

# TESTUDO TIMES



## Letter from the Editors

Dear Alumni and Friends,

Welcome to another 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, Josh Ryan and Nadya Teneva (p. 2), and is hosting a great group of post-docs, lab managers, and visiting scholars (p. 3 - 6). Our faculty (p. 7), students (p. 16) and alumni (p. 17) continue to impact their respective fields and accomplish great things. We also have a feature (p. 15) on UMD's new Master of Professional Studies program in I/O Psychology!

Finally, we have included a piece on this year's annual SDOS party at the Society for Personality and Social Psychology Conference in San Antonio, Texas (p. 20) and information about the upcoming event at the Society for Industrial and Organizational Psychology Meeting in Orlando, Florida this April (p. 21).

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

*Editors for SDOS Newsletter, Volume 9: Noah Wolf, JJ Su, and Jesse Harrington*

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

## New Students

### *Josh Ryan*

Josh is a first year student working with Dr. Edward Lemay. He is interested in the study of empathy, understanding, and interpersonal relationships. He worked previously as a Data Manager for the University of Connecticut and as a Fellow for Harvard University, and has worked on several projects aimed at reducing child abuse and neglect within the state of Connecticut. Now at the University of Maryland, he hopes to explore questions about what factors influence our relationships with, and treatment of, others, especially in romantic contexts. He is currently collecting data on a study that examines forecasts people make about prospective dating partners based upon how empathic the targets appear to be. Additionally, he is working on a thesis proposal that explores the cognitive and behavioral biases people demonstrate in favor of their romantic partners relative to third parties in situations of conflict.

In his free time, Josh enjoys music and movies. He also enjoys spending time with his cat, Sterling, who he adopted from a shelter.



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### *Nadya Teneva*

Nadya graduated this past May from Northwestern University with bachelor's degrees in Psychology and Economics. Her interest in romantic relationships naturally led her to working with her advisor, Ed Lemay. Over the course of the year, they have been working together on multiple research projects related to emotion expression and regulation and goal related behaviors in interpersonal relationships. Although she sometimes misses Chicago, Nadya is really enjoying all that the area has to offer. In her spare time, she likes to spend time with friends, discover new foods, travel as much as possible and explore all the amazing museums and art exhibits in DC.

## Visiting Scholars



### ***Sarah Gordon***

Sarah is a full-time research assistant working on various cross-cultural and organizational psychology projects with Dr. Michele Gelfand. She received her B.A. from Columbia University in Psychology and Linguistics and is interested in cross-cultural research, particularly as it relates to conflict resolution, decision making, and leadership. Before joining the lab, Sarah conducted research on cross-cultural attitudes and negotiation at Columbia Business School. She was also involved with diversity program evaluation and neuropsychology research on language production, as well as consumer behavior research at a consulting firm in China. In her free time, Sarah enjoys running, traveling, and learning foreign languages.

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### ***Nava Calouri***

Nava is the Culture Lab manager working with Dr. Michele Gelfand. She graduated from Skidmore College in 2016, where she studied psychology and religious studies. In her work with Dr. Gelfand, she has had the opportunity to synthesize her interests in religious cognition and conflict, group identities, and culture. Specifically, she is interested in the social norms and belief systems that separate people into distinct groups, how these systems develop, and in strategies for improving communication and understanding across these ideological divides. She also enjoys bad puns and good food.

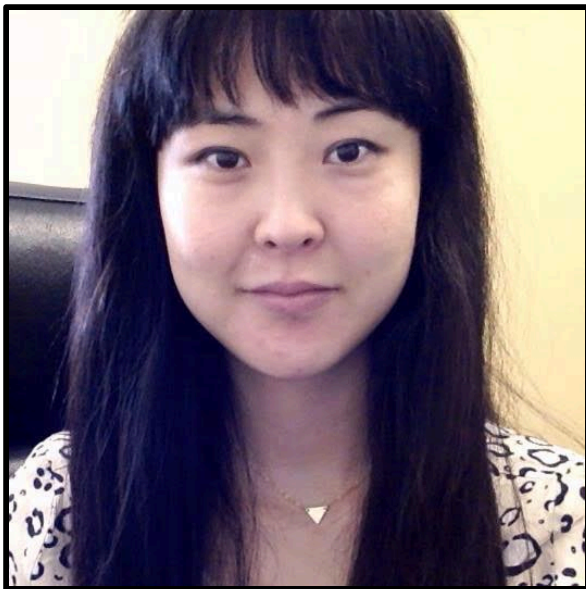




## Visiting Scholars

### *Nour Mansour*

Nour is a research assistant in the Culture Lab working under the supervision of Professor Michele Gelfand. Nour graduated from the American University of Beirut with a bachelor's degree in psychology and received her master's degree in clinical psychology from Central Michigan University. Based on a broader interest in the link between culture and social psychological processes, Nour's main research interests are focused on the cultural processes involved in negotiation and conflict resolution. Specifically, Nour is working on a project aimed at exploring possible antecedents and mediators in the relationship between honor, religion, and forgiveness aversion. In addition, Nour is assisting with projects that focus on exploring tightness-looseness across countries.



### *Virginia Choi*

Virginia grew up in Southern California and graduated from Smith College with a BA in Philosophy. She has a MA in Clinical Psychological Science from UMD. She is currently a research assistant in Dr. Gelfand's lab, researching the influence of group characteristics and cultural factors on organizational processes. Her past research areas include: stigma across cultures, the professionalization of emerging fields, burnout, workplace diversity, and co-rumination. In her spare time, she enjoys watching movies and entering the New Yorker caption contest. She also has a background in journalism and communications.



## Post Docs

### *Katarzyna Jasko*

Katarzyna Jasko is a postdoctoral researcher working with Dr. Arie Kruglanski. She is from Poland and received her PhD in psychology from Jagiellonian University in 2011. After she joined Dr. Kruglanski's lab, Katarzyna experienced personal enlightenment and discovered that she wanted to study motivation all her life. She is currently working on several projects related to goal systems theory. She is also very much interested in the relation between basic psychological needs and extreme - peaceful and violent - intergroup behavior. In her free time, Katarzyna listens to jazz, watches documentaries about political activists, and runs. She really hopes that if she applies motivation theory to her running she might finally be able to run a sub-four-hour marathon.



