

# 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 five new students, Xinyue Pan, Jae Eun Lee, Adam Factor, Jason Hasbrouck, and Jordan Epistola (p. 2), and is hosting a great group of post-docs, lab managers, and visiting scholars (p. 4 - 6).

Our faculty (p.7), students (p.20) and alumni (p.24) continue to impact their respective fields and accomplish great things. We also have an update on UMD's Master of Professional Studies program in I/O Psychology (p.16)! Finally, we have included a piece on this year's participation at the Personality and Social Psychology Conference in Atlanta (p.31) and information about the upcoming event at the Society for Industrial and Organizational Psychology Meeting in Chicago (p.32).

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

*Editors for SDOS Newsletter, Volume 10: Ren Li, Nadya Teneva, and Adam Factor*

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

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## New Students

### *Jordan Epistola*

Jordan is a first-year graduate student working with Dr. Paul Hanges. He graduated from the University of Washington (Seattle) in 2017 where he studied Psychology, Sociology and Law. Jordan's research interests are centered on a number of topics in organizational and social psychology. He is currently working with Dr. Hanges on a variety of projects including item response theory (IRT), qualitative agreement indices, and congressional cooperation. In addition, he is working with Dr. Edward Lemay on a project on interpersonal behaviors and sexual assault. Jordan is particularly interested in the topic of sexual assault, and plans to write his thesis about how personality and culture contribute to sexual assault perpetration. In his personal life, Jordan enjoys spending time with his friends and going out to the DC area for events and concerts. He also has a dog named Milo who is very friendly and popular with the students of the program. Jordan is a big fan of Korean barbeque and the Seattle Seahawks.

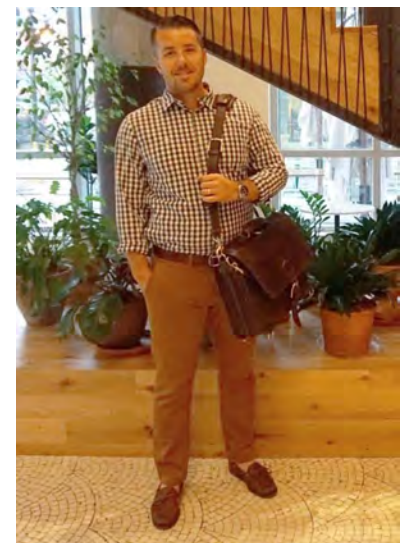


### *Adam Factor*

Adam is a first-year graduate student working with Dr. Arie Kruglanski. He graduated from UC Berkeley in 2015 with degrees in Psychology and Sociology and went on to research healthcare management with the Department of Veterans Affairs. His research has thus far examined questions about emotional labor, organizational change, and burnout, and he is currently working with Dr. Kruglanski to study motivation and extremism. Outside of the lab, he enjoys exploring the DC area and discovering all of the seasons that do not happen in his native Southern California! He is a big fan of baseball (particularly the Dodgers), dogs, and good science fiction.

### *Jason Hasbrock*

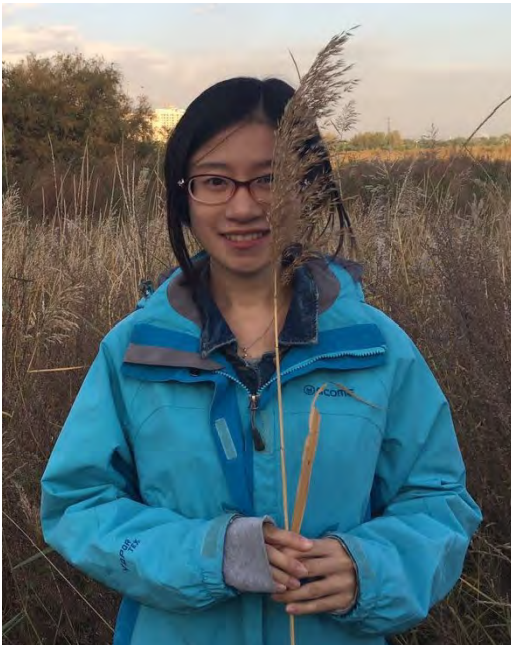
Jason is a first-year student working with Dr. Arie Kruglanski. He received a bachelor's degree in psychology from Iowa State University in 2005 and a master's degree in psychology from San Diego State University in 2012. Additionally, Jason has spent the last 12 years serving as an officer in the United States Air Force. During that time, he served two tours of duty in the Air Force Research Laboratory, deployed to Afghanistan in support of OPERATION Enduring Freedom, oversaw the Research and Assessments Branch at Headquarters the United States Air Force Public Affairs at the Pentagon and served as a White House Social Aide during the Obama administration. He is excited to be working with Dr. Kruglanski and his research on terrorism and extremism.



## New Students (Cont'd)

### *Jae Eun Lee*

Jae Eun graduated from Carleton College in 2016 with a degree in Psychology (and a concentration in Women's and Gender Studies). She is an international student from Seoul, South Korea. Jae Eun's passion for diversity and inclusion in organizations led her to work with Dr. Jennifer Wessel. These days, she is particularly interested in investigating whether feminist identity is an effective buffer to the negative impact of experiencing sexism. She joined the Diversity Committee in the Psychology department and is excited to be engaged in diversity issues in the department. In her free time, she loves to watch random videos on YouTube and listen to music. Her favorite food is sushi and her favorite drinks are iced lattes and iced chai lattes.



### *Xinyue Pan*

Xinyue is a first-year student working with Dr. Michele Gelfand. She gained her bachelor's degrees in Psychology and Economics from Peking University, Beijing, China. She has been very excited about her big move to the US! She is currently working on multiple projects including cross-cultural differences on tightness-looseness, stigma processing, punishment, etc., using both behavioral and neuroscience methods. She is now particularly interested in her new study which uses an agent-based model to investigate the evolution of gossip and how it's related to cooperation. In her spare time, she enjoys exploring the city and cooking. She just learned to cook Mapo Tofu, which has become her signature dish!

## Lab Managers

### *Sarah Gordon*



Sarah is a full-time research assistant working on various cross-cultural and organizational psychology projects with Dr. Michele Gelfand. Over the last two years, she has conducted research on tightness-looseness in relation to consumer behavior, biculturalism, and occupational characteristics across industries that face varying levels of threat; she has also assisted with data analysis and ethnographic observations for a project on conflict management within hospital settings. She received her B.A. in Psychology and Linguistics from Columbia University. 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 market research at a consulting firm in China. In her graduate studies, she hopes to conduct research on behavioral and cultural change that can help policymakers address issues in domains such as health and development.

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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. She'll be heading to the University of Kentucky in the fall to begin her graduate studies with Will Gervais.



### *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, and will join SDOS this fall as a doctoral student with Dr. Michele Gelfand. She is currently a research assistant in Dr. Gelfand's lab, researching stigma and cultural norms, organizational tightness-looseness, and fostering diversity within groups. In her spare time, she enjoys watching movies and entering the New Yorker caption contest. She also has a background in journalism and communications.

## Visiting Scholars and Post Docs

### *Andrey Elster*

Andrey received his PhD in Organizational Behavior from the Hebrew University of Jerusalem (Israel) in 2016. He is interested in understanding how personal values affect perception and behavior in interpersonal as well as organizational contexts. Currently Andrey is a postdoctoral researcher at the University of Maryland working with Dr. Michele Gelfand on the bidirectional relationships between cultural tightness-looseness and trust. He also works on several research projects that focus on the longitudinal effects of organizational identification on voice behaviors and job satisfaction. In his free time, Andrey is dreaming about times when he will have free time.



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### *Erica Molinario*

Erica is a Post-doctoral researcher at the University of Maryland, College Park. She received her Ph.D. in Social Psychology from the Sapienza, University of Rome (Italy) in 2015. Dr. Molinario's main research interests focus on motivation, social norms, social identity, human goals, and groups and intergroup processes. More specifically, her work focuses on understanding 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, La Sapienza (Italy), in projects related to environmental experiences, values and sustainable consumer choices. At the University of Maryland, she is involved in several funded projects aimed at studying the psychology of refugees and attitudes toward refugees in Europe and the Middle East.



## Visiting Scholars and Post Docs (Cont'd)

### ***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 PhD 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*, *Neuroimage* and *Brain Research*. Aside from being productive at work, she is having a wonderful time with her baby girl Maggie, who was born last September!



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### ***Piotr Prokopowicz***

Piotr is an Assistant Professor at the Jagiellonian University in Cracow, Poland, specializing in organizational culture, leadership, innovation, and evidence-based management. He holds a PhD in sociology and a double MA in psychology and sociology. He's a co-founder at Freenovation, speaker, author, and talent management consultant. His experiences range from managing a gamification consulting company, providing talks at international TEDx conferences and corporate events, developing strategy for the best university in Poland, to... leading a punk rock band. As a researcher, he's exploring the links between organizational culture, individual creativity and innovation, as well as the use of evidence by managers. As a speaker, he engages audiences by educating them about leadership myths, talent acquisition, evidence-based management, self-improvement, and methods for building a smarter and happier workplace. At UMD, he works with Michele Gelfand on a series of projects related to organizational tightness-looseness.



## Faculty Updates

### *Michele Gelfand*

It has been yet another highly productive and successful year for Dr. Michele Gelfand!

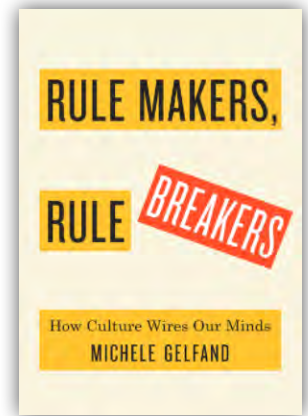
We are excited to report that Michele (known as “the Gelf”) was recognized as a Distinguished University Professor at the University of Maryland and was invited to President Loh’s house where she reported she got a “free dinner!” This year, Gelf also won the APA *Outstanding International Psychology Award*, as well as the *Academy of Management Conflict Management Division Award* for Outstanding Publication for her publication in *Science*. In her spare time, she also co-founded the Society for the Study of Cultural Evolution which had its first meeting in Jena, Germany in September 2018.



