



Testudo Times

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Letter from the Editors

Dear Alumni and Friends,

We are pleased to welcome you to the fourth volume of the *Testudo Times*! It's been a busy and successful year for our faculty, graduate students, and alumni. All have made impressive progressive in their research, careers, and personal lives.

This year, the Social, Decision, and Organizational Sciences (SDOS) Program has welcomed four new graduate students: Brandon Crosby, Jesse Harrington, Chelsea Schein, and Junjie (JJ) Su (pgs. 2-3). Additionally, five of our graduate students have successfully defended their master's theses and four have passed their comprehensive examinations (pg. 9). Our alumni and graduate students continue to acquire numerous awards, job offers, and novel life experiences and achieve impressive career goals (pgs. 9-11). As always, our faculty remain on the cutting edge of their respective fields (pgs. 4-8). We are also pleased to announce an array of marriages and births (pg. 9) and two new scholarships honoring Irwin L. Goldstein and Benjamin Schneider (pg. 12). Finally, the University of Maryland SDOS program sponsored this year's annual Society of Experimental Social Psychology Conference in Washington, D.C. (pg. 12) and the Second Annual Friends of Maryland Happy Hour at the Society for Personality and Social Psychology Conference in San Diego (pg. 13).

Please read on to learn more! We hope that you enjoy the newsletter and look forward to seeing you at upcoming conferences, events, and functions.

Editors for SDOS Newsletter, Volume 4:

Jesse Harrington

Junjie (JJ) Su

Meet Our New First Years!

Brandon Crosby



Brandon Crosby is a first year SDOS student who's research focuses on organizational psychology. Brandon is a graduate for Morehouse College and joined the program in 2011. His adviser is Dr. Michele Gelfand, and together, they have already begun studying topics such as minorities and negotiation, culture and revenge, and status and social accounts. Outside of academic life, Brandon enjoys playing tennis, reading, and playing video games. He also likes to spend time with his family, who all live close by in Baltimore.

Jesse Harrington



Jesse graduated with a bachelor of arts in psychology and history from New College of Florida in 2008. After three years of intermittent traveling through Europe and Central America and working as both a legal writer and an electrician, Jesse decided to pursue his PhD and reignite his passion for cultural and cross-cultural psychology. He is currently working with Dr. Michele Gelfand. Together, they are exploring the factors that contribute to intra-national variance and cultural change. Originally from Miami, Florida, Jesse is also interested in studying Hispanic cultural groups. When not busy with school, Jesse spends his time with his fiancé and dreams of far-flung locations.

Chelsea Schein

Chelsea Schein is a first year student interested in moral psychology, mind perception, and ethics. In May 2011, she graduated valedictorian from Franklin and Marshall College, winning the Williamson Medal, the highest award granted to a graduating senior. At F&M, she immersed herself in the interdisciplinary study of morality, majoring in Scientific and Philosophical Studies of the Mind, with a concentration in moral psychology. Though initially pulled to philosophy, she gradually realized that if she actually wanted to understand moral behaviors, she would need to leave the comfort of her (metaphoric) armchair and enter a lab. One summer afternoon before her senior year, she came across an article on moral transformation by then Harvard graduate student, Kurt Gray. By 2am, she had read all of his articles that she could find. Needless to say, when her UMD acceptance letter came, she was overwhelmed with excitement at the prospect of being Kurt's first graduate student in the Mind Perception and Morality Lab. Chelsea has loved the incredibly collegial environment at UMD and the support she has received from both faculty and fellow students. She will miss Maryland dearly when she joins Kurt at UNC in Fall 2012.



Junjie (JJ) Su

JJ comes from perennially sunny Singapore, two degrees north of the equator. After a mild first winter (and kind help from the seniors, appreciate it much!), he is getting used to the weather here in College Park. His advisor is Dr. Paul Hanges and is currently working with Paul on the topic of metacognition for his masters thesis. When he is not reading or writing, he is thinking of how to use novel research methods to explore issues in testing and selection. When he takes a break, he likes to go running and explore the tracks off the beaten path (trail running). He last completed two marathons in 2008 and wonders if he will ever coax himself to try to qualify for the Boston Marathon anytime soon.



Faculty Updates

By Laura Severance, Jocelyn Belanger, Rabiah Muhammad, and Julie O'Brien



Michele Gelfand

It has been an exciting year for Michele Gelfand, who published a paper in *Science* examining tightness-looseness across 33 nations. This paper received media attention from several outlets (e.g., NPR, NSF Webcast, Science Podcast, PRI's The World, The Boston Globe). Michele noted that it was especially gratifying that several of her collaborators in other countries were interviewed in their own countries as well. Michele also received the Anneliese Maier Research Award from the Alexander von Humboldt Foundation, which has a prize of \$335,000 and will facilitate work on tightness-looseness both within the US and around the globe. Michele received a \$1.1 million Airforce grant to study culture and revenge contagion and has begun an exciting project with Dana Nau in Computer Science. In addition, Michele gave a keynote at IACCP as well as a

workshop on qualitative and quantitative methods in cross-cultural psychology.

