Dear Alumni and Friends,

Welcome to another edition of the Testudo Times! Our busy faculty, alumni, and students have made great achievements this year and, as always, there are more in the works. Outlined below are some of the highlights of this issue.

This year, the SDOS program welcomed two new students, Ben Levine and Sara Barth (p.2). Additionally, our program is hosting a wonderful group of post-docs, lab managers, and visiting scholars from different parts of the world (p.3). Our students also travelled internationally to conduct their research and gained great appreciation of different cultures (p.14). Our faculty (p.7) and alumni (p.21) continue to impact their respective fields and achieve remarkable accomplishment. Furthermore, we believe a strong body makes the mind strong and we challenge ourselves both intellectually and physically (p.19). Finally, we have included a piece on this year’s annual SDOS party at the Society for Personality and Social Psychology Conference in San Diego, California (p.24) and information about the upcoming event at the Society for Industrial and Organizational Psychology Meeting in Anaheim, CA this April (p. 26).

We are proud that this installment of the annual SDOS newsletter further emphasizes what makes our program stand out from the rest. Please enjoy, and we look forward to seeing you at upcoming conferences, events, and functions!

Editors for SDOS Newsletter, Volume 8: Sara Barth, Ren Li, and Noah Wolf

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

**Ben Levine**

Ben graduated from The College of New Jersey in May 2015, with a bachelor’s degree in psychology. His interests in team and leadership processes lead him to James Grand, and he has happily settled in as a part of James’s lab. Although the lab covers many research areas, one of Ben’s favorites from the lab has to be “Model School,” a weekly meeting dedicated to learning computational modeling. He is also working with Michele Gelfand on projects related to tightness-looseness. Outside of school, Ben spends his spare time discovering new foods, reading, and exploring DC with friends.

---

**Sara Barth**

Sara received her Bachelor of Science in Psychology from the University of Richmond in 2013. She then worked as a lab manager for two years in the Psychology Department at Penn State University with the Lab of Developmental Neuroscience. While she enjoyed the quiet and rural nature of central Pennsylvania during her time at Penn State Sara is happy to be living and working in a more urban area now. She is excited to be back in school and working with her advisor, Jen Wessel, on projects related to gender conformity and student evaluations, why people become defensive when confronted with their own prejudice, and the processes surrounding disclosure of concealable stigmas in the workplace. In her spare time, Sara enjoys listening to podcasts, spending time outdoors, trying out new cuisines and then attempting to recreate these in her own kitchen.
Yan Mu – Post Doc

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

David Webber – Post Doc

David Webber is a postdoctoral researcher working with Dr. Arie Kruglanski. He received his PhD in Social and Cultural Psychology from the University of Alberta in the Fall of 2015, and has been working with Dr. Kruglanski for the past two and a half years. David’s research is focused on the psychological processes behind radicalization, deradicalization, and threat/inconsistency. David recently accepted a position as an Assistant Professor of Homeland Security at Virginia Commonwealth University, and will be relocating to Richmond in the Fall. David also recently became engaged, so when he isn’t busy trying to bring an end to terrorism with his research, he is probably helping plan his wedding this summer.

Joshua Jackson – Lab Manager

Joshua Conrad Jackson is a Lab Manager at the University of Maryland working with Dr. Michele Gelfand. He graduated First Class Honors from McGill University in 2013, and spent a year conducting research at the University of Otago in New Zealand before joining SDOS. In Fall 2016, he will be starting his PhD at University of North Carolina, Chapel Hill, with advisor Kurt Gray.

Josh studies how cultural phenomena like social groups, religious belief, and morality emerge and evolve over time. He is also interested in how cultural evolution can influence human cognition and behavior. To conduct his research, Josh draws from a variety of methods, including behavioral tracking, functional neuroimaging, and big data analysis. Outside of research, he contributes to the Useful Science group as a content editor and podcast cohost.
Katarzyna Jasko – Post Doc

Katarzyna Jasko is a postdoctoral researcher working with Dr. Arie Kruglanski. She is from Poland and received her Ph.D. in psychology from Jagiellonian University in 2011. Katarzyna works in the area of intergroup relations. She focuses on how members of disadvantaged groups perceive and react to intergroup inequalities. She is also interested in the relation between need for closure and decision making. After she joined Dr Kruglanski’s lab, Katarzyna experienced personal enlightenment and discovered that she wanted to study motivation all her life. She is currently working on several projects related to goal systems theory. She is also very much interested in the relation between basic psychological needs and radical intergroup behavior. In her free time, Katarzyna listens to jazz, tries to understand modern art, and runs. She really hopes that if she applies motivation theory to her running she might finally be able to run a sub-four-hour marathon.

Erica Molinario – Visiting Scholar

Erica Molinario received a Bachelor and Master Degree in Work and Organizational Psychology at University of Rome. After the Master Degree, she did a one year internship in the Department of Psychology of Social and Developmental Processes of University of Rome. During that period, she had several experiences in social psychology research. Now, she is a Ph.D student in Social Psychology at Sapienza University of Rome. She also collaborates with CIRPA (Centre for Research in Environmental Psychology). Her main research areas are: environmental psychology; organizational communication; work and organizational psychology; attitude-behaviour relation. In SDOS, she is working with Arie Kruglanski on motivational theories with a particular focus on the study of pro-environmental and conservation behaviors.

