveraged to process trauma*. Poster session presented at the Institute on Psychiatric Services (IPS) Mental Health Services Conference, Chicago, IL.
- Richards, K. & Wessel, J. L. (2018, April). *Perspective taking and guilt during interpersonal confrontation against prejudice*. A poster presented at the 33rd Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Chicago, IL.

Recent SDOS Presentations (cont.)

- Ryan, J. E. & Lemay, E. P., Jr. (2019, May). Cognitive and behavioral biases toward close partners in conflicts with others. In E.P. Lemay & J. E. Ryan (Chairs), *New Directions on the Dark Side of Prosocial Motivations*. Symposium to be conducted at the annual meeting of the Association for Psychological Science, Washington, DC.
- Samuelson, H., Wessel, J., Hanges, P., Epistola, J., & Forgo, E. (2019). *Women Leaders: Challenges and Opportunities in Attaining and Maintaining Leadership*. To be presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.
- Samuelson, H.L. (2018), *Derivation of gain in a hierarchical multiple-goal pursuit model: The importance of distal goals*. Presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Samuelson, H.L., Barth, S.E., Levine, B.R., Wessel, J.L., & Grand, J.A. (2018). *The effects of developmental opportunities and external hiring in a gender stratification model*. Presented at the Breaking Bias: Leadership Excellence and Gender in Organizations Conference, Purdue University, West Lafayette, IN.
- Samuelson, H.L., Levine, B.R., Barth, S.E., Wessel, J.L., & Grand, J.A. (2018). *Below the glass ceiling and through the glass door: Developmental opportunities and hiring in a model of gender stratification*. Presented at the 6th Annual University of Maryland Psychology Department Diversity Research Conference, College Park, MD.
- Sorra, J., Brady, J., Gandhi, T., and Yount, N. (2018, July). *New AHRQ SOPS health IT patient safety supplemental items for hospitals* (webinar presenter)., Rockville, MD.
- Su, J., Loughlin, S., & Richey, E. (2018). *Incentivizing teaching innovations in professional programs through individual and institutional support*. Paper presented at 2018 AERA Annual Meeting, New York City, NY.
- Teneva, N. G., & Lemay, E. P., Jr. (2018, March). *Relationship-protective properties of insecurity: Attachment anxiety, security-regulation goals, and pro-relationship behavior*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Venaglia, R. B., & Lemay, E. P., Jr. (2018, May). *Authenticity is a goal-directed phenomenon: The role of social approval and self-concept clarity*. Poster presented at the Annual Meeting of the Association for Psychological Science, San Francisco, CA.
- Wessel, J. L. (2019, April) *Moderator for Authentically different: Merging authenticity with diversity management*. A panel presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD
- Wessel, J. L. (October, 2018) *You(r behaviors) are racist: The effect of confrontation focus*. An invited talk at the University of Delaware Psychology Department, Newark, DE.

Recent SDOS Presentations (cont.)

- Wessel, J. L., Huth, M. L., & Welle, B. (2019, April) *The importance of role-based and collective authenticity on well-being and withdrawal*. A symposium paper presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD. (Co-chairs: Bryant, C. M. & Wessel, J. L.)
- Wessel, J. L., Samuelson, H., Hanges, P. J., Epistola, J., & Forgo, E. (2019, April) *The relationship between identity and bipartisanship for elected leaders of Congress*. A symposium paper presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD.
- Wessel, J., Samuelson, H., Hanges, P., Epistola, J., & Forgo, E. (2019). *Advancing the Science of Intrapersonal and Interpersonal Leader Identity Dynamics*. To be presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.
- Yount, N., Sorra, J., Gray, L., and Famolaro, T. (2018, May). *Assessing the impact of health IT on patient safety in hospitals: A new supplemental item set for the AHRQ Hospital Survey on Patient Safety Culture* (poster). Institute for Healthcare Improvement/National Patient Safety Foundation Patient Safety Congress, Boston, MA.