MURI Project InterACTION has had a number of exciting developments on interviews on honor, wasta, fatalism, negotiation, and other topics as well as some interesting computer simulations of honor versus dignity cultures with collaborators in Poland. Michele noted that MURI has a wonderful team of people collecting data in Iraq, Jordan, Egypt, Turkey, Lebanon, the UAE, Turkey, and Pakistan. Further, the 2nd volume of the Oxford *Advances in Culture and Psychology* series was published this year and received a great review in *PsycCRITIQUES*. Numerous other papers were published or are currently in press including work on cross-cultural organizational psychology in the *Handbook of Industrial Organizational Psychology*, the cultural psychology of errors in Michael Frese's SIOP

Frontier Series *Errors in Organizations*, the cultural psychology of globalization in the *Journal of Social Issues*, culture and the transmission of conflict in *Philosophical Transactions of the Royal Society B: Biological Sciences*, the history of culture in psychology in the *Handbook of the History of Social Psychology*, and culturally intelligent computer agents in *ACM Transactions on Intelligent Systems and Technology*.

Despite all her hard work, Michele found time to have fun this year by hosting a great celebration (complete with a limousine ride into DC) in May and also dressed up as a giant pickle for her daughter Jeanette's birthday as well as a giant pineapple for her daughter Hannah's birthday. As always, Michele loves her jazzercise classes and still hasn't gotten her high fiving problem under control.

Paul Hanges

Paul is finishing up his 5th and final year as Associate Chair and Grad Director and continues to combine the responsibilities of that role with a robust writing, teaching, and research agenda. The GLOBE project continues to progress and is expanding with emerging ideas and opportunities. The GLOBE team

recently completed their third book which will examine the characteristics of high- and low-performing CEOs in numerous countries (characterized as "stars" and "dogs"). This will add even greater practical application and theoretical contributions to this comprehensive project.



Additionally, Paul is working with Rabiah Muhammad on a potential 4th wave of the GLOBE project. This new project focuses on understanding ethical leadership cross-culturally. In addition to the GLOBE Project, Paul continues to work on numerous other research projects. The “Healthy Organization” study (a.k.a. – ClimateQual) now has 32 libraries involved in the data collection. This research looks at the relationship between various types of Organizational Climate (climate for diversity, climate for fairness, climate for learning, and psychology safety climate) and important organizational outcomes such as Customer Service

and Job Satisfaction. Paul is also mentoring Rabiah on her dissertation relating to ethical leadership and ethnicity and JJ on his master’s thesis on metacognition. He is also mentoring Emily on her dissertation which focuses on cross-cultural competence training. Finally, Paul is also conducting a study with Rabiah and JJ that looks at Mindfulness and its relation to ethical behavior.

Paul has extensively traveled this year, teaching MBA courses in Singapore and Taipei, making side trips to Bali & Jakarta in Indonesia and visiting his homeland, Greece, for the first time! In 2011,

Paul was hired on as a member of the Board of Directors for OBA Bank. He was also excited to be part of a panel discussion on Shared leadership and the Orpheus Symphony at the Clarice Smith Performing Arts Center, moderated by Kojo Nnamdi (NPR). At last year’s SIOP, Paul and his colleagues were awarded the M. Scott Myers Award for Applied Research in the Workplace for *Development and Implementation of the Siena Reasoning Test*. Overall this has been a jet setting and productive year for Paul!

Arie Kruglanski

After our group visit to one of Maryland’s wineries last September, Arie would have probably told you that 2011 is perhaps not going to make the annals of good wine-making. In terms of research, however, he would have told you that it has been a different story!

Arie started the year publishing in *Psychological Review* with Gerd Gigerenzer. In this theoretical piece, Arie and Gerd discussed major issues related to intuitive and deliberated judgments, and suggested that both types of judgments are rule-based processes. This paper was followed by three other important papers in *JPSP*. Interestingly, all of these papers were grounded in the work of goal-systems theory, discussed principles of multifinality in their own ways, and included former UMD alumni as lead authors (i.e., Catalina Köpetz, Edward Orehek, and Woo Young Chun). Toward the end of 2011, Arie and his colleagues published a second article in *Psychological Review* in which they

describe their Cognitive Energetics Theory, which applies to a broad variety of phenomena in social judgment and self-regulation.

In addition to these publications, Arie published two handbooks. The first handbook, the *History of Social Psychology*, co-edited with Wolfgang Stroebe, is a fascinating compilation of 23 chapters that cast light on different historical segments in our field. Arie’s second publication, *The Handbook of Theories of Social Psychology*, co-edited with Paul van Lange and Tory Higgins, introduces the reader to social psychology’s most influential theories and how they have been (sometimes facetiously) developed by their respective authors.