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### *Erica Molinario*



Erica Molinario received her PhD in Social Psychology from the University of Rome-Sapienza (Italy) in December 2015. She started working with Dr. Arie Kruglanski during the last year of her Ph.D. as a visiting student from Italy. She is interested in understanding what motivates people to enact pro-environmental behaviors and the mechanisms behind environmental conservation actions. In working with Dr. Kruglanski, she developed interests in extreme violent actions (e.g., terrorism) and extreme non-violent actions (e.g., political activism) and is currently studying these behaviors within Significance Quest Theory. She also collaborates with the Department of Psychology of Social and Developmental Processes of University of Rome-Sapienza, and with CIRPA (Centre for Research in Environmental Psychology) conducting studies related to sustainable food choices and impulsive consumer choices.

## Post Docs

### ***Yan Mu***

Yan Mu is a postdoctoral researcher currently working with Dr. Michele Gelfand in the Social, Decision, and Organizational Sciences Program at the University of Maryland, College Park. She is from China and received her PhD in psychology from Peking University in 2011. She has published her work in top-ranked journals, such as *Proceedings of the National Academy of Sciences* and *Neuroimage*. 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.



### ***Maxim Milyavsky***

Maxim Milyavsky completed his PhD in psychology at the Hebrew University of Jerusalem with Dr. Ran Hassin and Dr. Yaacov Schul in 2013 and is currently a postdoctoral researcher at the University of Maryland with Dr. Arie Kruglanski. His thesis focused on the role of motivation in unconscious perception and intuitive decision-making. He also conducted several projects with Dr. Ilan Yaniv on the role of advice in decision-making. Currently, he is working on various projects related to cognitive and motivational underpinnings of arrogance as well as on some projects related to need for closure, motivation, cognitive energetics and goals. Following his time at the University of Maryland, Maxim plans to search for an academic position.

## Faculty Updates



### *Mike Dougherty*

This year, Mike has once again been enjoying his duties as the Associate Chair and Director of Graduate Studies. He continues to relish the opportunity to provide developmental forums for graduate students. In exciting news, beginning this summer, Mike will assume the position of Chair of the Psychology Department. Currently, Mike is working on a 3-year grant, from the National Science Foundation, investigating how people generate and utilize predictive cues for decision-making. The grant focuses specifically on the heuristic based processes that generate and use predictive cues in decision-making. Mike is also especially proud of the psychology department's new mentored teaching program, which he created as the graduate director. This program trains graduate students in teaching.

Finally, Mike has continued a record of impressive publications in outlets such as the *British Journal of Mathematical and Statistical Psychology*. His published works this past year spanned topics including Bayesian analyses of Working Memory and Hypothesis Generation Models. He also gave a talk this past year at the Psychonomic Society Conference in Boston.

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### *Michele Gelfand*

It's been an extremely busy year for Michele! She has taken many trips throughout the country and abroad this year, including to Morocco, Jordan, Poland, Japan, Sri Lanka, and China. She has given keynote addresses at the Association for Psychological Science in Chicago (while contending with laryngitis!), the Midwestern Psychological Association (Chicago, IL), and the International Congress of Psychology in Yokohama, Japan. Also in Japan, she conducted a workshop on Cultural Neuroscience at the International Association for Cross-Cultural Psychology (Nagoya, Japan). She has also presented at the American Association for the Advancement of Science in Boston, MA, which is an interdisciplinary group of psychologists, anthropologists, archeologists, and climatologists, on an NSF-funded grant on natural disasters and culture. She became a Senior Fellow at ARTIS, a science policy group that is focused on conflict areas, and a





Research Associate at Oxford University's School of Anthropology. She is also currently planning the first meeting for the Society for Cultural Evolution, which is to take place in September in Jena, Germany. She also engaged in a commuting sabbatical to Harvard University, sponsored by the Kennedy School and the Middle East Institute. While there, she greatly enjoyed giving talks at the Center for Public Leadership, Psychology, and Evolutionary Biology, as well as guest lectures on negotiation, and conducted workshops on tightness-looseness for executives.

This year, Michele received grants from the Federal Bureau of Investigation (FBI) to study forgiveness aversion in the Middle East, and a grant from MINERVA to continue research on cultural neuroscience of tightness-looseness. Her lab has collected over 2,500 responses across 100 units of a hospital to study conflict cultures with Jesse Harrington, Ren Li, and Sarah Gordon. Michele has received the Research Communication Award from UMD for work on immigration and radicalization, which was published in *The Washington Post*. She also co-authored the book *Values, Political Action, and Change in the Middle East and the Arab Spring*, and the next volume of the *Advances in Culture and Psychology* (Volume 7), both published by Oxford University Press. She is also working on an Oxford Handbook of Culture and Organizations with Miriam Erez, which is to contain 2 volumes with 46 chapters, and has published a number of papers, including articles on culture and conflict in *Proceedings of the National Academy of Science*, why Americans lose value in negotiations in *Academy of Management Discoveries*, on tightness-looseness in *Behavioral and Brain Sciences* and *Religion, Brain, & Behavior*, a 100-year review of cross-cultural industrial/organizational behavior in the *Journal of Applied Psychology*, challenges to the study of cultural evolution in *Nature and Ecology and Evolution*, and more! In the popular press, she also earned a contract from Scribner for her new book, *The Secret Life of Social Norms: How Culture Affects Our Nations, Neurons, and Everything in Between*. This book is intended for a general audience, and writing it has been a great challenge, but a lot of fun for her. Michele has also published a number of op-ed pieces on the Trump administration and "Trump culture", including in the [Huffington Post](#), [Scientific American](#), and work on radicalization and immigration in [The New York Times](#). This year, she continued to teach Exec Ed in Beijing to instruct on creative strategies to manage conflict, and had a cohort of almost 40 this year!