Recent SDOS Publications

- Aiken, J.R., Hanges, P.J., & Chen, T. (2018). The means are the end: Complexity science in Organizational Research. In J. M. LeBreton & S. Humphrey. *Handbook on Multilevel Theory, Measurement, and Analysis*. American Psychological Association.
- Assaad, L., & Lemay, E. P., Jr. (2018). Social anhedonia and romantic relationship processes. *Journal of Personality*, 86, 147-157.
- Azevedo, K. J., Ramirez, J., Kumar, A., LeFevre, A., Factor, A., Hailu, E., Lindley, S., Jain, S. (in press). Rethinking violence prevention in rural and underserved communities: How veteran peer support groups help participants deal with sequelae from violent traumatic experiences. *The Journal of Rural Health*.
- Baldner, C., Pierro, A., & Kruglanski, A.W. (in press). A “bridge” over troubled water: Implications of the effect of locomotion mode on hopelessness. *Journal of Applied Social Psychology*.
- Bélanger, J.J., Kruglanski, A. W., Kessels, U. (2019). On Sin and Sacrifice: How Intrinsic Religiosity and Sexual-Guilt Create Support for Martyrdom. *Psychological Research on Urban Society*.
- Bélanger, J.J., Moyano, M., Muhammad, H., Richardson, L., Lafrenière, M-A. K., McCaffery, P., Framand, K., Nociti, N (2019). Radicalization Leading to Violence: A Test of the 3N Model. *Frontiers in Psychiatry*.

Recent SDOS Publications (cont.)

- Bélanger, J.J., Nisa, C.F., Schumpe, B.M., Chamberland, P-E. (2019). Using Implementation Intentions to Change Passion: The Role of Environmental Mastery and Basic Psychological Needs. *Motivation Science*.
- Bélanger, J.J., Schumpe, B. M., Menon, B., Conde, J., Nociti, N. (2018). Self-Sacrifice for a Cause: A Review and an Integrative Model. In V. Zeigler-Hill & T.K. Shackelford (Eds.), *The Sage Handbook of Personality and Individual Differences*.
- Bélanger, J.J., Schumpe, B.M., Nisa, C. F., (2019). How Passionate Individuals Regulate Their Activity with Other Life Domains: A Goal-Systemic Perspective. *Journal of Personality*.
- Bélanger, J.J., Schumpe, B.M., Nociti, N., Moyano, M., Dandeneau, S., Chamberland, P-E., Vallerand, R.J. (2019). Passion and Moral Disengagement: Different Pathways to Political Activism. *Journal of Personality*.
- Boothby, E.J. & Clark, M.S. (2018). Side by side: How merely being with a close other can enhance well-being. In D. Dunn (Ed.) *Positive Psychology: Established and Emerging Issues*, (pp. 80-93) New York: Â Routledge/Taylor & Francis Group.
- Boothby, E.J., Cooney, G., Sandstrom, G. M., & Clark, M.S. (2018). The liking gap in conversations: Do people like us more than we think? *Psychological Science*, 29, 1742-1756.
<https://doi.org/10.1177/0956797618783714>.
- Brizi, A., & Mannetti, L. (2018). The moderating role of need for closure in the relation between uncertainty and discrimination towards immigrants: A quantitative case study. *Sage, Research Methods Cases-Psychology*.
- Choi, V. K., Jackson, J. C., & Gelfand, M. J. (2018). The role of entitativity in perpetuating cycles of violence. *Behavioral and Brain Sciences*, 41.
- Chung, B., Ehrhart, K., Shore, L., Randel, A., Dean, M., & Kedharnath, U (in press). Work Group Inclusion: Scale Validation and Nomological Network. *Group and Organization Management*.
- Clark, M.S. & Adkins, C. (& Beck, L.A. (2019, in press). We should study relational trajectories, but we should think through the meta-theoretical framework more broadly. *Psychological Inquiry*. (Commentary on an article by Paul Eastwick, Eli Finkel & Jeffrey Simpson).
- Clark, M.S., Hirsch, J.L.& , Monin, J.K. (2018). Love conceptualized as mutual communal responsiveness. In R. Sternberg (Ed.). *The New Psychology of Love, 2nd Ed.* (pp. 84- 116). New York, NY:Cambridge University Press.
- Clark, M.S., Lemay, E.P. & Reis, H.T. (2018). Other people as situations: Relational context shapes psychological phenomena. In D. Funder & R. Sherman (Eds.) *Oxford Handbook of Situations*. Oxford, England: Oxford University Press. DOI: 10.1093/oxfordhb/978019022633348.013.5.

Recent SDOS Publications (cont.)