Gelf also presented her research at several major conferences this year, including her research on mergers & acquisitions across tight and loose cultures (AOM), cultural neuroscience of social norms (AOM), occupational structures and tightness-looseness (APS), conflict cultures (SPSP), forgiveness aversion in the Middle East (SPSP), threat and religious tightness (CES), tightness-looseness and global health (John’s Hopkins School of Medicine), and tightness-looseness as a fractal pattern (Amsterdam). She also gave invited talks at Harvard Psychology (the Kennedy School, Psychology, and Law School), Princeton Psychology, and Biology at UCLA. To add to this impressive list of presentations, Michele also gave the keynote address at the Canadian Psychology Association in the I/O Division, as well as the keynote address at a conference on Social Norms in Amsterdam.

Michele has continued working on a number of exciting projects with grants from the Federal Bureau of Investigation, U.S. Air Force, National Science Foundation, Army Research Institute and MINERVA. Michele and her team have examined how conflict cultures are linked to patient errors and patient death, the role of tightness in radicalization, how threat affects brain synchrony, how self-control becomes “embrained,” the neurobiology of vicarious revenge, the role of religion and Wasta (intermediaries) in forgiveness in Egypt, as well as tightness-looseness in ancient societies. Michele has continued her impressive record of publications this year with new publications in the *Journal of Personality and Social Psychology*, *Journal of Consumer Psychology*, *Social and Affective Neuroscience*, *Journal of Applied Psychology*, *Perspectives in Psychological Science*, *European Journal of Social Psychology*, *Proceedings of the International Conference on Autonomous Agents and Multiagent Systems*, and the 7<sup>th</sup> volume of the *Handbook of the Advances in Culture and Psychology* (Oxford), and *Culture and Personality* (Oxford).

Michele also organized a number of interdisciplinary professional workshops this past year, as well as published a number of pieces intended for general audiences. She co-organized a workshop on tightness and fertility in Israel along with Alon Tal, who wrote the book “The Land is Full.” She also ran a workshop on tightness-looseness and organizations for Chief Learning Officers at Harvard through the Department of Education, which then developed into a new research program on tight-loose ambidexterity in organizations. Further, Michele published a number of op-ed pieces on topics such as the United Fiasco ([Scientific American](#)), Populism ([Scientific American](#)), and Sanctions of Korea ([Huffington Post](#)). She also recently finished writing her new book, “RULE MAKERS RULE BREAKERS: How Culture Wires our Minds” (Scribner), which is intended for general audiences and will be coming out September 4<sup>th</sup>. If you are interested in reading this book, initial testimonials are located [here](#), and pre-orders can be done on [Amazon](#). Michele reported that she wrote the book for her Dad who has always complained that it’s hard to understand our scientific lingo. She reported that “every chapter was read by her pop to see if it passed the ‘accessibility’ test!”



On a personal level, Michele celebrated her daughter Hannah’s Bat Mitzvah at their temple in Kensington and then at the Riggs Center. It was very wonderful for Michele to have so many faculty and students in attendance! For her Bat Mitzvah project, Hannah raised money through a bake sale to help save sea turtles. When Michele asked Hannah why she was disagreeing with her Torah portion while she was reading her speech, she declared “The Rabbi told me to do that!” Michele also turned 50 this year, and had a wonderful dual birthday celebration with Maurice Schweitzer in Philadelphia. Many current and former students and common faculty friends came to the celebration and roasted them. Afterwards, Michele enjoyed an amazing vacation with her family in St. Lucia. Michele’s daughter Jeanette recently got her driver’s license so drivers should “watch out!” Jeanette is now a high school junior and she and Michele are starting to look at colleges. Hannah is now in the 8<sup>th</sup> grade and just got into the magnet Science and Tech program at Roosevelt high school. Hannah is very excited join her sister at Roosevelt next year! And finally, Michele is still jazzercising and high fiving too much! Pepper, their family dog, is now 8 and is enjoying listening to jazz in the evenings with Michele and Bach in the morning!



### *James Grand*

All in all, James has enjoyed a very productive and successful year!

He has continued his work on ongoing grants with the US Army Research Institute (ARI) on computational models of organizational effectiveness and negative leader behavior, and the Defense Medical Research Development Program (CDMRI) on team effectiveness and adaptability. James has been published in a number of journals just this past year, including several publications in the *Journal of Applied*



*Psychology, Journal of Business and Psychology, Industrial and Organizational Psychology, Perspectives on Psychological Science, Applied Psychology, Academic Emergency Medicine, and Simulation in Healthcare.*

James has also been very busy with his work on various committees including the SIOP Scientific Affairs Committee (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). Through his SIOP service roles, James was invited to give multiple presentations this year on the topic of Robust and Reliable Science. Specifically, he discussed efforts to foster robust science, on-the-ground issues, and cultural changes intended to improve scientific studies.

Additionally, James is very proud and enthusiastic about the work he has done in collaboration with his graduate students. His students, Ben Levine and Hannah Samuelson completed their theses and have both successfully passed their comprehensive exams this past 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 which 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.

In terms of personal news, James and Jen have had a sleepless but wonderful time with their now 8-month old son, Dean. James is currently on parental leave this semester and getting a lot of quality dad-son time; he describes fatherhood and being there for Dean as "by far the best part of the year!"

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### ***Paul Hanges***

Paul is celebrating his 32<sup>st</sup> year in the department of Psychology at UMD, 11<sup>th</sup> year in New Market with his wife Carol, and his 25<sup>th</sup> year with the GLOBE project. Paul is also a co-principle investigator on an Army Research Institute (ARI) 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. After completing 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, the team has moved onto the quantitative scales and experiments phase of the grant. They have already completed data collection at West Point and are in the process of collecting data at the Naval Academy. This phase involves questionnaires and policy capturing. Paul will be presenting some of the qualitative research in Greece this upcoming May at the Interdisciplinary Perspectives on Leadership Symposium.



Paul and a colleague from Baruch College, Charles Scherbaum, along with graduate students Vivian Chow and Jordan Epistola, were awarded a SIOP grant to utilize neurocognitive methods to understand sources of adverse impact on cognitive ability tests. They will specifically be exploring meta-cognitive explanations for adverse impact. Paul and James Grand are currently working on an ARI grant assessing negative leader behaviors. The grant is exploring an information processing explanation for ideal point IRT responses to provide researchers with a more comprehensive and accurate way to assess negative leader behaviors. Paul was also awarded a grant from the Hewlett Foundation and Democracy fund to investigate conflict cultures in the US Congress. He is a co-PI with Jen Wessel and two political scientists. This work will culminate in a conference at UMD that will involve political scientists, psychologists, and members of congress.

SIOP awarded Paul, along with Marcus Dickson, a graduate of UMD, and select GLOBE colleagues, the international research and collaboration (IRC). This grant is designed to investigate the measurement and aggregation controversies in the cross-cultural organizational literature.

In addition, Paul has also concluded 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.

Paul is the academic director for UMD's new Masters in Professional Studies in Industrial Organizational Psychology program. The program was just rated by SIOP in the most recent edition of TIP as the No. 4 I/O masters program in the country, based on student ratings. Paul continues to enjoy working with the Masters program's two full time faculty members, Juliet Aiken, the program director, and Ken Yusko.

Finally, Paul has continued a record of publications on topics ranging from cross-cultural leadership to selection. In addition, a ClimateQUAL book, which summarizes all findings from ten years' worth of research on the ClimateQUAL project, was published at the end of last year.

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### *Arie Kruglanski*



This has been yet another productive year for Dr. Kruglanski. Two books about his work were recently published: "The Motivated Mind" by Psychology Press (a selected works book) and "The Motivation Cognition Interface," edited by Ayelet Fishbach and Cata Kopetz.

Additionally, he published two important papers this year. The first was a Psychological Review paper on a new model of intrinsic motivation that was co-authored with Marina

Chernikova, Erica Molinario, Ayelet Fishbach, Kaitleen Woolley, and Antonio Pierro. The second was a Psychological Inquiry target article that challenged the notion that people have a general need for cognitive consistency. This paper was co-authored with Kasia Jasko, Maxim Miyavsky, Marina Chernikova and David Webber.

Dr. Kruglanski, along with Michele Gelfand, David Weber, and Sara Lyons, received a grant for the study of Syrian refugees in the Middle East and Europe. He also recently traveled to Uganda to visit refugee camps from South Sudan.

His schedule was also filled with visits to several conferences across the globe. He presented papers at conferences in Utah, Israel, and Austria. The American Embassy in Berlin sent him to do a lecture tour of five German Cities including Berlin. There, he made a presentation at the Konrad Adenauer Foundation, seat of the CDU (party of Chancellor Angela Merkel).

In the coming months, he will give a keynote address at the Society for the Study of Aggression in Paris, and give symposia talks at the Society for the Science of Motivation and Association for Psychological Science Conference in San Francisco. This was a busy year indeed for Dr. Kruglanski.

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### *Ed Lemay*

As usual, Ed had a very eventful and fruitful year!

This year, Ed has completed a project funded by the National Science Foundation examining emotion regulation in the context of romantic relationships. In addition, Ed has published in a number of journals this past year, including *Psychological Bulletin*, *Emotion*, *Social and Personality Psychology Compass*, *Journal of Experimental Social Psychology*, *Journal of Personality*, *Journal of Social and Personal Relationships*, *Personality and Social Psychology Bulletin*, and *Psychology of Violence*. He also has published book chapters on relationships as situations (in “Oxford Handbook of Psychological Situations”) and accuracy and bias in relationship maintenance (in “Relationship Maintenance: Theory, Process, and Context”).

Ed presented a keynote address to the *International Association of Relationships Research*. He and his students also presented research at the *Society for Personality and Social Psychology*, *Society for Experimental Social Psychology*, *Association for Psychological Science*, and *American Psychological Association*.



Ed's recent research has focused on many topics relevant to interpersonal interaction and relationships. He has been dedicated to a program of research examining the impact of having a goal be valued by other people on interpersonal behavior and cognition. A series of studies has been done on this topic, including a longitudinal study, a daily diary study, and several laboratory and behavioral observation experiments. Two other topics of particular interest include a longitudinal study examining motivated cognition within interracial friendships and romantic relationships, and an experience sampling, behavioral observation, and longitudinal study examining the effects of delay of gratification on social interaction.