For personal news, Michele traveled around Japan with Jeanette, Hannah, and Todd, and used a speak-and-translate app to talk to people she met – which kept the kids entertained! She is also planning Hannah's Bat Mitzvah for this May, and the celebration will take place on campus at the Riggs Center. She has also been teaching Jeanette to drive, and has found the experience to be more dangerous than interviewing terrorists! She hosted a wedding celebration party at the Cosmos for Yan and Henry's wedding, and they had lots of fun parading around Washington together. Michele is also a very proud academic mother, and wishes to congratulate Ryan Fehr, who got tenure at the University of Washington, Lisa Leslie, who got tenure at New York University and was named a Top 40 Professor Under 40 from Poets & Quants, as well as Sarah Lyons, who did a TEDx Talk, Joshua Jackson who received an NSF Fellowship and a distinguished scholarship from University of North Carolina, and Brandon Crosby, who received a job offer from Rand Corporation! Congratulations to them all!

***James Grand***

James has had a very eventful and productive year. He continues to dedicate a lot of time to his ongoing grants with the Defense Medical Research Development Program on developing a team training and assessment design to aid healthcare teams and the US Army Research Institute on computational modeling approaches to organizational effectiveness. In the past year, his publication on a process-oriented theory of knowledge emergence in teams was distinguished as a Monograph by the senior editorial board at the Journal of Applied Psychology. He is also serving as chair of the SIOP Scientific Affairs Committee and is excited about the Committee's upcoming initiatives, most notably developing a task force to improve the scientific practices of I/O Psychology.

Additionally, James is enthusiastic about his work in collaboration with his graduate students. James and Ben are working on a number of ideas including a project on cognitive models of situational judgment tests. James is also excited about collaborating with Hannah on her work on computational modeling and particularly her thesis that is focused on motivation and goal setting behaviors. Moreover, James and Jen along with their graduate students Ben, Sara and Hannah started an informal learning group focused on modeling techniques.

In the past year, James and Jen bought a house in College Park and have happily settled in. They also have a lot to look forward to, since they are expecting to welcome the youngest SDOS member in late July/early August!

***Paul Hanges***

Paul is celebrating his 31<sup>st</sup> year in the department of Psychology at UMD as well as his 24<sup>rd</sup> year with the GLOBE project. Paul is a member of the executive board of GLOBE. Funds have been received for the next phase of GLOBE and the board will be meeting in April to start the data collection process

Paul is also a co-principle investigator on an Army Research Institute Grant, awarded in September 2015, with Jeff Lucas, Sociology department at UMD, and Wes Huey, at the US Naval Academy, investigating ethical leadership, ethical climate, and unethical behaviors at three United States Military Academies. The team recently completed a yearlong series of interviews with cadets at West Point, the



Naval Academy, and the Air Force Academy, as well as with soldiers from three military bases, which focused on ethical/unethical leadership and military climate. They conducted over 300 separate interviews and are now following up with quantitative studies utilizing these samples. In addition, Paul has also continued to work on a research project that began in 2007 with the Association of Research Libraries (ARL) called ClimateQUAL. The project investigates the relationship of fairness and diversity issues and important organizational outcomes in research libraries across the US, Canada, and the United Kingdom. A ClimateQUAL book detailing the study's findings will be published later this year. Lastly, Paul has also continued working on a research project focusing on barrier analysis for the FAA that he started with Jim Outtz. The project investigates the FAA's selection systems to ensure they are not inadvertently producing barriers for minorities.

Paul is also the academic director for UMD's new Masters in Professional Studies in Industrial Organizational Psychology program. The masters program is admitting students for the upcoming year, and they have over 20 students currently enrolled and midway through their first year. Paul greatly enjoyed teaching a selection class as part of the masters program. Additionally, the masters program hired their second full time faculty member, Ken Yusko, as a new full time instructor to continue to develop an effective program in IO. Juliet Aiken is the program director, and Paul continues to enjoy working with her. Paul also works on several research projects with Juliet, including a project that developed radar training programs for the International Brotherhood of Electrical Workers.

This year also marks Carol and Paul's 10<sup>th</sup> year in New Market and while they still love the area and all it provides, they are considering moving closer to school and the city. In February, Paul and Carol got a new Labrador retriever rescue dog from Lab Rescue. Lastly, Paul's daughter recently got engaged!

This summer, Paul will be traveling to England to spend some time teaching at Durham University in Durham U.K. In addition, he will also be presenting a workshop focusing on joint research on implicit leadership and ethical leadership. This workshop is part of a larger grant collaboration on implicit leadership theory, led by Bob Lord, with other researchers throughout the world. James Grand and Paul have produced a grant proposal through ARI and Bob Lord's work that will be a part of the larger grant, examining ethical leadership using IRT and forced choice methodology to improve the measurement of undesirable leadership behaviors.

SIOP awarded Paul, along with UMD graduate Marcus Dickson, and select GLOBE colleagues, the International Research and Collaboration (IRC) Award. Paul is also bringing in a new student next year. Finally, Paul has continued a record of impressive publications in outlets such as *Current Opinions in Psychology*, and the *Journal of Cross-Cultural Psychology*, on topics ranging from cross-cultural leadership to selection. In addition, Paul has published four book chapters and as noted above, a ClimateQUAL book, which summarizes all findings from ten years worth of research on the ClimateQUAL project, is expected in November.



*Arie Kruglanski*

It was yet another prolific year of academic achievement for Dr. Arie Kruglanski, as he continues to demonstrate why he ranks among the very finest in the field of social psychology.