Last but not least, Arie has been quite often on the road disseminating his ideas around the world. Most notably, Arie gave talks in Kuching (Malaysia), Paris, and London on terrorism and the psychology of radicalization, where



he described his most recent work with former terrorists in Sri Lanka and jihadists in the Philippines. Additionally, Arie gave several talks on epistemology in Jacksonville and Barcelona, as well as an important keynote address at the Annual Meeting of German Social Psychology on Cognitive Energetics Theory.

Recently, Arie started some kick boxing lessons in order to deal with reviewers that stand in his way. Beware.



Faculty Updates (cont.)

Michael Dougherty

This has been a very productive year for Dr. Michael Dougherty. He was an invited participant in the Ernst Strungmann Forum on "Cognitive Search: Evolution, Algorithms, and the Brain" which was held in Frankfurt, Germany in February of 2011. He also has a paper in press in

Psychological Review in which he developed a new statistical algorithm for performing multiple regression that does not require strong assumptions about functional form or distributional shape. Mike has also been working on creating non-verbal and language independent measures of working memory and cognitive ability that can be administered over the web. NSF is continuing to fund Mike's work on memory search and search

termination decisions, while ONR is funding work on Brain Plasticity Training. Mike's group is also working on training protocols for the military that are designed to improve second-language acquisition in critical languages, such as Iraqi Arabic. Finally, Mike co-edited the book *The Adolescent brain: Learning, Reasoning and Decision Making*, which was recently published by the APA.

Cheri Ostroff

Cheri is currently in her third year of her Chair-track position for the Organizational Behavior division of AOM. Since the last *Testudo Times* Edition, Cheri completed the conference program that took place last August. She handled 1000 submissions and ultimately coordinated 166 sessions at the conference. Cheri feels that it's a challenging role with considerable work, but also an inspiring one. In her opinion, one of the most rewarding part of the job was witnessing the sheer number of people who graciously volunteered to help in multiple ways, including many of our PhD students, who helped her with multiple tasks or served as reviewers.

Cheri is enjoying a sabbatical this semester, the first one in 25 years! "It's delightful", she says. But it certainly does not prevent her from being busy! Cheri has

been giving numerous invited workshops and presentations at Concordia University, Bond University, the University of South Australia, Society of Organizational Behavior Australia, and the University of Florida. She says it has been very enjoyable seeing some old friends and meeting new colleagues (as well as some kangaroos).

Despite all of her travelling, Cheri is continuing her research on the "Big-Fish Little-Pond" baseball study, examining changes in relative standing and changes in performance. She has also been continuing her work in the area of organizational climate, writing an extensive handbook chapter (with Angelo Kinicki and Rabiah Muhammed), and polishing a paper on climate configurations. Cheri has also been working extensively with Ashley Fulmer on the role of leadership and contextual



factors that contribute to organizational cynicism.

Additionally, Cheri is excited about her new project examining the emergence of climates of guilt and how guilt can influence behavior and performance. Working with Ashley Fulmer, Cheri is also exploring various ways to examine variance as a construct with the premise that the degree of variability is an important factor in understanding

behavior and responses in organizations. Notably, their work has been published in a recent book chapter that will appear in *Work Behavior in Organizations*.



Chuck has had a busy year with his work here at UMD and within the broader social psychology community. As Associate Chair of the Psychology Department, Chuck has been working on improving undergraduate learning and, consequently, the department may see some curricu-

lum changes in the future. Chuck has also been working to make Calculus and Biology mandatory for all Psychology majors. In addition to the possible departmental changes, Chuck has been working on a major research project with Dr. Scott Roberts and Dr. Ryan Curtis. The team is focused on determining the variables that predict student learning and academic achievement, and on how to assess learning outcomes. They are currently working with a large dataset of students enrolled in psychology courses, and are planning on adding data from other departments during the next few semesters.

Chuck has been very involved in the social psychology community this year. He contributes to Personality and Social Psychology Connection, which is the blog associated with SPSP, and is an editor of

SPSP Dialogue. Chuck has also been serving as the acting program officer for NSF's Social Psychology program. This year marked the end of Chuck's 8-year term as executive officer for SESP. As executive officer, Chuck planned the SESP conference in Washington DC this past year, which many SDOS students attended. The conference was a huge success, and offered a unique opportunity to meet and mingle with top researchers from across the field.

Kent Norman

Kent continues to do research on cognitive aspects of the human-computer interface as director of the Laboratory for Automation Psychology and Decision Processes and founding member of the Human-Computer Interaction Laboratory in the iSchool. In the past few years, he has developed a stream of research on psychological aspects of video games. His research team has looked at controller complexity and function mapping in over 100 Xbox 360 and PlayStation 3 games. They completed

one study on the speed and accuracy of absolute versus relative pointing devices (Norman & Norman, 2010) and are starting a second study on 6-axis versus 9-axis pointers. He and his graduate student Sujana Shretha conducted a panel at MagFest X, January 2012 on the immersiveness of the video games. The lab has developed and fielded two psychometrically tested questionnaires on the immerse-ability of individuals (IAI) and the immersiveness of games (ING) (Norman, 2010).