Ed has enjoyed working with his students on additional projects. Rachel Venaglia is currently investigating goal authenticity, and how these goals are related to social approval. She is also conducting a dissertation examining the effects of love prototypes on interpersonal cognition. Nadya Teneva is examining loneliness and its impact on forecasts of future social inclusion and is conducting a master's thesis examining conflict resolution following different types of apologies. Josh Ryan is examining the role of empathy in interpersonal attraction and is conducting a master's thesis on third-party conflict. Ed has also been continuing his collaborations with Dr. Jennifer Wessel and Sara Barth on confrontations of prejudice, with Dr. Michele Gelfand on third party conflict resolution, with Dr. Karen O'Brien on dating violence intervention, with Jordan Epistola on the spread of masculine norms within friendships, and with Jessica Fernandez on emotion and health decision-making. He has also been involved in some interesting collaborative research with a graduate from our program, Ed Orehek. They have been examining the role of goal-relevant social support ("instrumentality") on interpersonal relationships and behavior.

Ed has just received the International Association for Relationships Research Gerald R. Miller Award for Early Career Achievement, and he will be going to the conference this year to attend the award ceremony!

Ed is still living in Rockville with his wife and two daughters. They enjoy living there, and his girls love their new school and community. When Ed isn't busy at work, he enjoys home improvement projects. Last year, he completely renovated his kitchen!

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### ***Kent Norman***

Dr. Norman is settling into retirement after a 42-year career at UMD. He is keeping himself busy playing video games, taking welding lessons to do geometric sculptures, and finishing his next book, *The Psychology of Video Games*.

He kept busy during his final year at UMD. He published his latest book, *The Wiley Handbook of Human Computer Interaction 1st Edition*. Additionally, Dr. Norman was a featured speaker at MAGFest 2017 in National Harbor, Maryland where he discussed topics relating to violent acts in video games, a survey of psychological concepts in video games, and an evaluation of virtual reality games.



*Jennifer Wessel*

Jen is keeping busy with her Identity Management (IMg) lab and associated research. Currently, her work includes laboratory studies focused on 1) reactions to being confronted with one's own racism and 2) sexual orientation disclosure and trust/cooperation, a survey study examining the effects of authentic self-expression on workplace outcomes with over 4,000 workers from a variety of contexts, qualitative work focused on identity and cooperation in the U.S. Congress (which was recently funded by the Hewlett Foundation and the Democracy Fund), and a theory paper focused on the unique obstacles to authenticity faced by minority employees.

She is also collaborating with several SDOS graduate students on their own projects related to diversity and authenticity and is happy to have both graduate and former undergraduate students presenting at this year's SIOP conference. Jen is proud of her stellar graduate and undergraduate advisees, one of whom recently was awarded with the BSOS Master's Thesis Project Award (Sara Barth) and another of whom was chosen to be a 2017 BSOS Summer Scholar (Emily Forgo). She is also very proud of her new and youngest advisee Dean, who was born last July. He has not yet come up with an idea for his master's thesis, but Jen is allowing him to master object permanence first.

## Alumni Spotlight – Dr. Ryan Fehr



Dr. Ryan Fehr is a 2010 graduate from our PhD program. This year, Ryan became an Associate Professor of Management at the University of Washington, Foster School of Business. His research interests include positive organizational scholarship, ethics and morality, and leadership. His work has been published in outlets such as the *Academy of Management Review*, *Psychological Bulletin*, the *Journal of Applied Psychology*, and *Organizational Behavior and Human Decision Processes*. His research has received multiple best paper awards from the Academy of Management, has been funded by the National Science Foundation and the Department of Homeland Security, and also been featured in a wide range of news outlets including NPR, the *Washington Post*, the *Wall Street Journal*, and CBS News. In addition to his research experience, Ryan has served as a consultant for numerous organizations including Mercer Human Resources, the University of Washington Hospital System, and Pascal Metrics. At the Foster School of Business he teaches ethics in the undergraduate and MBA programs.

For this year's alumni spotlight, we will be featuring Ryan, who took the time to share with us how his graduate student experience at UMD has contributed to his success so far.

*Q: So Ryan, what was it like back then, when you were a graduate student?*

A: When I first started grad school, it was definitely intimidating. I remember reading journal articles in my first year and thinking I'd never be able to read one in less than an hour. But at the end of it, looking back I saw how much I grew and learned. The faculty members were so helpful. When I was at UMD, the organization-focused faculty included Michele Gelfand, Paul Hanges, Cheri Ostroff, and Mo Wang. All of them were wonderful mentors and colleagues, and created a really enjoyable work environment. All of the other students were great to work with, too. Whether everyone was talking about the cutest animal of the day on the internet or a new statistical method, we learned a lot from each other. Just last year, I published a paper with a fellow SDOS alum Ashley Fulmer, so these are definitely relationships you bring with you for the rest of your life.

*Q: How did the time you spent as a graduate student here in UMD influence you?*

A: When I came into graduate school, I knew very little about the research process or what an academic career was really all about. However, I was lucky enough to end up working with Michele, who taught me everything I know about being a good scholar. Over the years I learned so much about theory, statistics, and the academic life. Graduate school was also the time when I discovered positive organizational scholarship, which still inspires and motivates me today.

*Q: What advice would you like to share with the current graduate students?*

A: Get started on research right away! I started my first project in 2005. It was published five years later after several rejections and rounds of revision, just in time for the job market. Also, don't put all of your eggs in one basket. Most of the projects I worked on didn't end up being published, including some that went through several rounds of R&R. However, by working on different types of projects, I ended up with enough published work to get the job I was really hoping for.

*Q: How did your graduate experience help prepare you for your career as an academic so far?*

A: Graduate school is where I learned the tools I took with me into the rest of my professional career. When I was an assistant professor, I spent so much time on teaching, departmental service, advising my own students, etc. that learning new skills had to take a back seat. Eight years later, I still refer back to the papers I read during classes and for comps when formulating new ideas and talking about research with my colleagues.

*Q: Now that you are an associate professor, what do you look forward to pursuing in the future?*

A: One new topic I'm particularly enthusiastic about is gratitude. For instance, I just started a field experiment on gratitude in several factories in China, randomly assigning some to a gratitude expression condition and others to a control condition. For my sabbatical year, I'm also trying to recapture some of the graduate school experience, and will be focusing on sharpening my statistics skills and reading widely.

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



The MPS in I/O Psychology has had another great year. The first cohort of 26 IO MPS students from the University of Maryland graduated December, 2017. The second cohort, with 27 students, will graduate December, 2018. 160 applications were submitted for the 2018-2019 cohort; this is an increase of almost 20% over prior years!



Four students from the first cohort (Allen Chen, Alicia Miller, Luis Morfin, and Kelly Wadsworth) attended their first SIOP in April, 2017. While in Florida, Allen and Luis tried funnel cake for the first time. The IO MPS continues to expand opportunities for student and alumni networking and education. For example, IO practitioners (Dr. Brian Bellenger, Dr. Jeff Crenshaw, Sarah Freed, and Alaina Ploski) from the Jefferson County Commission and the Personnel Board of Jefferson County and faculty from Baruch College (Dr. Charles Scherbaum) visited UMD in October, 2017, for a selection event for IO students. During this event, students had the opportunity to learn about developing selection systems under Consent Decrees, network with students from other cohorts and IO practitioners, and assess candidate records for a number of jobs. Advisory Board Members Kathryn Niles-Jolly, Mina Sipe, and Marc Sokol also attended this event to offer a career panel to attendees. Students from the 2017-2018 MPS cohort have also taken advantage of opportunities to visit the Jefferson County Commission in Birmingham, Alabama and conduct ratings of candidate records using structured benchmarks. If your organization would be interested in exploring partnering with the IO MPS for internships, events, or competitions, please contact Juliet Aiken at [jraiken@umd.edu](mailto:jraiken@umd.edu) – we are always looking for ways to provide win-wins for our students and our community!

IO MPS students, alumni, and faculty have enjoyed a great deal of personal and professional success over the last year. Kayla Anderson ('18) just began an I/O psychology internship in the assessment department of IPMA-HR, where she validates entry level and promotional tests, conducts job analyses, and is publishing a guide on how to establish cut scores. Kayla Mack ('17) recently started a job as a Compensation Analyst at Abt Associates, Aaron Hollinger ('17) received a promotion from Data Analyst to Manager of Research at the Ethics & Compliance Initiative, and Jackie Tuchten ('17) transferred to be a Talent Acquisition Manager for special projects at Northrop Grumman, where she will focus on employee redeployment as well as TA process improvement and metrics. Additionally, Dawn Powers ('17) was selected into and is currently a co-coach for the Excellence in Government Senior Fellowship Program with the Partnership for Public Service. This Fellowship is a year-long program for up and coming executives and senior leaders within the federal government. Emily McNair ('17) and one of her colleagues were selected as the two “Cultural Champions” in their 26 person Department at Keller Foundations, LLC. In this role, Emily will receive training to develop others in her Department to practice and institute cultural changes in her organization. Finally, Ken Yusko and Juliet Aiken were part of the team to win the 2017 IPAC Innovations in Assessment Award for the project, Hiring Quickly and at a Low Cost under a Consent Decree: Jefferson County's Job Component Validity Research.

In addition to all of these professional wins, the IO MPS welcomed four babies in the past year (to Bryan Card, Suzanne Crawford, Kimberly Johnson, and Alicia Miller, all class of '17). And, Jackie Tuchten ('17) got married in October, 2017, and is set to cruise the Mediterranean for her honeymoon in April.



Under the direction of Juliet Aiken, the University of Maryland Industrial and Organizational Psychology Alumni Committee was established by members of program's first cohort, the graduating class of December 2017. This group is committed to continuing to establish and advance UMD's MPS IO program, deepening relationships among program stakeholders (faculty, current students, alumni, etc.), and orienting around UMD networks and systems. There will be events and activities kicking off throughout 2018 so please stay tuned.

The chartering committee members are as follows:

- Committee Lead – Alia Smith
- Programs Lead – Shannel Winslow
- Events Lead – Allen Chen
- Communications Lead – Alicia Miller
- Member – Jackie Tuchten
- Member – Bry Ottey
- Member – Dawn Powers

Finally, a fund has been established for the IO MPS at UMD. The purpose of the fund is to provide support to IO MPS students, including financial support to attend professional conferences, and, eventually, scholarships to students in need. We welcome any and all donations to this new fund, no matter how small. As every graduate of UMD knows, the people make the place – our MPS students are the program and we are eager to invest in their development as much as possible. Gifts can be made online directly into this fund using the following giving link: <https://go.umd.edu/iompsfund>.