In June Arie's colleagues and admirers gathered in his honor for a Festschrift. Gregory Ball, Jack Blanchard, and Michele Gelfand each delivered opening remarks, highlighting Arie's passion for research, the nuance he brings to data analysis, and the generosity he displays in sharing his knowledge with peers and those who are at earlier stages in their career. It was most definitely *not* a retirement party, despite good-natured jokes to that effect. Indeed, the Festschrift featured talks on

several ongoing areas of academic endeavor to which Arie contributes: individual and social epistemology, the motivation patterns underlying extremism, and the tools that can be applied to shape attitudes and behavior in prevention of violence. As speakers cited Arie's work it was evident the profound degree with which his studies have contributed to our understanding of the forces at work in the Middle East, Asia and other regions where social tensions give rise to extremism. Among those toasting Arie before dinner were Mary Ann Rankin, Senior Vice President and Provost of the University of Maryland, Carol Dweck, John Levine, and Wolfgang Stroebe. Still, no single-day event could possibly include a comprehensive rundown of all that Arie has accomplished during his storied career in social psychology; rather, the June 16 Festschrift provided a starting point for a book to be published by Routledge containing a list of Arie's most influential articles. It will be called *The Motivated Mind: The Selected Works of Arie Kruglanski*.

Of course, Arie has attracted acclaim far beyond the university and his field of study: He was the subject of a short documentary inspired by his research on Need for Closure. The film was noticed by the *New York Times*, which published an article about it in its editorial page a week before the 2016 election. In March Arie sat down for a live-streamed interview with Rector Chip Edens of the Faith Forum Christ Church in Charlotte, discussing the psychology of close-mindedness and extremism. The ICPP Conference in Warsaw invited Arie to deliver their keynote address. He also gave keynote remarks at the Gdansk conference in Poland and at the German Association for Peace Research. For the World Government Summit in Dubai, Arie made a presentation on the subject of radicalization, and he presented research findings at the European Social Psychology spring conference. Despite a packed schedule of speaking engagements, Arie managed to find time to continue researching and publishing: He leads refugee research in Lebanon, Turkey, Jordan, and Iraq, and he published in various leading journals such as *Personality and Social Psychology Bulletin*, *Political Psychology*, *Motivational Science*, and *American Psychologist*. Finally, Arie has continued to share his keen judgment across a range of valuable services, including the Society of Experimental Social Psychology's Distinguished Award Committee, which he chairs. He serves on the University of Maryland's Hiring Committee and its Committee for Distinguished University Professors.

**Ed Lemay**

Ed continues to be dedicated to his research and teaching. As usual, he had a very active and fruitful year.

He enjoys teaching both undergraduate and graduate level courses. He is particularly happy about his graduate level seminar on Interpersonal Relationships this spring, which has been generating extremely constructive discussions.

Ed is working on multiple research projects. He just submitted a paper to JPSP in collaboration with Noah Wolf investigating the positive effects of adopting a goal to be valued by others. He is also currently collecting data from a Daily Diary study trying to demonstrate that self-image goals can lead to prosocial behaviors. He is passionate about discounting the notion that self-oriented goals always lead to selfish behaviors. Additionally, he is excited about his project investigating the effects of guilt expression on interpersonal relationships with Nadya Teneva. He is also quite interested in research he is doing in collaboration with Josh Ryan on exploring the biased perception of close partners' role in conflicts, and with Rachel Venaglia on experience sampling of social interactions.

Furthermore, Ed is submitting a grant proposal to the National Cancer Institute in collaboration with our own alumnus Ed Orehek who is now at University of Pittsburgh. They are investigating the manners in which close partners can be instrumental or detrimental to each other's healthy eating goals. In addition, Ed has a grant project in review at NSF focusing on ways in which trust towards relationship partners is influenced by their social networks.

Ed has also been invited to deliver a keynote address at the IARR Mini-Conference in Syracuse, NY this June. Additionally, he is serving as chair on three different symposia at the upcoming APS Convention. Ed is also very excited about attending a workshop on social network analysis this spring.

Finally, Ed also manages to find quality time for his family. He and his wife, Shalome, finally bought a house in Rockville, MD last summer. They love the neighborhood and new school for their daughters. As a result of the new house, they have become very interested in home improvement.

**Kent Norman**

Dr. Norman continues to do research on cognitive aspects of the human-computer interface as director of the Laboratory for Automation Psychology and Decision Processes and founding member of the Human-Computer Interaction Laboratory in the iSchool. Students in the lab are continuing to explore psychological aspects of video games. This year, the second edition of Kent's *Cyberpsychology: An Introduction to Human-Computer Interaction* was published by the Cambridge University Press. It is now available on Amazon.com.



***Chuck Stangor***

Chuck continues to work on his teaching to improve student learning.

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***Tom Wallsten***

Tom is now in his fourth year of emeritus status and still recommends it to those colleagues who are considering taking the plunge. Indeed, Tom feels as busy as when he was a regular faculty member, but in a much more relaxed way. Currently, Tom is dividing his time among research projects, writing, grandchildren, reading, D.C.'s cultural activities, and traveling. In addition to finishing up some papers, he's also working as a consultant to the Intelligence Advanced Research Projects Activity (IARPA) on research related to judgment, analysis, and communication and continues to work on a graduate-level statistics text with a colleague. Tom and his wife, Sharon, just returned from a spectacular two weeks in Chile and Argentina. In Patagonia, where they spent most of their time, they were captivated by the breathtaking scenery and the raw nature of the place.





***Jennifer Wessel***

Jen has had a busy year in her lab! She is currently beginning a new project with Paul Hanges and several faculty from the Political Science department on campus to investigate cooperation in the United States Congress. The project is funded by a grant from the Social Science Research Council, and will involve conducting qualitative interviews with former Congress members to understand cooperation in the legislative body from a psychological perspective. Interviews begin in April, and the project should grow in scope and span multiple years. Jen is also working with 8 SDOS students(!) on various projects, and she greatly enjoys getting involved and interacting with students from the program. Additionally, she has 13 undergraduates in her lab and she is keeping them very busy on a number of projects.

Jen is also continuing to research stigma identity management. She has a publication on sexual orientation disclosure currently in press in the *Journal of Social Issues*, and is co-author for a theoretical piece that explores how identity management choices may change the meaning of an identity in particular contexts, which is accepted at the *Academy of Management Review*. She also has 4 different presentations for the Society of Industrial and Organizational Psychology, and is very proud of Sara who will be presenting at SIOP, as well as two conferences – the American Psychological Society and the Academy of Management.