Finally, the lab has developed a procedure for profiling games on the skill factors games required for play (Norman, 2011). Current research is on understanding the psychological dimensions of genres of games and on developing adaptive play testing questionnaires.



Faculty Updates (cont.)

Kurt Gray

What is the underlying structure of morality? Does a person in a persistent vegetative state deserve moral rights? Why do grandma's cookies taste better than store-bought sweets? In another highly productive and successful year, Kurt Gray has addressed these questions, and many, many more in his Mind Perception and Morality Lab.

Though only junior faculty, Kurt has already developed a new paradigm in moral psychology-**dyadic morality**. In contrast to other scholars who argue that there are five or six distinct moral foundations, Kurt argues that a single cognitive template of blame + pain unifies morality. More specifically, his research suggests that morality involves perceiving the interaction of two minds - a mind intending, and a mind suffering. *Psychological Inquiry* will publish a

target article co-authored with Liane Young and Adam Waytz in the near future. This target article has already gained tremendous attention - over sixteen scholars wrote responses. This summer, Kurt will write a book about mind perception and morality with Dr. Dan Wegner.

Within the past year, Kurt has also published an article on objectification and mind perception in the *Journal of Personality and Social Psychology*; an article in *Cognition* that found that we perceive people in persistent vegetative states as more dead than the dead; and an article on the power of good intentions in *Social Psychological and Personality Science*. In addition to these academic publications, Kurt's work has also received national, and even international coverage in the popular press, including features in *The Economist*, *LA Times*, and *Wired*.

Additionally, Kurt co-chaired a pre-conference on mind perception at the Society for Personality and Social Psychology conference in January. He also presented a TEDx talk in San Diego. As of April, sixteen thousand unique viewers have watched his TED talk on YouTube.

Recently, Kurt accepted an offer to join the faculty in the Social Psychology department at the University of North Carolina, Chapel Hill. Kurt is highly appreciative of the mentorship he received here at UMD. He remarks: "I will always treasure my time as a member of SDOS. Not only is the interdisciplinary program intellectually stimulating, but the faculty here are incredibly generous, insightful and generative (and a lot of fun). I will greatly miss everyone here, and am already looking forward to catching up at conferences."



Tom Wallsten

Tom has had many major accomplishments this past year. Most important to note is that in recognition of his years of service to the academic community and his professional accomplishments here at Maryland, Tom was recently awarded the Dean's Medal by the College of Behavioral and Social Sciences. This is a very high honor, and one for which the department is very proud.

This year marks the last year of Tom's term as department chair. As chair Tom has worked on a number of important improvements within the department, and has laid the groundwork for several future developments. In the past few years the department has had over 3 million dollars worth of lab renovations, and Tom has worked on putting plans in place to renovate the entire first floor of the Psychology Department in the coming years. The new lab space provides access to top-of-the-line equipment and space to conduct cutting-edge research. Tom has also worked hard to grow the department. The department was able to recruit fourteen new faculty members in the past several years, and is hoping to recruit one or two more in the upcoming year.

Beyond his role as Department Chair, Tom has had a very active program of research. He is involved in a team of researchers working on a major project to develop methods for eliciting and

aggregating probabilistic forecasts of future events that improve by specified amounts over simple averaging. They are currently collecting data from people around the world who are asked to make predictions about specific events in a wide range of domains. Tom and his team are looking for characteristics of individuals and of events that can be incorporated in improved aggregation models. The research project is funded by IARPA, which supports high-risk but high-payoff research with national security implications.

During the past year Tom has contributed to the broader academic community as a consulting editor of *Psychological Review*. He is also a member of the Society of Experimental Psychologists, and thoroughly enjoyed this year's meeting at Rice University in Houston.

In addition to his research and academic work, Tom recently completed a term on the Environ-

mental Protection Agency's Science Advisory Board. Although he was one of a few social scientists on the board, Tom was able to increase the visibility of social science research in understanding environmental behaviors.

In the upcoming year Tom plans to take a sabbatical. During this time he hopes to continue work on several other projects that are of particular interest to him. One project with Yaron Shlomi examines the process by which people learn to accommodate to the miscalibration of others' forecasts. Another project with Carl Lejuez relates to modeling risky choice behaviors in a clinical context. Tom also plans to visit the new Center for Cognitive and Decision Science at the Max Planck Institute for Human Development in Berlin. He is looking forward to spending the next year catching up on the literature, traveling abroad, and spending time with his family and his grandchildren, including his newest grandson born this past July.