## SIOP 2018 Fellows

### *Marc Sokol*

Dr. Marc Sokol received his Ph.D. in Industrial/Organizational Psychology in 1986 from the University of Maryland, College Park. Dr. Sokol's consulting practice, Sage Consulting Resources, is now in its seventh year and continues to be a healthy business. He is also specializing in working at senior levels and broadly across the enterprise in just a few companies at any one time. This allows Marc to focus on executive coaching, as well as interpersonal and team dynamics within and across business units. This May, Dr. Sokol also completed a year as president of MPPAW (Minnesota Professionals for Psychology Applied to Work), a local I-O Psychology association. At the SIOP conference in April, he will participate in a panel with presidents of three other local I-O Psychology associations, as they discuss the unique challenges and opportunities of these local professional groups.



Dr. Sokol continues to serve as an editor for APA Division 13's publication, *Consulting Psychology Journal*, and as executive editor for *People + Strategy*, the professional journal of HR People + Strategy association. He also continues to serve as an advisor to our own University of Maryland, Masters in Professional Studies I-O Psychology program. At this year's SIOP annual meeting, Marc will be recognized as part of the incoming cohort of newly selected SIOP Fellows.

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### *Mark Ehrhart*



Dr. Mark Ehrhart received his Ph.D. in Industrial/Organizational Psychology in 2001 from the University of Maryland, College Park. After spending the first 16 years of his career as a faculty member in the Psychology Department at San Diego State University, he recently moved to the University of Central Florida in Orlando, where he is a professor in the I/O psychology doctoral program. Mark's work includes over 50 peer-reviewed articles and 11 book chapters, in addition to being lead author on the scholarly book "Organizational climate and culture: An introduction to theory, research, and practice," co-authored with Dr. Benjamin Schneider and Dr. William Macey. At this year's SIOP annual meeting, Mark will be recognized as part of the incoming cohort of newly selected SIOP Fellows.

Mark's research over the past 17 years has primarily addressed three major topics: organizational climate, organizational citizenship behavior (OCB), and leadership. In particular, his research has demonstrated how these constructs integrate across levels of analysis to influence worker well-being and organizational effectiveness. His publications have addressed such topics as the mediating mechanisms for climate's effects on organizational effectiveness, the influence of leaders on the formation of organizational climate, the processes by which group norms for OCB are formed and how those norms subsequently influence group member behavior, discrepancies between leader and subordinate perceptions of leader behavior, follower preferences for leadership, and the influence of the work context on worker well-being and stress. Most recently, he has bridged industrial/organizational psychology and healthcare in his NIH-funded research addressing the role of the organizational context on the implementation of evidence-based practices in health and health services settings. This research includes the Leadership and Organizational Change for Implementation (LOCI) intervention, which trains leaders to more effectively lead implementation efforts by establishing a climate for evidence-based practice implementation in their work units.

Mark is married to Dr. Karen Ehrhart, a fellow alum from the University of Maryland program. They have two boys, Evan (age 7) and Owen (age 4). In his free time, Mark builds Legos with his boys and plays baseball in a local recreational league.

## Student Updates

### BARTH, Sara

#### *Presentations*

- Barth, S.E., Lemay, E. P., Wessel, J.L. (2017, August). *You(r behaviors) are racist: The effects of confrontation focus*. Presented at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.
- Barth, S.E. (2017, June). *You(r behaviors) are racist: The effects of confrontation focus*. Presented at the 5<sup>th</sup> annual University of Maryland Psychology Diversity Conference, College Park, MD.
- Co-chaired the Methodological and Analytical Advances in Diversity and Inclusion Research symposium at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology 2017, Orlando, FL with Jennifer Wessel.

### CHERNIKOVA, Marina

#### *Publications*

- Pierro, A., Chernikova, M., Lo Destro, C., Higgins, E.T., & Kruglanski, A.W. (in press). Assessment and locomotion conjunction: How looking complements leaping, but not always. *Advances in Experimental Social Psychology*.
- Kruglanski, A.W., Jasko, K., Webber, D., Chernikova, M., & Molinario, E. (in press). The making of violent extremists. *Review of General Psychology*.
- Kruglanski, A.W., Jasko, K., Milyavsky, M., Chernikova, M., Webber, D., Pierro, A., & Di Santo, D. (in press). Target article. Cognitive consistency theory in social psychology: A paradigm reconsidered. *Psychological Inquiry*.
- Kruglanski, A.W., Fishbach, A., Woolley, K., Belanger, J.J., Chernikova, M., Molinario, E., & Pierro, A. (in press). A structural model of intrinsic motivation: On the psychology of means-ends fusion. *Psychological Review*.
- Kruglanski, A.W., Baldner, C., Chernikova, M., Lo Destro, C., & Pierro, A. (in press). A new perspective on the attitude-behavior relation: the essential function of goals. *Polish Psychological Bulletin*.
- Lo Destro, C., Chernikova, M., Pierro, A., & Aiello, A. (2017). Who's most likely to get stressed and leave the company? Effects of regulatory mode on work stress and turnover intentions. *Testing, Psychometrics, Methodology in Applied Psychology*, 24(4), 1-13.
- Milyavsky, M., Kruglanski, A.W., Chernikova, M., & Schori-Eyal, N. (2017). Evidence for arrogance: On the relative importance of expertise, outcome, and manner information. *PLOS One*, 12(7), E0180420.

#### *Presentations*

- Chernikova, M., Lo Destro, C., Pierro, A., & Kruglanski, A. W. (2017, May). *A multilevel analysis of person-group regulatory mode complementarity: The moderating role of group task interdependence*. Poster presented at 29<sup>th</sup> annual meeting of the Association for Psychological Science, Boston, MA.
- Chernikova, M., Lo Destro, C., Pierro, A., & Kruglanski, A. W. (2017, May). *A multilevel analysis of person-group regulatory mode complementarity: The moderating role of group task interdependence*. Poster presented at 10<sup>th</sup> annual meeting of the Society for the Study of Motivation, Boston, MA.

#### *Misc.*

- Traveled to Rome, Italy from November 2017 to January 2018 to work with Professor Antonio Pierro at University of Rome. Worked together to write a comprehensive review of previous research on regulatory mode, which will be published in *Advances in Experimental Social Psychology*.

## Student Updates (cont.)

### FERNANDEZ, Jess

#### *Publications*

- Samuelson, H.L., Fernandez, J.R., & Grand, J.A. (2017). “Life doesn’t happen at the between-person level,” or a cautionary note on generating scientific inferences through meta-analyses. *Industrial and Organizational Psychology*, 10, 459-464.
- Gelfand, M.J., Harrington, J.R., & Fernandez, J.R. (2017). Cultural tightness-looseness: Ecological determinants and implications for personality. In A.T. Church (Ed.), *The Praeger handbook of personality across cultures* (Vol. 3). Santa Barbara, CA: ABC-CLIO, Inc.

#### *Presentations*

- Fernandez, J. R., Jackson, J. C., Gelfand, M.J. (2017, January). *Tightness-looseness and health behaviors across the United States*. Presented at the annual meeting of the Society of Personality and Social Psychology, San Antonio, TX.

#### *Internships/Externships/Research Positions*

- Worked with Julie O'Brien, Dan Ariely and the Better Living & Health team as a visiting researcher at the Center for Advanced Hindsight at Duke University from July to August 2017. Projects included examining factors related to patient disclosure and honesty, self-licensing in various health behaviors, naive models of calorie consumption, and motivational tendencies related to exercise attitudes and behaviors.

### LI, Ren

#### *Publications*

- Gelfand, M. J., Li, R., & Gordon, S. (2017). Tightness-looseness and consumer behavior: The road ahead. *Journal of Consumer Psychology*, 27(3), 405-407.

#### *Presentations*

- Gordon, S.M., Gelfand, M.J., Li, R., Harrington, J.R., & Choi, V.K. (2018) *Cultural Norms in Organizations: The Role of Conflict Cultures Within a Hospital Setting*. Presented at the Society for Personality and Social Psychology Convention, Atlanta, GA.
- Li, R., Gordon, S.M., Choi, V.K., Harrington, J.R., & Gelfand, M.J (2018). *The Importance of Understanding Conflict Cultures in Organizations*, Presented at the Culture and Negotiation Conference, Evanston, IL.

#### *Misc.*

- Defended her Master’s thesis, “Self-Awareness and Ethical Behavior in Face and Dignity Cultures,” in July, 2017

### RYAN, Josh

#### *Presentations*

- Ryan, J. E., Lemay, E. P. (2017, June). Forecasted empathy on romantic attraction. Poster presented at the annual conference of the International Association of Relationships Research, Syracuse, NY.

## Student Updates (cont.)

### **SAMUELSON, Hannah**

#### *Publications*

- Samuelson, H.L., Fernandez, J.R., & Grand, J.A. (2017). “Life doesn’t happen at the between-person level,” or a cautionary note on generating scientific inferences through meta-analyses. *Industrial and Organizational Psychology*, 10, 459-464.

#### *Presentations*

- Samuelson, H.L., Barth, S.E., Levine, B.R., Wessel, J.L., & Grand, J.A. (2017, April). *Computational modeling in the study of diversity*. Presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

#### *Misc.*

- Defended her Master’s thesis, “Derivation of Gain in a Hierarchical Multiple-Goal Pursuit Model,” in June, 2017.

### **SU, Junjie (JJ)**

#### *Presentations*

- Su, J., Loughlin, S., & Richey, E. (2018). Incentivizing teaching innovations in professional programs through individual and institutional support. Paper to be presented at 2018 AERA Annual Meeting, New York City, NY.
- Su, J. & Hanges, P.J. (2017, April). *Warning against faking: Boon or bane?* Presented at 32<sup>nd</sup> annual meeting of the Society for Industrial Organizational Psychology, Orlando, FL.
- Su, J. & Loughlin, S. (2017, June). *A mixed-method study on the predictors of innovative teaching behaviors*. Poster presented at 36<sup>th</sup> Lilly Conference on Evidence-Based Teaching and Learning, Bethesda, MD.
- Donlan, A., Loughlin, S., Byrne, V., & Su, J. (2017, June). *The Fearless Teaching Framework: A conceptual model of effective teaching*. Poster presented at 36<sup>th</sup> Lilly Conference on Evidence-Based Teaching and Learning, Bethesda, MD.