Jen and James have also shared the exciting news that they are expecting their first child in early August (or late July)! Jen and James are spending their free time remodeling their home and preparing it for their new addition.



## ***Master of Professional Studies (MPS) in Industrial/Organizational Psychology***



The MPS in I/O psychology is well under way. Both the first and incoming cohort had over 130 applicants each. The first cohort of 26 students will be graduating in December. Almost every one of them are employed, e.g., in consulting (Booze Allen Hamilton), recruiting, talent development, analytics and research. The UMD family has supported the MPS program. Both Dr. Rabiah Muhammad and Dr. Colin Cooper have taught a course. Other alumni (Dr. Eric Braverman, Dr. Kathryn Niles-Jolly, Dr. Mina Sipe, and Dr. Marc Sokol) are actively engaged in the Advisory Board. Dr. Juliet Aiken (MPS director, top left) is also an alumnus. Her passion in teaching, research, and consulting is leveraging statistics to promote diversity in organizations, improve talent development, and enable organizational change. Juliet manages recruitment, selection, and support for IO MPS faculty and students, shapes the program structure and content, and also teaches 5 classes for the MPS program. Juliet consults for private, non-profit, and public entities as well as other research on statistical analysis, selection promotion, and adverse impact, among other topics. She works with her clients to design, launch, and evaluate training and change initiatives, including training internal staff on how to manage databases, conduct analyses, and generate reports. Recent clients include the IBEW Local 26 Apprenticeship Program, the Federal Aviation Administration, and Intrax Inc. Juliet also has experience in legal contexts, both as an expert witness for the Department of Justice, and as a Siena Consultant engaged by the Receiver for the Jefferson County Commission in Birmingham, Alabama during their consent decree.

Juliet and Dr. Paul Hanges developed the IO MPS program around three core tenets: 1) leveraging research findings to drive business decision-making, 2) hands-on IO skill development, and 3) developing professional relationships with colleagues and faculty. These three pillars are underscored throughout the structure and content of the MPS. For example, students learn advanced statistical techniques conceptually, and are taught how to critique and translate the findings from these techniques to a non-technical audience. Each course has a practical component, whether that is a case study, a simulation, or a consulting project with a local organization. Finally, through group-work and a cohort model, relationships are encouraged and supported. In addition to helping each other professionally, three of the MPS students attending SIOP in 2017 will be running with the Program Director in the SIOP 5k Fun Run.

One significant win for the MPS program this year was the successful hire of another full-time faculty member for the program, Dr. Ken Yusko (top right). Ken is an alumnus that is currently a professor of Management and HRM in the School of Business Administration at Marymount University and co-principal of Siena Consulting, a human capital consulting firm. He is an expert in the design of personnel selection, development, and performance management systems. He has consulting experience in both the private and public sectors, e.g., with Fortune 500 companies, small businesses, partnerships, consulting firms, and government agencies. His recent clients include the National Football League, Morgan Stanley, S.C. Johnson, Merck, the Motion Picture Association of America, and Jefferson County, Alabama. He also frequently serves as an expert in employment litigation cases involving the design of court-approved/consent decree human resource interventions. In 2011, Ken, Paul Hanges, and colleagues were awarded the M. Scott Myers Award for Applied Research from SIOP and the International Personnel Assessment Council's Innovations Award for their work on mitigating adverse impact in cognitive ability employment tests. With Dr. Yusko's hire, the UMD IO MPS is poised to make a powerful impact within IO Psychology. Dr. Yusko and Dr. Aiken are already working to ensure that courses are aligned not only across terms but within terms as well. By weaving together 10 truly contiguous courses, UMD MPS students will be provided a holistic and immersive learning experience that will prepare them to be effective practitioners on day one of their employment as IOs.

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## Student Updates

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### CHERNIKOVA, Marina

- Received one-semester Wylie fellowship for my dissertation (Spring 2018)
- Received International Graduate Research Fellowship to spend two months in Rome working with Dr. Antonio Pierro (Fall 2017)
- Chernikova, M., Lo Destro, C., Pierro, A., Higgins, E. T., & Kruglanski, A. W. (in press). A multilevel analysis of person-group regulatory mode complementarity: The moderating role of group task interdependence. *Group Dynamics*.
- Webber, D., Chernikova, M., Kruglanski, A.W., Gelfand, M.J., Hettiarachchi, M., Gunaratna, R., Lafreniere, M.A., Belanger, J.J. (in press). Deradicalizing Detained Terrorists. *Political Psychology*.
- Kruglanski, A.W., Chernikova, M., Jasko, K. (in press). Social psychology circa 2017: A field on steroids. *European Journal of Social Psychology*.
- Kruglanski, A.W., Jasko, K., Chernikova, M., Webber, D., & Dugas, M.A. (in press). To the fringe and back: Violent extremism and the psychology of deviance. *American Psychologist*.
- Chernikova, M., Lo Destro, C., Mauro, R., Pierro, A., Kruglanski, A. W., & Higgins, E. T. (2016). Different strokes for different folks: Effects of regulatory mode complementarity and task complexity on performance. *Personality and Individual Differences*, 89, 134-142.

### CROSBY, Brandon

- Entered the job market this past year, and after a brief stint at Marriott International, will be returning to the RAND Corporation as a Behavioral Scientist.
- Planning to graduate this May after finishing up dissertation.

### HARRINGTON, Jesse

- Will be defending his dissertation on social class and tightness-looseness this May!
- Gave a talk at Princeton in Dr. Alin Coman's lab about his dissertation work.

### LI, Ren

- Li, R., Gordon, S., & Gelfand, M. J. (2017). Tightness-looseness: A new framework to understand consumer behavior. *Journal of Consumer Psychology*. Accepted as a target article. The editor of JCP also invited other leading researchers in consumer behavior to provide commentaries for target article.

### SU, Junjie (JJ)

- Will be starting a 15-month long research associate program with the Civil Service College in Singapore this summer. The topic will be on norms about courage in leaders.