Student Updates

By Ashley Fulmer and Brandon Crosby

Jocelyn Belanger, Lauren Boyatzi, Kristen Klein, Rabiah Muhammad & Elizabeth Salmon successfully defended their Master's theses.

Jocelyn Belanger, Lauren Boyatzi, Kristen Klein & Elizabeth Salmon passed their comprehensive exams.

Lauren Boyatzi and her husband welcomed a baby boy, Alexander Peter, on January 21st, 2012 at 8:17 pm. He weighed 8lbs and was 21.9 inches long.

Emily Feinberg has started working as a Leadership Development Program Manager in Talent Development at Credit Suisse.

Ashley Fulmer will be starting as an Assistant Professor in the Department of Psychology at the National University of Singapore this Fall.

Kristen Klein was married on October 23, 2011.

Sarah Lyons acquired firsthand experience as a cultural psychologist while spending 10 weeks in Japan on a research program and 3 weeks in Germany for personal travel.

Julie O'Brien and her husband Matt Russell welcomed a beautiful baby boy named James Matthew Russell V (Jamie) on August 5th, 2011. (Right: picture of Jamie)

Recent Awards and Honors

Ashley Fulmer received an Outstanding Review Award, OB Division, from the Academy of Management & the Graduate Student Summer Research Fellowship from the University of Maryland.

Sarah Lyons won a National Science Foundation Graduate Research Fellowship, a National Science Foundation East Asia and Pacific Summer Institute Fellowship, & the Terrorism Research Award from the National Consortium for the Study of Terrorism and Responses to Terrorism (START).

Julie O'Brien was awarded the George M. Phillips Award and the Distinguished Teaching Assistant award from BSOS.



Alumni Updates

By Anna Sheveland, Kristen Klein, and Elizabeth Salmon

Archie Bates was selected in February 2012, by the Office of the Secretary of Defense, to be a Military Mentor for the United States Senate Youth Program (USSYP).

Liz Berney's daughter won a "Humanitarian Award" from Emory University for building a school for an orphanage in Uganda and for her teaching and research on AIDS. She is also finishing up her second year in the Peace Corps in Peru.

Liz's son (Max) made the Dean's list and also won a scholarship to study Design in the School of Architecture at Virginia Tech. Liz also had two great trips to Europe.

Liz also had contact with former students (Marc Sokol, Dan Schechter and Bruce Katcher) and continues to see her dear friend Katherine Klein regularly.

Liz has a brand new website www.berneyassociates.com

Liz also won Top 5 Speakers on Teams (along with Stephen Covey) from Speakers Platform, an international speaking bureau, and published 2 articles - one in "Yes You Can!" with Warren Bennis and one in "Freeing Godiva".

Kim Daubman went trekking in the Annapurna region of the Himalayas in Nepal.

Kim was also elected Chair of faculty at Bucknell University.

Her four-year term will start in July.

Naomi Dyer will be getting married on May 19, 2012.

Andrew Knight had another baby boy (Emil Thelonious Knight) — that makes three boys for his wife Lauren and him!

In 2011, He had a Best Paper Based on a Dissertation Award at the Academy of Management OB Division and received a Kauffman Foundation Research Grant.

Edwin Locke, had a successful back surgery as well as a successful lens replacement for cataracts. He also has new high tech knee braces from (Ossur), that he says are fantastic for tennis. www.edwinlocke.com

Alumni Updates (cont.)

Dave Neumann will be retiring in May after 21 years at Yum. Dave will be setting up a consulting practice to keep himself busy during his next career: Neumann & Associates LLC. He will be specializing in organization change through the alignment of strategy, structure and culture; coaching and teambuilding; and implementing high performance coaching cultures. Both of his kids will be graduating from college this year!

Lisa Nishi was granted tenure at Cornell University.

Jana Raver was granted tenure at Queen's University.

Amy Nicole Salvaggio, is acting as the coordinator for the Master of Arts degree in I/O for the University of New Haven.

Ben Schnieder is still working about half time.

Valtera, the company that Ben has been have working with since 2003 was purchased by CEB (Corporate Executive Board) in February, so he's living through his first acquisition experience.

Ben says: "It has been a bit nerve-racking but very interesting since the acquisition has been handled quite well (as these things go) and CEB offers lots of very interesting opportunities for research."

Ben and Brenda had a spectacular photo safari trip to Kenya and Tanzania in October. "That was amazing," Ben says.

Marc Sokol recently started a consulting practice, Sage Consulting

Resources, www.SageConsultingResources.com.

Le (Betty) Zhou received a 2011 Best Student Research Award at the 9th International Conference on Occupational Stress and Health, co-sponsored by the American Psychology Association (APA), the National Institute for Occupational Safety and Health (NIOSH), and the Society for Occupational Health Psychology (SOHP).

In other news, two scholarships are to be established, one honoring **Irwin L. Goldstein**, and a second honoring **Benjamin Schneider**, in gratitude for their work in broadening the inclusiveness of Industrial-Organizational psychology. Stay tuned for the details!