#### *Internships/Externships/Research Positions*

- Holds an International Research Associate position with the Civil Service College Singapore on a project titled “Leadership Courage at the Workplace: A Mixed-Method Approach.” The aim of the project is to develop a more nuanced understanding of both the barriers (risks) and enablers (worthy causes) influencing courageous behavior by leaders in government service. The project has two parts. In the first part, organizational insiders were asked for their definitions, as well as experiences, and observations of leadership courage in their workplaces. Currently, the second stage is considering the implications and utility of developing a scale to better measure leadership courage, potentially for selection/training & development purposes.

#### *Awards*

- Fearless Teaching Research Seed Grant, \$2,500 USD (for Spring 2018), Co-PI with E. Richey & S. Loughlin. Project title: Instructional behaviors that promote or discourage an inclusive classroom environment.

## Student Updates (cont.)

### Misc.

- Recognized as Parkrunner of the month in February, 2018 for the College Park parkrun with a certificate and a \$25 Board & Brew gift card.

### **TENEVA, Nadya**

#### *Presentations*

- Teneva, N. G., & Lemay, E. P., Jr. (2017, June). *Relationship-Protective Properties of Insecurity: Attachment Anxiety, Security-Regulation Goals, and Pro-Relationship Behavior*. Presented at the annual meeting of the International Association for Relationship Research, Syracuse, NY.
- Teneva, N. G., & Lemay, E. P., Jr. (2018, March). *Relationship-Protective Properties of Insecurity: Attachment Anxiety, Security-Regulation Goals, and Pro-Relationship Behavior*. Presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

### **VENAGLIA, Rachel**

#### *Publications*

- Venaglia, R. B., & Lemay, E. P., Jr. (2017). Hedonic benefits of close and distant interaction partners: The mediating roles of social approval and authenticity. *Personality and Social Psychology Bulletin*, 43(9), 1255-1267.

#### *Presentations*

- Venaglia, R. B., & Lemay, E. P., Jr. (2017, May). *Hedonic benefits of close and distant interaction partners: The mediating roles of social approval and authenticity*. Presented at the 29<sup>th</sup> annual meeting of the Association for Psychological Science, Boston, MA.

### **WHEELER, Jasmine**

#### *Publications*

- Wheeler, J., Gelfand, M., Hong, Y.Y., & Chiu, C. Y. (2017). Culture, work, and the self: The mutual influence of social and industrial organizational psychology. In D. L. Ferris, R. E. Johnson & C. Sedikides (Eds.), *The self at work: Fundamental theory and research* (225-252). Routledge.

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## Alumni Updates

### **Lauren Boyatzi** (PhD, 2013)

#### *Professional*

In March 2017, started a new position as Social Scientist Research and Senior Analyst at Altria.

### **Ambra Brizi** (visiting scholar, 2012)

#### *Personal*

Had a daughter: Lucia was born on the 11th of March 2018.

#### *Professional*

Journal Articles: International Peer-Reviewed

Panno, A., Carrus, G., Brizi, A., Maricchiolo, F., & Mannetti, L. (in press) Need for closure and political ideology: Predicting pro-environmental preferences and behaviour. *Social Psychology*, 49, 103-112.

Fischer, A., Spekkink, W., Polzin, C., Diaz-Ayude, A., Brizi, A., & Macsinga, I. Social representations of governance for societal change towards sustainability: the perspectives of sustainability advocates. *Environmental Politics*. DOI10.1080/09644016.2018.1448559

Biraglia, A., Brizi, A., Salvati, V., Metastasio, R., & Mannetti, L. (2017) Assessment and locomotion motivational concerns in Internet Addiction Disorder. *Computers and Human Behaviours*, 76, 463-468.

Maglione, A. G., Brizi, A., Vecchiato, G., Rossi, D., Trettel, A., Modica, E., & Babiloni, F. (2017). A Neuroelectrical Brain Imaging Study on the Perception of Figurative Paintings against Only their Color or Shape Contents. *Frontiers in human neuroscience*, 11:378

Marsella, P., Scorpecci, A., Cartocci, G., Giannantonio, S., Maglione, A. G., Venuti, I., Brizi, A., & Babiloni, F. (2017). EEG activity as an objective measure of cognitive load during effortful listening: a study on pediatric subjects with bilateral, asymmetric sensorineural hearing loss. *International Journal of Pediatric Otorhinolaryngology*, 99, 1-7.

Schumpe, B. M., Brizi, A., Giacomantonio, M., Panno, A., Kopetz, C., Kosta, M., & Mannetti, L. (2017). Need for Cognitive Closure decreases risk taking and motivates discounting of delayed rewards. *Personality and Individual Differences*, 107, 66-71.



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## Alumni Updates (cont.)

### Journal Articles: National Peer-Reviewed

Brizi, A., Chirumbolo, A., Mannetti, L., Scerbo, S. (2017) Health behaviours and risk taking intentions. The role of regulatory modes and self-control, *Psicologia Sociale*, 3, 277-292.

Metastasio, R., Brizi, A., Birgaglia, A., & Mannetti, L. (2017) Comunicare la crisi nella pubblicit  . Analisi dell' influenza di framing proattivi e difensivi nella valutazione del prodotto Communicating the crisis through advertising. An analysis on the influence of proactive and defensive framings on product's evaluation. *Rassegna di Psicologia* 34(2), 27-35.

### Research case study

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*.

### Proceedings

Rossi, D., Maglione, A. G., Modica, E., Di Flumeri, G., Venuti, I., Brizi, A., ... & Cartocci, G. (2017, July). An eye tracking index for the salience estimation in visual stimuli. In *Engineering in Medicine and Biology Society (EMBC), 2017 39th Annual International Conference of the IEEE* (pp. 4483-4486). IEEE.

Maglione, A. G., Cartocci, G., Modica, E., Rossi, D., Colosimo, A., Di Flumeri, G., Brizi, A., & Quaranta, N. (2017, July). Evaluation of different cochlear implants in unilateral hearing patients during word listening tasks: A brain connectivity study. In *Engineering in Medicine and Biology Society (EMBC), 2017 39th Annual International Conference of the IEEE* (pp. 2470-2473). IEEE.

Rossi, D., Modica, E., Maglione, A. G., Venuti, I., Brizi, A., Babiloni, F., & Cartocci, G. (2017, September). Visual evaluation of health warning cues in anti smoking PSAs images. In *Research and Technologies for Society and Industry (RTSI), 2017 IEEE 3rd International Forum on* (pp. 1-5). IEEE.

Modica, E., Rossi, D., Maglione, A. G., Venuti, I., Brizi, A., Babiloni, F., & Cartocci, G. (2017, September). Neuroelectrical indices evaluation during antismoking public service announcements on a young population. In *Research and Technologies for Society and Industry (RTSI), 2017 IEEE 3rd International Forum on* (pp. 1-5). IEEE.

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## Alumni Updates (cont.)

### Margaret Clark (PhD, 1977)

#### *Professional*

Clark, M.S., Hirsch, J.L. & Moinin, J. (2018, in press). Love conceptualized as mutual communal responsiveness. In R. Sternberg (Ed.). *The New Psychology of Love*.

Boothby, E.J. & Clark, M.S. (2017). Side by side: 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. (2017). What is good and what is missing in relationship theory and research. In D. Perlman & A. Vangelisti (Eds.). *Handbook of Personal Relationships*. New York: NY: Oxford University Press.

Clark, M.S., Armentano, L., Boothby, E. & Hirsch, J. (2017). Communal relational context (or lack thereof) shapes emotional lives. *Current Opinion in Psychology*, 17, 176-183.

Aragon, O.R., & Clark, M.S. (2017). "Tears of joy" or "Smiles of Joy" prompt distinct patterns of interpersonal emotion regulation. *Cognition and Emotion*. DOI.org.10.1080/02699931

Von Culin, K.R., Hirsch, J., & Clark, M.S. (2017). Willingness to express emotion depends upon relational context. *Cognition and Emotion*, DOI. 10.1080/0269931.2017.1331906

Boothby, E., Smith, L., Clark, M.S. & Bargh, J. (2017). The world looks better together: How close others enhance our visual experiences. *Personal Relationships*, 24, 694-714,

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.

Clark, M.M., Lemay, E.P. & Reisd, H.T. (2017). Other people as situations: Relational context shapes psychological phenomena. In D. Funder & R. Sherman (Eds.). *Oxford Handbook of Situations*. Oxford, England: Oxford University Press.

Clark, M.S., Beck, L.A., & Aragon, O.R. (2017). 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.

Beck, L.A., Clark, M.S. & Olson, K.R. (2017). When do we offer more support than we seek? A behavioral replication and developmental extension. *Journal of Social and Personal Relationships*, 34, 662-675.

## Alumni Updates (cont.)

### **Brandon Crosby** (PhD, 2017)

#### *Professional*

Graduated and started working at RAND.

### **Ryan Fehr** (PhD, 2010)

#### *Personal*

Daughter Hanna Bea Fehr was born on 2/16/2018.

#### *Professional*

Received tenure at the University of Washington.

### **Andrew Knight** (PhD, 2004)

#### *Professional*

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.

Knight, A. P. (In Press). Innovations in unobtrusive methods. In A. Bryman and D. A. Buchanan (Eds.), *Unconventional Methodology in Organization and Management Research*. Oxford: Oxford University Press.

Knight, A. P., & Humphrey, S. E. (In Press). Dyadic data analysis. In S. E. Humphrey and J. M. LeBreton (Eds.), *The Handbook for Multilevel Theory, Measurement, and Analysis*. Washington, DC: American Psychological Association.

### **Edwin A. Locke** (emeritus professor)

#### *Professional*

Completed a new book: *The Illusion of Determinism: Why Free Will is Real and Causal*. This book refutes determinism, compatibilism (the idea that you can have your free will and eat it too) and libertarianism (the indeterminist theory of free will). It shows what free will actually consists of and what it is not. It also refutes the famous Libet studies used by determinists to support their doctrine. The book supports universal causality and is not based on religion.

## Alumni Updates (cont.)

### Dave Mayer (PhD, 2004)

#### *Professional*

Moore, C., Mayer, D. M., Chiang, F., Karlesky, M. J., Crossley, C. D., & Wu, L. conditional acceptance. Leaders matter morally: The role of ethical leadership in shaping employee moral cognition and misconduct. *Journal of Applied Psychology*.