### WHEELER, Jasmine

- Was a Rand Corporation Summer Associate working with two multidisciplinary teams on research related to Army life and organizational policies.



## Alumni Updates

BELANGER, Jocelyn (PhD. '13)

- Relocated to Middle East, appointment at NYU Abu Dhabi
- Created the MEASP: The Middle East Association for Social Psychology

BOYATZI, Lauren (PhD. '13)

- Bought a house in Richmond, VA
- New job working for Altria as a Social Scientist Researcher and Senior Analyst in their Consumer and Marketplace Insights division.

CLARK, Margaret S. (PhD. '77)

- Election to the American Academy of Arts and Sciences
- Granted a faculty chair in psychology: John M. Musser Professor of Psychology at Yale University
- Clark, M.S., Von Culin, K.R., Clark-Polner, E. & Lemay, E.P. (2017). Accuracy and projection in perceptions of partners' recent emotional experiences: Both minds matter. *Emotion*, 17, 196-207.
- Boothby, E.J. & Clark, M.S. (2017). I'm right there with you: Two ways merely being with a close or familiar other enhances well-being. In D. Dunn (Ed.) *Positive Psychology: Psychological Frontiers of Social Psychology*. New York: Taylor Francis/Routledge.
- Clark, M.S., Beck, L.A., & Aragon, O.R. (2017, in press). Relationship initiation: How do we bridge the gap between initial attraction and well-functioning communal relationships? In B.Friese (Ed.) *APA Handbook of Contemporary Family Psychology*, Washington, D.C.: American Psychological Association.
- Boothby, E., Clark, M.S. & Bargh, J. (2017, in press). The invisibility cloak illusion: People (incorrectly) believe that they watch others more than others watch them. *Journal of Personality and Social Psychology*.
- Boothby, E., Smith, L., Clark, M.S. & Bargh, J. (2016). Psychological distance moderates the amplification of shared experience. *Personality and Social Psychology Bulletin*, 1-14.
- Kneeland, E.T., Dovidio, J.F., Joorman, J. & Clark, M.S. (2016). Emotion malleability beliefs, emotion regulation, and psychopathology: Integrating affective and clinical science. *Clinical Psychology Review*, 45, 81-88.
- Beck, L.A., Clark, M.S., & Olson, K.R. (2016). When do we offer more support than we seek? A behavioral replication and developmental extension. *Journal of Social and Personal Relationships*.

FARR, James (Jim) (PhD. '71)

- Farr, J.L. & Tippins, N.T. (Eds.), *Handbook of Employee Selection* (revised edition). Taylor & Francis/ Routledge publishers.

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## Alumni Updates (cont.)

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FEHR, Ryan (PhD. '10)

- Received tenure at the Foster School of Business at the University of Washington
- Fehr, R., Yam, K. C., He, W., Chiang, J., & Wei, W. (In press). Polluted work: A self-control perspective on air pollution appraisals, organizational citizenship, and counterproductive work behavior. *Organizational Behavior and Human Decision Processes*.
- Kim, P. H., Mislin, A., Tuncel, E., Fehr, R., Cheshin, A., & van Kleef, G. A. (In press). Power as an emotional liability: Implications for perceived authenticity and trust after a transgression. *Journal of Experimental Psychology: General*.
- He, W., Fehr, R., & Yam, K. C., & Long, L. R. (2017). Interactional justice, leader-member exchange, and employee performance: Examining the moderating role of justice differentiation. *Journal of Organizational Behavior*.

KNIGHT, Andrew (MA '04)

- Knight, A. P.\*, Menges, J. I.\*, & Bruch, H. (Conditionally Accepted). Organizational affective tone: A meso perspective on the origins and effects of consistent affective experiences in organizations. *Academy of Management Journal*. [\*Authors contributed equally]
- Huang, L.\*, & Knight, A. P.\* (2017). Resources and relationships in entrepreneurship: An exchange theory of the development and effects of the entrepreneur-investor relationship. *Academy of Management Review*, 42, 80-102. [\*Authors contributed equally]
- Knight, A. P., Kennedy, D. M., & McComb, S. A. (2016). Using recurrence analysis to examine group dynamics. *Group Dynamics: Theory, Research, and Practice*, 20, 223-241.
- Erich, R., Eaton, M., Mayes, R., Pierce, L., Knight, A. P., Genovesi, P., Escobar, J., Mychalczuk, G., Selent, M. (2016). The impact of environment and occupation on the health and safety of active duty Air Force members: Database development and de-identification. *Military Medicine*, 181, 821-826.

MAYER, Dave (PhD. '04)

- Became a Fellow of the Society for Industrial and Organizational Psychology; Division 14 of the American Psychological Association (2017)

O'BRIEN, Julie (PhD. '12)

- Moved to Durham, NC
- Started working w/ Dan Ariely @ the Center for Advanced Hindsight at Duke. Now the Director of Health research.
- Also started a nonprofit called CitizenBe that consults with political activist groups to implement behavioral science principles and testing/analytics platforms with the goal of increasing political participation.

## Alumni Updates (cont.)

SEVERANCE, Laura (PhD. '12)

- She is now the Director of the Military Personnel Research team at Fors Marsh Group.
- She works with Department of Defense (DoD) clients, conducting research on service members' wellbeing, focusing on issues related to sexual assault and racial / ethnic discrimination.