- De S., Nau D. S., Pan X., Gelfand M. J. (2018). Tipping points for norm change in human cultures. In Thomson R., Dancy C., Hyder A., Bisgin H. (Eds.), *Social, Cultural, and Behavioral Modeling. SBP-BRIMS 2018. Lecture Notes in Computer Science*, vol 10899. Springer, Cham.
- Dougherty, M.R., Slevc, L.R., & Grand, J.A. (in press). Making research evaluation more transparent: Aligning research philosophy, departmental values, and reporting. *Perspectives on Psychological Science*.
- Dugas, M., & Kruglanski, A. W. (2018). Shared Reality as Collective Closure. *Current opinion in Psychology*, 23, 72-76.
- Dugas, M., Crowley, K., Gao, G. G., Xu, T., Agarwal, R., Kruglanski, A. W., & Steinle, N. (2018). Individual differences in regulatory mode moderate the effectiveness of a pilot mHealth trial for diabetes management among older veterans. *PloS one*, 13(3), e0192807.
- Ellis, E., Klein, W. M. P., Orehek, E., & Ferrer, R. (in press). Effects of emotion on medical decisions involving tradeoffs. *Medical Decision Making*.
- Fehr, R., & Gelfand, M. J. Forthcoming. Organizational forgiveness. In E. L. Worthington & N. G. Wade (Eds.), *Handbook of Forgiveness*. New York: Routledge.
- Fernandez, J.R. & Kruglanski, A.W. (in press). The Psychology of Multiple Goal Pursuit: Choices, Configurations and Commitments. *Journal of Association of Consumer Research*.
- Ferrer, R. A., Orehek, E., & Padgett, L. S. (2018). Goal conflict when making decisions for others. *Journal of Experimental Social Psychology*, 78, 93-103.
- Ferrer, R. A., Orehek, E., Scheier, M.F., & O'Connell, M. (2018). Cigarette tax rates, behavioral disengagement, and quit ratios among daily smokers. *Journal of Economic Psychology*, 66, 13-21.
- Ganucci Cancellieri, U., Manca, S., Laurano, F., Molinario, E., Talamo, A., Recupero, A., Bonaiuto, M. (2018). Visitors' satisfaction and perceived affective qualities towards museums: the impact of recreational areas. *Rassegna di Psicologia*, 25(1), 5-18. <http://dx.doi.org/10.4458/0135-01>.
- Geeraert, N., Li, R., Ward, C., Gelfand, M.J., & Demes, K. A. (2019). A Tight Spot: How Personality Moderates the Impact of Social Norms on Sojourner Adaptation. *Psychological Science*.
- Gelfand, M. J. (2018) *Rule makers, rule breakers: How tight and loose cultures wire the world*. New York, Scribner.
- Gelfand, M. J. (2019) Universal and culture-specific patterns of tightness-looseness across the 31 Chinese provinces. *Proceedings of the National Academy of Science*.
- Gelfand, M. J., Chiu, C., & Hong, Y. (Eds.). (2018). *Handbook of advances in culture & psychology* (Vol 7). New York, NY: Oxford University Press.

Recent SDOS Publications (cont.)

- Gelfand, M. J. & Jackson, J. C. (2019) The Cultural Psychology of Negotiation. In Cohen, D. & Kitayama, S. (Eds.), *Handbook of Cultural Psychology* (2nd ed., pp. 650-677). New York, NY: Guilford.
- Gollwitzer, A. & Clark, M.S. (2018). Anxious attachment as an antecedent of people's aversion towards pattern deviancy. *European Journal of Social Psychology*.
- Grand, J.A., Rogelberg, S.G., Allen, T.D., Landis, R.S., Reynolds, D., Scott, J.C., Tonidandel, S., & Truxillo, D.M. (2018). A systems-based approach to fostering robust science in Industrial-Organizational psychology [Focal article]. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11, 4-42.
- Grand, J.A., Rogelberg, S.G., Banks, G., Landis, R.S., & Tonidandel, S. (2018). From outcome to process focus: Fostering a more robust psychological science through registered reports and results-blind reviewing. *Perspectives on Psychological Science*, 13, 448-456.
- Haj-Mohamadi, P., Fles, E. H., & Shteynberg, G. (2018). When can sharing attention increase affiliation? On the bonding effects of co-experienced belief affirmation. *Journal of Experimental Social Psychology*, 75, 103-106.
- Hanges, P.J. (2018). Barrier analysis of senior executive selection (SES) process. *Report provided to US Federal Aviation Administration*. CONFIDENTIAL.
- Hirsch, J., & Clark, M.S. (2019). Four paths to belonging that we should study together. *Perspectives in Psychological Science*. Published online before print
<https://journals.sagepub.com/doi/10.1177/1745691618803629>
- Jackson, J.C., Choi, V.K., & Gelfand, M.J. (2019). Revenge: A Multilevel Review and Synthesis. *Annual Review of Psychology*, 70, 16.1-16.27.
- Jackson, J. C., Gelfand, M. J., De, S., & Fox, A. (2019). The loosening of American culture over 200 years is associated with a creativity–order trade-off. *Nature Human Behavior*.
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