Kuenzi, M., Brown, M., Mayer, D. M., & Priesemuth, M. in press. Supervisor-subordinate (dis)agreement on ethical leadership: An investigation of its antecedents and relationship to organizational deviance. *Business Ethics Quarterly*.

Chen, Z., Mayer, D. M., & Hwang, E. 2018. More is less: Learning but not relaxing buffers deviance under job stressors. *Journal of Applied Psychology*, 103: 123-136.

Ong, M., Mayer, D. M., Tost, L. P., & Wellman, N. 2018. Sending a clear signal: The joint effects of corporate social responsibility and task significance on employee citizenship behavior. *Organizational Behavior and Human Decision Processes*, 144: 44-59.

#### Honors

Became a Fellow of the American Psychological Association  
 Became a Fellow of the Association for Psychological Science  
 Article Runner-Up for 2016 Outstanding Scholarly Publication in Organizational Behavior

### Maxim Milyavsky (postdoc, 2013-2017)

#### *Personal*

Went back to Israel and settled down.

#### *Professional*

One paper on the perception of arrogance published in PLoS One and another paper on Cognitive Consistency accepted to *Psychological Inquiry*.

Found a job at the School of Business Administration in Ono Academic College (Israel).

### William H. Mobley "Bill" (PhD, 1971)

#### *Personal*

Splitting time between Shanghai and Taipei. Welcome mat out to any visiting or living in the region.

## Alumni Updates (cont.)

### *Professional*

Retired Founder & Chairman of Mobley Group Pacific Ltd.(MGP), Shanghai & Hong Kong, now adviser to MGP.

Now Senior Advisor, Fulbright Foundation for Scholarly Exchange, Taiwan

Appointed to Board of Trustees of the American University of Sharjah (UAE) and the Board of Trustees of the Da Tung Educational and Cultural Foundation in Taipei.

### **Jana Raver** (PhD, 2004)

Gave birth to daughter named Vivian on September 29, 2017.

### **Hannah Rothstein** (PhD, 1980)

#### *Personal*

Moved to Manhattan from the suburbs and acquired a grandcat.

#### *Professional*

Appointed Methods Editor for the Business and Management Coordinating Group of the Campbell Collaboration.

### **Birga Schumpe** (visiting PhD student, 2013)

#### *Personal*

Working and living in Abu Dhabi as a Post-Doc at NYUAD.

#### *Professional*

Schumpe, B. M., Brizi, A., Giacomantonio, M., Panno, A., Kopetz, C, Kosta, M., & Mannetti, L. (2017). Need for Cognitive Closure decreases risk taking and motivates discounting of delayed rewards. *Personality and Individual Differences*, 107, 66-71.

Visiting research stay at ShanghaiTech University in Shanghai, China (January, 2018) to work with Lifeng Yang at the School of Entrepreneurship and Management

Consultant for the United Nations Interregional Crime and Justice Research Institute, in Amman, Jordan (March 2017)

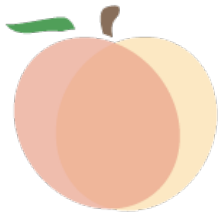
Schumpe, B. M., & Belanger, J. J. (2017, March). Skills and Techniques -How to deal with resistance. Invited talk at the United Nations International Crime and Justice Research Institute, Amman, Jordan.

## Alumni Updates (cont.)

**Naomi Dyer Yount** (PhD, 2006)

*Professional*

Smith, S. A., Yount, N., & Sorra, J. (2017). Exploring relationships between hospital patient safety culture and Consumer Reports safety scores. *BMC health services research*, 17(1), 143.



**2018 SPSP**  
**Annual Convention**  
**March 1-3**

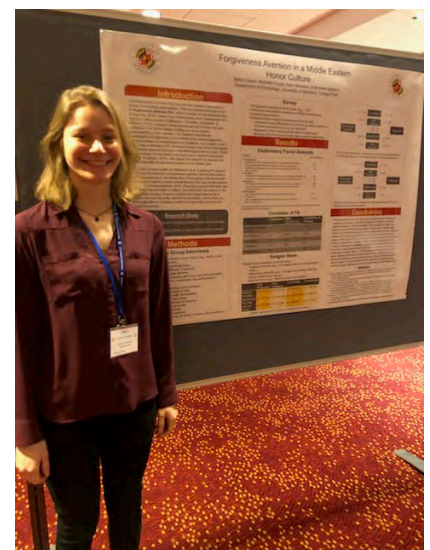
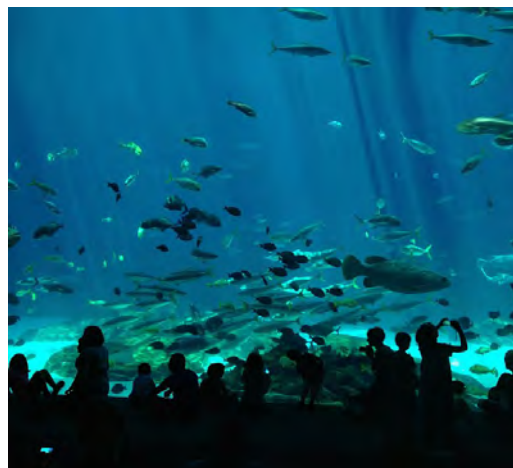
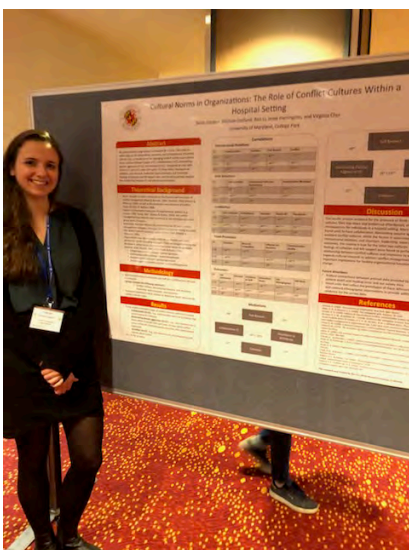
*Atlanta*

**Society for Personality and Social Psychology**  
**2018 Annual Meeting**

*By Nadya Teneva*

This year's annual meeting of the Society for Personality and Social Psychology was held in Atlanta, Georgia. Attendees included Michele Gelfand, post-doc Andrey Elster, SDOS student Nadya Teneva, and members of Michele's lab Nava Caluori, Sarah Gordon and Virginia Choi. Michele co-chaired a symposium titled "From Local to Global Psychology: Climate, Creativity, and Culture" and presented a very interesting talk on the "fractal" (across levels of analysis) patterns of tightness-looseness. Nadya gave a talk on her research with Ed Lemay on the relationship protective properties of insecurity. Nava presented a poster on her research on forgiveness aversion in a Middle Eastern honor culture examining data from Egypt. Sara presented a poster on the role of conflict cultures within hospital settings on which Virginia was a collaborator. Andrey had a poster examining the relationship between personal values and perception biases.

In addition to attending the many wonderful presentations and networking events throughout the conference, the SDOSers made sure to take the time to enjoy Atlanta's beautiful aquarium, restaurants and cultural attractions. If you are planning to attend SPSP 2019 in Portland, Oregon, make sure we have your contact information so we can invite you to our next happy hour. We look forward to seeing you there!



# SIOP 2018 UMD RECEPTION

Chicago, Illinois

University of Maryland  
Social, Decision, & Organizational Sciences

**WHEN:**

Thurs, April 19<sup>th</sup>, 2018, 6:00 – 9:00 PM

**WHERE:**

Sable at the Kimpton Hotel Palomar Chicago,  
505 North State St., Chicago, IL

Please RSVP to Ben Levine at [brlevine@umd.edu](mailto:brlevine@umd.edu) by April 10<sup>th</sup>, 2018



## Recent SDOS Publications

### Presentations

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. (2017, June). *You(r behaviors) are racist: The effects of confrontation focus*. Presented at the 5<sup>th</sup> annual University of Maryland Psychology Diversity Conference, College Park, MD.

Barth, S. E., Lemay, E. P., & Wessel, J. L. (2017, August). *You(r behaviors) are racist: The effects of confrontation focus*. A symposium paper presented at the 2017 Academy of Management (AOM) Conference, Atlanta, GA. (Co-chairs: Sawyer, K., & Wessel, J. L.)

Barth, S. E., Markell, H., King, E. B., & Wessel, J. L. (2017, May). *Mind the (age) gap? Age and mentoring outcomes*. A poster presented at the 29<sup>th</sup> Association of Psychological Science (APS) Conference, Boston, MA.

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 33<sup>rd</sup> Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Chicago, IL.

Chernikova, M., Lo Destro, C., Pierro, A., & Kruglanski, A. W. (2017, May). *A multilevel analysis of person-group regulatory mode complementarity: The moderating role of group task interdependence*. Poster presented at 10<sup>th</sup> annual meeting of the Society for the Study of Motivation, Boston, MA.

Chernikova, M., Lo Destro, C., Pierro, A., & Kruglanski, A. W. (2017, May). *A multilevel analysis of person-group regulatory mode complementarity: The moderating role of group task interdependence*. Poster presented at 29<sup>th</sup> annual meeting of the Association for Psychological Science, Boston, MA.

DeChurch, L.A., Grand, J.A., & Jundt, D.K. (2017, April). *Multiteam systems*. Community of interest presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Donlan, A., Loughlin, S., Byrne, V., & Su, J. (2017, June). *The Fearless Teaching Framework: A conceptual model of effective teaching*. Poster presented at 36<sup>th</sup> Lilly Conference on Evidence-Based Teaching and Learning, Bethesda, MD.

Fernandez, J. R., Jackson, J. C., Gelfand, M.J. (2017, January). *Tightness-looseness and health behaviors across the United States*. Presented at the annual meeting of the Society of Personality and Social Psychology, San Antonio, TX.

Fiske, S., Durante, F., Gelfand, M.J., & Stillwell, A. (2017, January). *Extreme peace and conflict both reflect us-them stereotypes: Ambivalence emerges in-between*. Presented at the annual meeting of the Society of Personality and Social Psychology, San Antonio, TX.

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## Recent SDOS Publications (cont.)