SHAPIRO, Debra L. (B.A. Psychology Honors '82,... and UMD faculty member since 2003 after serving nearly 20 years on the faculty of UNC-Chapel Hill's Kenan-Flagler Business School)

- Provided the Presidential Address at The Academy of Management
- Won a \$400,000.00 grant from the National Institute of Justice to study how gender diversity on Corporate Boards affect Corporate Crime
- Papers published in:
- *The Academy of Management Review* (Shapiro et al., July 2016)
- *The Academy of Management Review* (Shapiro, in press, "Making the Academy Full Voice-Meaningful")
- *The Academy of Management Annals* (in press with co-authors Deborah Rupp, Daniel Skarlicki, Robert Folger, and Ruodan Shao)
- *Journal of International Business Studies* (in press with Cristina Gibson, Laura Huang, and Brad Kirkman)
- *Journal of Applied Behavioral Science* (2016, with co-authors Jiseon Shin, Myeong-Gu Seo, and Susan Taylor)-- which won the 2015 Best Paper of the Year Award)
- *The Leadership Quarterly* (2016, with co-authors Sirkwoo Jin and Myeong-Gu Seo)
- *Current Opinions in Psychology* (2016, with co-authors Brad Kirkman, Shuye Lu, and Dan McGurrin)

SHTEYNBERG, Garriy (PhD. '09)

- Shteynberg, G., Bramlett, J. M., Fles, E. H., & Cameron, J. (2016). The broadcast of shared attention and its impact on political persuasion. *Journal of Personality and Social Psychology*, 5, 665-673.
- Shteynberg, G., Gelfand, M. J., Lynn, I., Mayer, D. M., & Bell, C. (in press). The social transmission of justice. *European Journal of Social Psychology*.
- I gave invited talks at the Advances in Cultural Psychology Pre-Conference (@ SPSP) as well as the Psychology Department of Princeton University.

SORRA, Joann Speer (PhD. Alum 18 years)

- Inducted as a Fellow of the Society for Industrial and Organizational Psychology

YOUNT, Naomi Dyer (Alum 11 years)

- Smith SA ; Yount N., & Sorra J. (2017). Exploring relationships between hospital patient safety culture and Consumer Reports safety scores. *BMC Health Serv Res.* 17: 143



# SAN ANTONIO JANUARY 2017 SPSP CONVENTION 19 - 21

## Society for Personality and Social Psychology 2017 Annual Meeting

*By Rachel Venaglia*

This year's annual meeting of the Society for Personality and Social Psychology was held in San Antonio, Texas. Attendees included SDOS faculty member Ed Lemay, post-doc Kasia Jasko, and SDOS students Jess Fernandez, Nadya Teneva, and Rachel Venaglia, and lab manager Nava Caluori. Jess presented a very interesting talk on her research with Michele on the influence of tightness and looseness on health behaviors, Kasia had two presentations - one with Arie, Maxim, Marina, and David on epistemic and affective responses to cognitive inconsistency, and the other with Arie and former SDOS lab-manager Josh Jackson on the role of religious beliefs on the use of science. Rachel presented a poster on her research with Ed about the affective benefits of interpersonal closeness. Nava presented a poster on her research with Josh and Michele on threat and religious belief. In addition to attending the many wonderful presentations and networking events throughout the conference, the SDOSers made sure to take the time to enjoy San Antonio's beautiful Riverwalk, restaurants, the Tower of the Americas (which to our delight, overlooked the conference center), and of course, we couldn't forget the Alamo! If you are planning to attend SPSP 2018 in Atlanta, Georgia, make sure we have your contact information so we can invite you to our next happy hour. We look forward to seeing you there!



# 2017 SIOP Reception

Orlando, FL



**Presented by the University of Maryland  
Social, Decision, and Organizational Sciences**

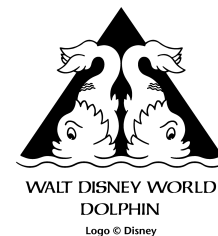
*Please join us for appetizers and a cash bar!*

**Date & Time:** Thursday, April 27<sup>th</sup> 8:00 PM – 10:00 PM

**Location:** Il Mulino Restaurant's Covered Patio  
inside The Swan & Dolphin Hotel (follow the signage)



*We hope to see you there!*



## Recent SDOS Publications

- Aktas, M., Gelfand, M. J., & Hanges, P. J. (2016). Cultural tightness–looseness and perceptions of effective leadership. *Journal of Cross-Cultural Psychology*, 47(2), 294-309.
- Assaad, L., & Lemay, E. P., Jr. (in press). Social anhedonia and romantic relationship processes. *Journal of Personality*.
- Bélanger, J. J., Schumpe, B., Lafrenière, M-A. K., Giacomantonio, M., Brizi, A., Kruglanski, A.W. (2016). Beyond goal-commitment: How expectancy shapes means evaluation. *Motivation Science*.
- Brewer, J., Gelfand, M., Jackson, J. C., MacDonald, I. F., Peregrine, P. N., Richerson, P. J., ... & Wilson, D. S. (2017). Grand challenges for the study of cultural evolution. *Nature Ecology & Evolution*, 1.
- Clark, M. S., Von Culin, K. R., Clark-Polner, E., & Lemay, E. P., Jr. (in press). Accuracy and projection in perceptions of partners' emotional experiences: Both minds matter. *Emotion*.
- Dugas, M. A., Schori-Eyal, N., Kruglanski, A.W., Klar, Y., Touchton-Leonard, K., McNeil, A., Gelfand, M.J., Roccas, S. (in press). Group-centric attitudes mediate the relationship between Need for Closure and Intergroup hostility. *Group Processes and Interpersonal Relations*.
- Durante, F., Fiske, S. T., Gelfand, M. J., Crippa, F., Suttora, C., Stillwell, A., ... & Björklund, F. (2017). Ambivalent stereotypes link to peace, conflict, and inequality across 38 nations. *Proceedings of the National Academy of Sciences*, 201611874.
- Fernandez, R., Shah, S., Rosenman, E., Kozlowski, S.W.J., Parker, S.H., & Grand, J.A. (in press). Developing team cognition: A role for simulation. *Simulation in Healthcare*. \* Senior author listed last.
- Gelfand, M.J., Chiu, C.Y., & Hong, Y.Y. (Eds.), 2016. *Advances in Culture and Psychology* (Volume 6). New York: Oxford University Press.
- Gelfand, M.J., Chiu, C.Y., & Hong, Y.Y. (Eds.), in press. *Advances in Culture and Psychology* (Volume 7). New York: Oxford University Press.
- Gelfand, M. J., & Kashima, Y. (2016). Culture: Advances in the science of culture and psychology. *Current Opinion in Psychology*, 8, iv-x.
- Gelfand, M., Aycan, Z., & Erez, M. (2017). Cross-cultural organizational psychology: A hundred-year journey. *Journal of Applied Psychology*.
- Gelfand, M. J., & Jackson, J. C. (2016). From one mind to many: the emerging science of cultural norms. *Current Opinion in Psychology*, 8, 175-181.
- Gelfand, M. J. Jackson, J. C., & Harrington J. H. (2016). Trump culture: Threat, fear, and the tightening of the American mind. *Scientific American*, April 27.