Lisa Leslie and her husband, Alex, are thrilled to announce the birth of their son, William Greyson Leslie Iliff, who made his way into the world at 8:31 am on March 28th, 2012. He weighed 8 pounds, 13 ounces and was 22.5 inches long. (picture on right)





Join us for appetizers, cocktails, and catching up at the
University of Maryland's

2012 SIOP Reception

When: Friday, April 27, 6pm-8pm

Where: Buster's Beach House
807 W. Harbor Dr., San Diego, CA

Complimentary appetizers and cash bar

RSVP: Monisha Nag (mnag@umd.edu)

Directions from the Manchester Grand Hyatt:
Head south from the Manchester Grand Hyatt
towards the waterfront.

Hope to see you there!

Society for Experimental Social Psychology Annual Conference

Washington DC, October 13-15, 2011

By Michelle Dugas

The 2011 meeting of the Society for Experimental Social Psychology (SESP) was held at the Fairmont Hotel in Washington D.C. and was hosted by the University of Maryland. Organized by Dr. Chuck Stangor, it served to be a wonderful experience for our graduate students, who benefitted from the opportunity to volunteer at an event that was attended by 350 of the foremost experts in social psychology. Volunteers were rewarded with free registration for the meeting, which is typically restricted to SESP members.

Over the course of two days, our graduate students were exposed to the cutting edge of research in their field, with the full two days being packed with stimulating and engaging symposia.

In addition to attending symposia, some of our students and post-docs presented their own research. Ashley Fulmer, who is currently completing her 5th year in the program, gave an excellent talk

featuring her research about “feeling right” when personality traits match with one’s cultural context. MURI post-doc Dr. Janetta Lun also presented her research with Dr. Michele Gelfand during a symposium they organized about micro-structural approaches to culture.

Students in attendance also had the unique opportunity to meet and discuss their research with SESP members in less formal settings. SDOS students Anna and JJ, as well as post-doc Noa, organized and led the annual SESP 5k run. Thankfully, they reported that no social psychologists were lost along the way.

A happy hour organized by Dr. Gelfand and her MURI group was a well-attended event that also gave students the chance to exchange ideas with both researchers already established in the field of culture and graduate students from other universities who had been invited to talk at SESP.

In all, volunteering at SESP was a great experience for the students of SDOS. They were able to hear about exciting research while expanding their networks. Thanks go out to organizer Chuck Stangor and all the volunteers who made sure that the conference passed without a hitch!



Society for Personality and Social Psychology Annual Conference

San Diego, January 26-28, 2012

By Sarah Lyons

In January, the social psychologists escaped the (admittedly mild) East Coast winter for the Annual Meeting of the Society for Personality and Social Psychology held in San Diego, California. Good moods were attributed to three days of engaging pre-conferences, symposia and poster sessions, although the never-ceasing sunshine and warm weather certainly didn't hurt our spirits.

UMD faculty, post-docs and students were all involved in this

year's program. Graduate students that presented posters included Jocelyn Belanger, Michelle Dugas, Kristin Klein and Chelsea Schein. Faculty member Kurt Gray organized the mind perception pre-conference. Tiane Lee delivered a talk entitled "Immigrant Stereotypes: Impact of Societal Diversity on Target Images and Lay Theories about Outgroup Perception" in the symposium "Bridging Intellectual Cultures: Intergroup Processes across Cultural Contexts," organized by Janetta Lun.

Michele Gelfand organized a

special dinner to celebrate Harry Triandis's career contribution award with Shinobu Kitayama, Dov Cohen, Yoshi Kashima, Steven Heine, among others. This year also marked our second Friends of Maryland Happy Hour. Current program members joined with University of Maryland alumni, collaborators and friends over drinks and appetizers at the Marriott Hotel. Please make sure we have your most recent contact information so we can invite you to our next gathering in New Orleans in 2013!