- Fiske, S., Durante, F., Gelfand, M.J., & Stillwell, A. (2017, January). *Extreme peace and conflict both reflect us-them stereotypes: Ambivalence emerges in-between*. Presented at the annual meeting of the Society of Personality and Social Psychology, San Antonio, TX.
- Gelfand, M. (2017, March). *Fractal patterns of tightness-looseness*. Presented at the annual meeting of the Society of Personality and Social Psychology, Atlanta, GA.
- 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. (2017, October). *Tight versus loose cultures: Interdisciplinary Perspectives*. Keynote address presented at Canadian Psychology Association, Toronto, CA.
- Gordon, S.M., Choi, V.K., & Gelfand, M.J. (2017, May). *Cultural influences on occupational structure: A tightness-looseness perspective*. Poster presented at the 28th Annual Meeting of the Association for Psychological Science Convention, Boston, MA.
- Grand, J.A. (2017, November). *Principles for robust science*. Invited presentation at Consortium for the Advancement of Research Methods and Analysis (CARMA) Conference Australia, Adelaide, Australia.
- 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.
- Grand, J.A., Kuljanin, G., Braun, M.T., Kozlowski, S.W.J., & Chao, G.T. (2017, April). *Task environments and team effectiveness: A computational exploration*. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Grand, J.A. & Levine, B.R. (2017, April). *A tale of two responses: Preliminary evidence for a cognitive processing model of SJT responding*. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Grand, J.A. & Nicklin, J.M. (2017, April). *Impact, contribution, and the culture of science in I-O Psychology*. Panel discussion chaired at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Lemay, E. P., Jr. (2017, June). *Interpersonal benefits of selfishness and insecurity: An interdependence perspective*. Keynote address presented at the International Association for Relationships Research Mini-Conference on Interdependence, Interaction, and Relationships, Syracuse, NY.
- Lemay, E. P., Jr. (2017, October). *Pro-relationship self-centered goals: The interpersonal benefits of trying to be valued by others*. Invited address presented at the Annual Society of Experimental Social Psychology Attraction and Relationships Preconference, Boston, MA.
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## Recent SDOS Publications (cont.)

- Lemay, E. P., Jr., & Wolf, N. R. (2017, May). *The interpersonal benefits of trying to be valued by others*. Paper presented as part of the symposium, "When selfishness promotes interpersonal relationships: Interpersonal benefits of selfish motivation." E. P. Lemay (chair). Symposium presented at the Association for Psychological Science Annual Meeting, Boston, MA.
- Levine, B.R., Barth, S.E., Samuelson, H.L., Wessel, J.L., & Grand, J.A. (2017, April). *Underneath the glass ceiling: Modeling gender stratification in organizations*. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Li, C., Gelfand M. J., & Kabst, R. (2017, August). The influence of cultural tightness looseness on cross-border acquisitions. Paper presented at the Academy of Management Conference, Atlanta, GA.
- Maglione, A. G., Cartocci, G., Modica, E., Rossi, D., Colosimo, A., Di Flumeri, G., Brizi, A., & Quaranta, N. (2017, July). *Evaluation of different cochlear implants in unilateral hearing patients during word listening tasks: A brain connectivity study*. In Engineering in Medicine and Biology Society (EMBC), 2017 39th Annual International Conference of the IEEE (pp. 2470-2473). IEEE.
- 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 33<sup>rd</sup> Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Chicago, IL.
- Modica, E., Rossi, D., Maglione, A. G., Venuti, I., Brizi, A., Babiloni, F., & Cartocci, G. (2017, September). *Neuroelectrical indices evaluation during antismoking public service announcements on a young population*. In Research and Technologies for Society and Industry (RTSI), 2017 IEEE 3rd International Forum (pp. 1-5). IEEE.
- Mu, Y., & Gelfand, M. J (2017, August). *Neural mechanisms underlying social norm violation: A cross-cultural neuroscience perspective*. Paper presented at the Academy of Management Conference, Atlanta, GA.
- 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.
- Richards, K. & Wessel, J. L. (2018, April). *Perspective taking and guilt during interpersonal confrontation against prejudice*. A poster presented at the 33<sup>rd</sup> Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Chicago, IL.
- Rosenman, E.D., & Grand, J.A. (May, 2017). *Changing systems through effective teams*. Invited presentation at Academic Emergency Medicine Consensus Conference, Orlando, FL.
- Rossi, D., Maglione, A. G., Modica, E., Di Flumeri, G., Venuti, I., Brizi, A., ... & Cartocci, G. (2017, July). *An eye tracking index for the salience estimation in visual stimuli*. In Engineering in Medicine and Biology Society (EMBC), 2017 39th Annual International Conference of the IEEE (pp. 4483-4486). IEEE.

## Recent SDOS Publications (cont.)

- Rossi, D., Modica, E., Maglione, A. G., Venuti, I., Brizi, A., Babiloni, F., & Cartocci, G. (2017, September). *Visual evaluation of health warning cues in anti smoking PSAs images*. In Research and Technologies for Society and Industry (RTSI), 2017 IEEE 3rd International Forum on (pp. 1-5). IEEE.
- Ryan, J. (2017, June). *Forecasted empathy on romantic attraction*. Poster presented at the annual conference of the International Association of Relationships Research, Syracuse, NY.
- Salvador, C., Ackerman, J., Gelfand, M., & Kitayama, S. (2017, March). *Alpha-band suppression reveals a tightening of social norms caused by pathogen threat*. Poster presented at the annual meeting of the Society of Personality and Social Psychology, Atlanta, GA.
- Salvador, C., Kitayama, S., & Gelfand, M. (2017, January). *Subliminal affiliation priming increases electrocortical responses to norm violations*. Poster presented at the annual meeting of the Society of Personality and Social Psychology, San Antonio, TX.
- Samuelson, H.L., Barth, S.E., Levine, B.R., Wessel, J.L., & Grand, J.A. (2017, April). *Computational modeling in the study of diversity*. Presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Schumpe, B. M., & Belanger, J. J. (2017, March). *Skills and techniques - How to deal with resistance*. Invited talk at the United Nations International Crime and Justice Research Institute, Amman, Jordan.
- Su, J. & Hanges, P.J. (2017, April). *Warning against faking: Boon or bane?* Presented at 32<sup>nd</sup> annual meeting of the Society for Industrial Organizational Psychology, Orlando, FL.
- Su, J. & Loughlin, S. (2017, June). *A mixed-method study on the predictors of innovative teaching behaviors*. Poster presented at 36<sup>th</sup> Lilly Conference on Evidence-Based Teaching and Learning, Bethesda, MD.
- Su, J., Loughlin, S., & Richey, E. (2018). *Incentivizing teaching innovations in professional programs through individual and institutional support*. Paper to be presented at 2018 AERA Annual Meeting, New York City, NY.
- Venaglia, R. B., & Lemay, E. P., Jr. (2017, May). *Hedonic benefits of close and distant interaction partners: The mediating roles of approval and authenticity*. Paper presented as part of the symposium, "New directions on the affective consequences of interpersonal relationships: Mechanisms, individual differences, and relationship characteristics." R. B. Venaglia and E. P. Lemay (chairs). Symposium presented at the Association for Psychological Science Annual Meeting, Boston, MA.
- 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 to be presented at the Annual Meeting of the Association for Psychological Science, San Francisco, CA.
- Williams, J., Nowak, A., & Gelfand, M. (2017, March). *Expression of culture of honor on Twitter*. Poster presented at the annual meeting of the Society of Personality and Social Psychology, Atlanta, GA.

## Recent SDOS Publications (cont.)

Wolf, N., & Lemay, E. P., Jr. (2017, August). *The thrill of the chase: The relative effectiveness of subtle pursuit behaviors in inspiring romantic interest between friends*. Poster presented at the Annual Meeting of the American Psychological Association, Washington, DC.

Wolf, N. & Lemay, E. P., Jr. (2017, May). *The thrill of the chase: The relative effectiveness of subtle pursuit behaviors in inspiring romantic interest between friends*. Paper presented as part of the symposium, "The management of romantic attraction in friendships: Pursuing, conserving, and dodging opportunities for romance." N. R. Wolf and E. P. Lemay (chairs). Symposium presented at the Association for Psychological Science Annual Meeting, Boston, MA.

## Journal Publications

Aiken, J. R. & Hanges, P. J. (2017). The Sum of the Parts: Methods of Combining Assessments for Employment Decisions. (p. 388-396). In J. L. Farr & Tippins, N. T. (Eds.), *Handbook of Employee Selection*. NY: Routledge.

Aiken, J.R., Hanges, P.J., & Chen, T. (In press). 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.

Aragon, O.R., & Clark, M.S. (2017). "Tears of joy" or "Smiles of Joy" prompt distinct patterns of interpersonal emotion regulation. *Cognition and Emotion*. doi.10.1080/02699931

Assaad, L., & Lemay, E. P., Jr. (2018). Social anhedonia and romantic relationship processes. *Journal of Personality*, 86, 147-157.

Beck, L.A., Clark, M.S. & Olson, K.R. (2017). When do we offer more support than we seek? A behavioral replication and developmental extension. *Journal of Social and Personal Relationships*, 34, 662-675.

Biraglia, A., Brizi, A., Salvati, V., Metastasio, R., & Mannetti, L. (2017) Assessment and locomotion motivational concerns in Internet Addiction Disorder. *Computers and Human Behaviours*, 76, 463-468.

Boothby, E.J. & Clark, M.S. (2017). *Side by side: 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.

Boothby, E., Smith, L., Clark, M.S. & Bargh, J. (2017). The world looks better together: How close others enhance our visual experiences. *Personal Relationships*, 24, 694-714.

Branzetti, J., Adedipe, A.A., Gittinger, M., Rosenman, E.D., Broliar, S., Chipman, A., Grand, J.A., & Fernandez, R. (2017). Randomized control trial to assess the effect of a Just-in-Time training on procedural performance: A proof of concept study to address procedural skill decay. *BMJ Quality & Safety*, 26, 881-891.

Brizi, A., Chirumbolo, A., Mannetti, L., Scerbo, S. (2017) Health behaviours and risk taking intentions. The role of regulatory modes and self-control, *Psicologia Sociale*, 3, 277-292.

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*.