## Recent SDOS Publications (cont.)

- Gelfand, M. J., & Jackson, J. C. (2017). Trump won by following this psychological formula. *Huffington Post*, November 10th.
- Gelfand, M. J., Roos, P., Nau, D., Harrington, J., Mu, Y., & Jackson, J. (2016). Societal threat as a moderator of cultural group selection. *Behavioral and Brain Sciences*, 39.
- Gittinger, M., Broliar, S.M, Grand, J.A., Nichol, G., & Fernandez, R. (in press). Using simulation as an investigational methodology to explore the impact of technology on team communication and patient management: A pilot evaluation of the effect of an automated compression device. *Simulation in Healthcare*. \*Senior author listed last.
- Grand, J.A. (2017). Brain drain? An examination of stereotype threat effects on knowledge acquisition and organizational effectiveness. *Journal of Applied Psychology*, 102, 115- 150.
- Grand, J.A., Braun, M.T., Kuljanin, G., Kozlowski, S.W.J., & Chao, G.T. (2016). The dynamics of team cognition: A process-oriented theory of knowledge emergence in teams. [Monograph]. *Journal of Applied Psychology*, 101, 1353-1385.\* Distinguished as Monograph by senior editorial board at Journal of Applied Psychology.
- Gunia, B. C., Brett, J. M., & Gelfand, M. J. (2016). The science of culture and negotiation. *Current Opinion in Psychology*, 8, 78-83.
- Hanges, P. J., Aiken, J. R., Park, J., & Su, J. (2016). Cross-cultural leadership: leading around the world. *Current Opinion in Psychology*, 8, 64-69.
- Jackson, J. C., & Gelfand, M. J. (2016). On the evolution of tightness-looseness in cultural ecosystems. *Religion, Brain & Behavior*, 1-3.
- Kozlowski, S.W.J., Chao, G.T., Grand, J.A., Braun, M.T., & Kuljanin, G. (2016). Capturing the multilevel dynamics of emergence: Computational modeling, simulation, and virtual experimentation. *Organizational Psychology Review*, 6, 3-33.
- Kruglanski, A.W. (2016). Rethinking social cognition in means-ends terms: A tale of two surprises. *Motivation and Emotion*.
- Kruglanski, A.W., Chernikova, M., & Jasko, K. (in press). Social psychology 2017: A field on steroids. *European Journal of Social Psychology*.
- Kruglanski, A.W., Jasko, K., Chernikova, M., Webber, D., & Dugas, M.A. (in press). To the fringe and back: Violent extremism and the psychology of deviance. *American Psychologist*.
- Lemay, E. P., Jr. (2016). The forecast model of relationship commitment. *Journal of Personality and Social Psychology*, 111, 34-52. \*Covered in Psychology Today and The Atlantic.

## Recent SDOS Publications (cont.)

- Lemay, E. P., Jr., O'Brien, K. M., Kearney, M., Sauber, E., & Venaglia, R. (in press). Using conformity to enhance willingness to intervene in dating violence: A theory of planned behavior analysis. *Psychology of Violence*.
- Lyons, B., Pek, S., & Wessel, J. (2017). Towards a "sunlit path": Stigma identity management as a source of localized social change through interaction. *Academy of Management Review*.
- Lyons, S. L., & Gelfand, M. J. (2017). The social scientific case against a Muslim Ban. Gray Matter, *New York Times Sunday Review*, Feb. 19th.
- Merwin, S. M., Smith, V. C., Kushner, M., Lemay, E. P. Jr., & Dougherty, L. R. (2017). Parent-child adrenocortical synchrony in early childhood: The moderating role of parental depression and child temperament. *Biological Psychology*, 124, 100-110.
- Moaddel, M., & Gelfand, M. J. (Eds.) (2017). *Values, Political Action, and Change in the Middle East and the Arab Spring*. Oxford University Press.
- Mu, Y., Kitayama, S., Han, S., & Gelfand, M. J. (2016). Reply to Jacquet et al.: Culture and the neurobiology of norm violation detection. *Proceedings of the National Academy of Sciences*.
- Reis, H. T., Lemay, E. P., Jr., & Finkenauer, C. (in press). Toward understanding understanding: The importance of feeling understood in relationships. *Social and Personality Psychology Compass*.
- Russell, T., Sparks, T., Campbell, J., Handy, K., Ramsberger, P., & Grand, J.A. (in press). Situating ethical behavior in the nomological network of job performance. *Journal of Business and Psychology*.
- Ryan, A.M., Reeder, M., Golubovich, J., Grand, J.A., Inceoglu, I., Bartram, D., Deros, E., Nikolaou, I., & Yao, X. (in press). Cultural values and testing practices: Is the world flat? *Applied Psychology: An International Review*.
- Salmon, E. D., Gelfand, M. J., Ting, H., Kraus, S., & Fulmer, C. A. (2016). When Time is Not Money: Why Americans May Lose Out at the Negotiation Table. *Academy of Management Discoveries*, 2(4), 349-367.
- Stroebe, W.\*, Leander, N. P.\*, & Kruglanski, A. W.\* (in press). Is it a dangerous world out there? The motivational bases of American gun ownership. *Personality and Social Psychology Bulletin*.
- Webber, D., Chernikova, M., Kruglanski, A.W., Gelfand, M.J., Hettiarachchi, M., Gunaratna, R., Lafreniere, M.A., Belanger, J.J. (in press). Deradicalizing Detained Terrorists. *Political Psychology*.

END