Second Annual Friends of Maryland Happy Hour



Publications of Faculty, Students, and Alumni

- Aarons, G. A., Horowitz, J. D., Dlugosz, L. R., & Ehrhart, M. G. (2012). The role of organizational processes in dissemination and implementation research. In R. C. Brownson, G. A. Colditz, & E. K. Proctor, (Eds.), *Dissemination and implementation research in health: Translating science to practice*. New York: Oxford University Press.
- Aiken, J. R. & Hanges, P. J. (2011). Research Methodology for Studying Dynamic Multi-Team Systems: Application of Complexity Science. In S. J. Zaccaro, M.A. Marks, L. DeChurch (Ed.) *Multi-Team Systems: An Organization Form for Dynamic and Complex Environments*. (pp. 431-458). NY: Routledge Academic.
- Aycan, Z., & Gelfand, M. J. (in press, 2012). Cross-cultural perspectives on organizational behavior. In S. Kozlowski (Ed.), *Handbook of industrial and organizational psychology*. New York: Oxford University Press.
- Bergsieker, H. B., Leslie, L. M., Constantine, V. S., & Fiske, S. T. (in press). Stereotyping by omission: Eliminate the negative, accentuate the positive. *Journal of Personality and Social Psychology*.
- Berney, L., & Mackler, L. (2011). *Freeing Godiva: A woman's journey of self-empowerment*. Insight Publishing.
- Berney, L., Bennis, W., & Rohn, J. (2010). *Yes you can!: Reaching your potential while achieving greatness*. Insight Publishing.
- Chun, W. Y., Kruglanski, A. W., Sleeth-Keppler, D., & Friedman, R. S. (2011). Multifinality in implicit choice. *Journal of Personality and Social Psychology*, 101, 1124-1137.
- Dahling, J. J., Chau, S. L., Mayer, D. M., & Gregory, J. B. 2012. Breaking rules for the right reasons?: An investigation of pro-social rule breaking. *Journal of Organizational Behavior*, 33, 21-42.
- Dickson, M.W., Lelchook, A., de Luque, M.S., & Hanges, P.J. (2012). Project GLOBE: Global Leadership and Organizational Behavior Effectiveness Education. (pp. 433-452). In S. Snook, N. Nohria, & R. Khurana, (Eds.) *The Handbook for Teaching Leadership: Knowing, Doing, and Being*. Newbury Park, CA: SAGE.
- Dorfman, P., Javidan, M., Hanges, P.J., Sastmalchian, A. & House, R. (In Press). GLOBE: A twenty year journey into the fascinating world of culture and leadership. *Journal of World Business*.
- Dougherty, M. R. & Thomas, R.P. (in press). Robust decision making in a non-linear world. *Psychological Review*.
- Ehrhart, K. H., Mayer, D. M., & Ziegert, J. C. (in press). Web-based recruitment in the millennial generation: Work-life balance, web site usability, and organizational attraction. *European Journal of Work and Organizational Psychology*.
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- Van Dijke, M., De Cremer, D., Mayer, D. M., & van Quaquebeke, N. (2012). When does procedural fairness promote organizational citizenship behavior? Integrating empowering leadership types in relational justice models. *Organizational Behavior and Human Decision Processes*, 117, 235-248.
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- Wang, M. & Hanges, P.J. (2011). Latent class procedures: Applications to organizational research. *Organizational Research Methods*, 14, 24-31.
- Wang, M. & Hanges, P.J. (Eds). (2011). Latent Class Analysis and Organizational Research. Special Issue of *Organizational Research Methods*.
- Zhou, L., Wang, M., Chen, G., & Shi, J. (in press). Supervisors' upward exchange relationships and subordinates' outcomes: Testing multilevel mediation role of empowerment. *Journal of Applied Psychology*.

Conference Presentations by Faculty, Students, and Alumni

- Aarons, G. A., Ehrhart, M. G., & Dlugosz, L. R. (2012, April). *Maximizing a strategic climate for the implementation of evidence-based practice*. In M. G. Ehrhart (Chair), Focused organizational climates: New directions and new possibilities. Symposium conducted at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Dlugosz, L. R., Ehrhart, M. G., & Aarons, G. A. (2012, April). *The effects of change on innovation climate level and strength*. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Drobka, S., Ehrhart, M. G., Ehrhart, K. H., Ali, A., & Waller, K. (2012, April). A longitudinal study of proactivity during socialization. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Dugas, M., Kruglanski, A.W., & Williams, K.D. (January, 2012). *A great group if you can get in: Exclusion, group importance, and the desire to join a new group*. Poster session presented at the annual convention for the Society for Personality and Social Psychology, San Diego, CA.
- Ehrhart, M. G., Ehrhart, K. H., Ali, A., Roesch, S., & Palmer, L. E. (2012, April). *A MIMIC model of acculturation and the IPIP FFM measure*. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Ehrhart, M. G., Schneider, B., & Macey, W. A. (2012, April). *Organizational climate, organizational culture, and competitive advantage*. In L. Petitta (Chair), Understanding the culture and climate underpinnings of organizational effectiveness. Symposium conducted at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Conference Presentations by Faculty, Students, and Alumni (cont.)