## Recent SDOS Publications (cont.)

- Chen, Z., Mayer, D. M., & Hwang, E. 2018. More is less: Learning but not relaxing buffers deviance under job stressors. *Journal of Applied Psychology*, 103, 123-136.
- Clark, M.S. (2017). What is good and what is missing in relationship theory and research. In D. Perlman & A. Vangelisti (Eds.). *Handbook of personal relationships*. New York: NY: Oxford University Press.
- Clark, M.S., Armentano, L., Boothby, E. & Hirsch, J. (2017). Communal relational context (or lack thereof) shapes emotional lives. *Current Opinion in Psychology*, 17, 176-183.
- Clark, M.S., Beck, L.A., & Aragon, O.R. (2017). Relationship initiation: How do we bridge the gap between initial attraction and well-functioning communal relationships. In B. Frieze (Ed.). *APA handbook of contemporary family psychology*, Washington, D.C.: American Psychological Association.
- Clark, M.S., Hirsch, J.L. & Moinin, J. (2018, in press). Love conceptualized as mutual communal responsiveness. In R. Sternberg (Ed.). *The new psychology of love*.
- Clark, M. S., Lemay, E. P., Jr., & Reis, H. T. (in press). Other people as situations: Relational context shapes psychological phenomena. In J. F. Rauthmann, R. Sherman, & D. C. Funder (Eds.), *The Oxford handbook of psychological situations*. New York: Oxford University Press.
- Clark, M. S., Von Culin, K. R., Clark-Polner, E., & Lemay, E. P., Jr. (2017). Accuracy and projection in perceptions of partners' emotional experiences: Both minds matter. *Emotion*, 17, 196-207.
- De, S., Nau, D. S., & Gelfand, M. J. (2017). Understanding norm change: An evolutionary game-theoretic approach. *Proceedings of the 16<sup>th</sup> International Conference on Autonomous Agents and Multiagent Systems*, 1433-1441.
- Dugas, M., Schori-Eyal, N., Kruglanski, A. W., Klar, Y., Touchton-Leonard, K., McNeill, A., Gelfand, M., & Roccas, S. (2017). Group-centric attitudes mediate the relationship between need for closure and intergroup hostility. *Group Processes & Intergroup Relations*.  
<https://doi.org/10.1177/1368430217699462>
- Fernandez, R., Shah, S., Rosenman, E., Kozlowski, S.W.J., Parker, S.H., & Grand, J.A. (2017). Developing team cognition: A role for simulation. *Simulation in Healthcare*, 12, 96-103.
- Fischer, A., Spekkink, W., Polzin, C., Diaz-Ayude, A., Brizi, A., & Macsinga, I. Social representations of governance for societal change towards sustainability: the perspectives of sustainability advocates. *Environmental Politics*. doi10.1080/09644016.2018.1448559
- Gelfand, M. J. (2018). *Rule makers, rule breakers: How culture wires our minds*. New York, NY: Scribner.
- Gelfand, M. J., Aycan, Z., Erez, M., & Leung, K. (2017). Cross-cultural industrial organizational psychology and organizational behavior: A hundred-year journey. *Journal of Applied Psychology*.  
<http://dx.doi.org/10.1037/apl0000186>
- Gelfand, M. J., Chiu, C., & Hong, Y. (Eds.). (2018). *Handbook of advances in culture & psychology* (Vol 7). New York, NY: Oxford University Press.
- Gelfand, M., & Choi, V. (2017, May 15). Why United's culture needs to loosen up to avoid more PR fiascos. *The Conversation*. Retrieved from <http://theconversation.com/why-uniteds-culture-needs-to-loosen-up-to-avoid-more-pr-fiascos-77662>

## Recent SDOS Publications (cont.)

- Gelfand, M.J., Harrington, J.R., & Fernandez, J.R. (2017). Cultural tightness-looseness: Ecological determinants and implications for personality. In A.T. Church (Ed.), *The Praeger handbook of personality across cultures* (Vol. 3). Santa Barbara, CA: ABC-CLIO, Inc.
- Gelfand, M. J., Harrington, J. R., & Jackson, J. C. (2017). The strength of social norms across human groups. *Perspectives on Psychological Science*, *12*(5), 800-809.
- Gelfand, M., Jackson, J. C., & Harrington, J. R. (2017, May 2). The cultural fault line that is reshaping global politics. *Scientific American*. Retrieved from <https://www.scientificamerican.com/article/the-cultural-fault-line-that-is-reshaping-global-politics/>
- Gelfand, M. J., Li, R., & Gordon, S. (2017). Tightness-looseness and consumer behavior: The road ahead. *Journal of Consumer Psychology*, *27*(3). <https://doi.org/10.1016/j.jcps.2017.05.001>
- Gittinger, M., Broliar, S.M, Grand, J.A., Nichol, G., & Fernandez, R. (2017). 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*, *12*, 139-147.
- 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., Rogelberg, S.G., Allen, T.D., Landis, R.S., Reynolds, D., Scott, J.C., Tonidandel, S., & Truxillo, D.M. (in press). A systems-based approach to fostering robust science in Industrial-Organizational psychology [Focal article]. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Grand, J.A., Rogelberg, S.G., Banks, G., Landis, R.S., & Tonidandel, S. (in press). From outcome to process focus: Fostering a more robust psychological science through registered reports and results-blind reviewing. *Perspectives on Psychological Science*.
- Hanges, P.J. & Aiken, J.R. (2017). The healthy organization: Properties of ClimateQual scales. (p. 19-47). In Charles B. Lowry (Ed). *ClimateQUAL: Advancing Organizational Health, Leadership and Diversity in the Service of Libraries*. Lanham, MD: Rowman and Littlefield.
- Jackson, J. C., Lemay, E. P., Jr., & Bilkey, D., Halberstadt, J. (2017). Beyond “birds of a feather”: A social inference approach to attachment-dependent grouping. *Journal of Experimental Social Psychology*, *73*, 216-221.
- Knight, A. P. (In Press). Innovations in unobtrusive methods. In A. Bryman and D. A. Buchanan (Eds.), *Unconventional methodology in organization and management research*. Oxford: Oxford University Press.
- Knight, A. P., & Humphrey, S. E. (In Press). Dyadic data analysis. In S. E. Humphrey and J. M. LeBreton (Eds.), *The handbook for multilevel theory, measurement, and analysis*. 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-

## Recent SDOS Publications (cont.)

- Gelfand, M.J., Harrington, J.R., & Fernandez, J.R. (2017). Cultural tightness-looseness: Ecological determinants and implications for personality. In A.T. Church (Ed.), *The Praeger handbook of personality across cultures* (Vol. 3). Santa Barbara, CA: ABC-CLIO, Inc.
- Gelfand, M. J., Harrington, J. R., & Jackson, J. C. (2017). The strength of social norms across human groups. *Perspectives on Psychological Science*, 12(5), 800-809.
- Gelfand, M., Jackson, J. C., & Harrington, J. R. (2017, May 2). The cultural fault line that is reshaping global politics. *Scientific American*. Retrieved from <https://www.scientificamerican.com/article/the-cultural-fault-line-that-is-reshaping-global-politics/>
- Gelfand, M. J., Li, R., & Gordon, S. (2017). Tightness-looseness and consumer behavior: The road ahead. *Journal of Consumer Psychology*, 27(3). <https://doi.org/10.1016/j.jcps.2017.05.001>
- Gittinger, M., Broliar, S.M, Grand, J.A., Nichol, G., & Fernandez, R. (2017). 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*, 12, 139-147.
- 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., Rogelberg, S.G., Allen, T.D., Landis, R.S., Reynolds, D., Scott, J.C., Tonidandel, S., & Truxillo, D.M. (in press). A systems-based approach to fostering robust science in Industrial-Organizational psychology [Focal article]. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Grand, J.A., Rogelberg, S.G., Banks, G., Landis, R.S., & Tonidandel, S. (in press). From outcome to process focus: Fostering a more robust psychological science through registered reports and results-blind reviewing. *Perspectives on Psychological Science*.
- Jackson, J. C., Lemay, E. P., Jr., & Bilkey, D., Halberstadt, J. (2017). Beyond “birds of a feather”: A social inference approach to attachment-dependent grouping. *Journal of Experimental Social Psychology*, 73, 216-221.
- Knight, A. P. (In Press). Innovations in unobtrusive methods. In A. Bryman and D. A. Buchanan (Eds.), *Unconventional methodology in organization and management research*. Oxford: Oxford University Press.
- Knight, A. P., & Humphrey, S. E. (In Press). Dyadic data analysis. In S. E. Humphrey and J. M. LeBreton (Eds.), *The handbook for multilevel theory, measurement, and analysis*. 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.



## Recent SDOS Publications (cont.)

- Kopetz, C. E., & Fishbach, A. (Eds.). (2017). *The motivation-cognition interface: From the lab to the real world: A festschrift in honor of Arie W. Kruglanski*. New York, NY: Routledge.
- Kruglanski, A. W. (2018). *The motivated mind: The selected works of Arie Kruglanski*. New York, NY: Routledge.
- Kruglanski, A.W., Baldner, C., Chernikova, M., Lo Destro, C., & Pierro, A. (in press). A new perspective on the attitude-behavior relation: the essential function of goals. *Polish Psychological Bulletin*.
- Kruglanski, A.W., Fishbach, A., Woolley, K., Belanger, J.J., Chernikova, M., Molinario, E., & Pierro, A. (in press). A structural model of intrinsic motivation: On the psychology of means-ends fusion. *Psychological Review*.
- Kruglanski, A. W., & Gelfand, M. J. (2017, August 14). Why sanctions fail. *Huffington Post*. Retrieved from [https://www.huffingtonpost.com/entry/why-sanctions-fail\\_us\\_59909172e4b0caa1687a6126](https://www.huffingtonpost.com/entry/why-sanctions-fail_us_59909172e4b0caa1687a6126)
- Kruglanski, A.W., Jasko, K., Milyavsky, M., Chernikova, M., Webber, D., Pierro, A., & Di Santo, D. (in press). Target article. Cognitive consistency theory in social psychology: A paradigm reconsidered. *Psychological Inquiry*.
- Kruglanski, A.W., Jasko, K., Webber, D., Chernikova, M., & Molinario, E. (in press). The making of violent extremists. *Review of General Psychology*.
- Kuenzi, M., Brown, M., Mayer, D. M., & Priesemuth, M. in press. Supervisor-subordinate (dis)agreement on ethical leadership: An investigation of its antecedents and relationship to organizational deviance. *Business Ethics Quarterly*.
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