- Fulmer, C. A. (2011, August). *Organizational climate strength: An integrated model of antecedents and outcomes*. Paper presented at the annual conference of Academy of Management, San Antonio, TX.
- Fulmer, C. A., & Gelfand, M. J. (2011, August). *Trust after violations: A Middle Eastern investigation*. Paper presented at the annual conference of Academy of Management, San Antonio, TX.
- Fulmer, C. A., & Gelfand, M. J. (2011, July). *How do I trust thee? Dynamic trust profiles and their individual and social contextual determinants*. Paper presented at the annual International Association for Conflict Management, Istanbul, Turkey.
- Fulmer, C. A., & Gelfand, M. J. (2011, July). *Trust across multiple organizational levels: A review and analysis of progress and future directions*. Paper presented at the annual International Association for Conflict Management, Istanbul, Turkey.
- Fulmer, C. A., & Gelfand, M. J. (2011, June). *Trust after violations: Cultural orientation and dynamic patterns*. Paper presented at the International Association for Cross-Cultural Psychology conference, Istanbul, Turkey.
- Fulmer, C. A., et al. (2011, July). *Trust and trust violation in negotiation: A cross-cultural qualitative comparison*. In Hollingshead, A. & Kim, P. (Chairs), *Trust violations across contexts: From cross-cultural negotiations to brand communities in Facebook*. Symposium conducted at the annual International Association for Conflict Management, Istanbul, Turkey.
- Fulmer, C. A., Gelfand, M. J., Kruglanski, A. W., Kim-Prieto, C., Diener, E., Pierro, A., & Higgins, E. T. (2011, October). *On "feeling right" in cultural contexts: How person-culture match affects self-esteem and subjective well-being*. Invited paper presented at the annual conference of Society of Experimental Social Psychology, Washington, DC.
- Gelfand, M. J. (2011). Keynote address on cultural tightness-looseness. International Association for Cross-Cultural Psychology regional conference, Istanbul, Turkey.
- Gelfand, M. J., Fulmer, C. A., Kruglanski, A. W., Abdel-Latif, A.-H., Khashan, H., Shabka, H., & Moaddel, M. (2011, June). *Fatalism and risky outcomes: Cultural and individual levels of analysis*. Paper presented at the International Association for Cross-Cultural Psychology conference, Istanbul, Turkey.
- Gelfand, M. J., & Lun, J. (2011, October). The structure of situation as a mediator of macro and micro cultural processes. Talk given at the Society of Experimental Social Psychology conference. Washington, DC.
- Gelfand, M.J., Salmon, E. D., Ting, H., Kraus, S., & Gal, K. (2011, August). *Culture, subjective time horizon, and negotiation*. Paper presented at the annual conferences of the Academy of Management, San Antonio, TX.
- Klein, K.M., & Kruglanski, A.W. (2012). *(Not) counting the costs: The perceived rationality of costly eating behaviors*. Poster presented at the SPSP Annual Meeting, San Diego, CA.
- Lun, J., Gelfand, M. J., Bruss, C. B., et al. (2011, June) The cultural psychology of honor: Evidence from 8 nations. Talk given at the International Association of Cross-Cultural Psychology regional conference, Istanbul, Turkey.
- Lyons, S., Gelfand, M., & Lun, J. (August 14, 2011). *The Interplay of Cultural and Shared Identities in Intercultural Negotiations*. Presented at the Annual Meeting of the Academy of Management, San Antonio, TX.
- Orehek, E. & Walstra, F. *The role of goal conflict in procrastination*. Talk presented at the Conference on Procrastination, Amsterdam, Netherlands (Jul, 2011).
- Orehek, E., Mauro, R., & Kruglanski, A. W. *The role of regulatory modes on means evaluation in single and multi-goal contexts*. Talk presented at the European Social Cognition Network meeting, Sligo, Ireland (Aug, 2011).
- Ostroff, C. & Fulmer, C. A. (2011, June). *Variance as a construct: The importance of understanding variance beyond the mean*. Invited presentation, Festschrift Conference in honor of N. Schmitt and D. Ilgen, Michigan State University. /
- Salmon, E. D., Severance, L., Aiken, J. R., Gelfand, M. J., Bowles, H., & Babcock, L. (2011, August). *Negotiating to no: Gender and resistance to undesirable requests*. Paper presented at the annual conferences of the Academy of Management, San Antonio, TX.
- Salmon, E.D. (2012, April). *Errors in organizations: Panel on SIOP Organizational Frontiers Series book*. Panel discussion to be held at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Severance, L., & Gelfand, M. J. (2012, April). *The dynamics of dissent: Gender and status effects*. In Fernandes, G. F. (Chair). *Deciphering gendered responses to organizational conflict*. Symposium to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego CA.

Internal SDOS Social Events



Above: For the first (of several) socials event in the past year, the 2011 SDOS social committee (Kristen & Lauren) organized a pot luck party / wine tasting / winery tour at a local winery.



Ashley, Laura, Kristin, JJ (Team Stanford Prison Study)



Jocelyn, Anna, Michelle, Sarah, Julie (Team Unimodal)



Tiane, Becca, Brandon, Elizabeth (Team Tools)

Left and Above: (What we call) The SDOS Winter Olympics 2012 is the 2nd edition of an internally organized biennial event (so far) where graduate students form teams and play against each other in team based games like dodge ball, Pictionary, relay race and best dressed team!

Can you guess which team won best dressed team? (There was also a Team Big Bang Theory!). Who says we cannot balance work and play?