Morgan Taylor – Visiting Scholar

Morgan Taylor is a research assistant in the Culture Lab working under the supervision of Professor Michele Gelfand. She received her BA in Psychology from Princeton University in 2015. She is currently working on a variety of projects in the lab, including one that investigates the relationship between synchrony and creativity. She hopes to pursue her doctorate in cognitive psychology in the future and is interested in exploring the link between culture and cognition. In her spare time, Morgan enjoys travelling, taking Zumba classes, and spending time with friends.
Faculty Updates
By Jess Fernandez, Lily Assaad, Brandon Crosby, Rachel Venaglia, and Ben Levine

Michele Gelfand

Our very own Michele Gelfand had a very busy year full of intellectual and personal accomplishments. Michele has continued her work on grants from the Air force, Army Research Institute, FBI, Humboldt, and NSF on conflict cultures in organizations, tightness-looseness, conflict and negotiation, and terrorism. She has presented at multiple institutions this year including Harvard Business School, University of Pennsylvania (Wharton), Peking University, University of Utah, and Michigan State. She also gave a key note to the UMD Board of Trustees on behalf of BSOS and traveled to Poland, Singapore, Jordan, Sri Lanka, and China to collect data. Her travels also included giving a keynote at IOOB in Tel Aviv and where she also traveled around Israel and Jordan with her husband Todd and her two girls, Jeanette and Hannah, along with her Dad and Stepmom. The highlight of the trip was seeing her daughters on camels!

Mike Dougherty

This year, Mike has once again been enjoying his duties as the Associate Chair and Director of Graduate Studies. He continues to relish the opportunity to provide developmental forums for graduate students. Currently, Mike is working on a 3-year grant, from the National Science Foundation, investigating how people generate and utilize predictive cues for decision-making. The grant focuses specifically on the heuristic based processes that generate and use predictive cues in decision-making.

For those of you who don’t know, Mike is an avid coffee drinker. This past semester, he decided to try out home roasting his own coffee beans. He even grinds his home roasted beans in his office.

Finally, Mike has continued a record of impressive publications in outlets such as the Psychonomic Bulletin and Review, Memory & Cognition, and Sociological Methodology. His published works this past year spanned topics including Bayesian analyses of Working Memory, Hypothesis Generation Models, and an extension of the General Monotone Model. He has also given talks at George Mason University, the American Psychological Society, and the Association of Psychological Science.
Michele published numerous papers this year, including her first cultural neuroscience paper with Yan Mu on tightness in the *Proceedings of the National Academy of Sciences*, the evolution of honor cultures in *Psychological Science*, mobility and ethnocentrism in *Nature Scientific Reports*, and the evolution of tightness in *Organizational Behavior and Human Decision Processes*. Along with our very own Paul Hanges, Michele published an article on tightness and perceptions of effective leadership in the *Journal of Cross-Cultural Psychology*. Her paper, Getting to Yes in the Middle East, which featured a new linguistic dictionary on “honor talk” was published in the *Journal of Organizational Behavior*, and her research on the curvilinear effects of tightness on societal well-being was published in *PLOS*I with Jesse Harrington. Sarah Lyons (now at Stanford) and Michele also had their work on immigration and radicalization featured in *Behavioral Science and Policy* (read more about this topic here: [https://www.washingtonpost.com/posteverything/wp/2015/11/24/want-to-stop-islamic-terrorism-be-nicer-to-muslims/](https://www.washingtonpost.com/posteverything/wp/2015/11/24/want-to-stop-islamic-terrorism-be-nicer-to-muslims/)), and they went to Capital Hill to discuss their research with numerous congressional and senate offices. Michele also found time to edit a special issue on Advances in Culture and Psychology for *Current Opinion in Psychology* with Yoshi Kashima (see the overview here [http://www.gelfand.umd.edu/papers/COPSYC_239_Final.pdf](http://www.gelfand.umd.edu/papers/COPSYC_239_Final.pdf)) and published the 6th Volume of the Advances in *Culture and Psychology* (Oxford University Press). The culture lab celebrated all of these events by taking a limo ride from campus to the Cosmos and around Washington, with a side trip to Ben’s Chili Bowl! Michele was also excited to report that this year she co-founded a new society for the Study of Cultural Evolution. She hosted the steering committee at UMD in December 2015, and the society already has 800 members. You can join them at [https://evolution-institute.org/project/society-for-the-study-of-cultural-evolution/](https://evolution-institute.org/project/society-for-the-study-of-cultural-evolution/).

Michele continues to teach her Exec Ed class on Negotiation in China, where she survived the pollution and red alerts, thanks to Ren Li, her student, who got her a great mask to wear to avoid any asthma attacks! She continued her tradition of having her 362 negotiation students at her house in University Park for an end of the year party. They also received shirts to remind them to “Keep Calm and Negotiate!”

Michele continued the tradition of having a wedding party for numerous SDOS students at her house complete with a lot of toasts and good fun. Michele was honored to receive the Diener award at SPSP in San Diego, the best memory of which was sitting next to her mentor, Harry Triandis, during the ceremony!

Finally, Michele Gelfand also finds time to be a mother, and is very proud of her two daughters, Jeanette (15) who is now a freshman at the Science and Tech Magnet at Eleanor Roosevelt High School and Hannah (11) who is a 6th grader at Friends Community School. Pepper (also known as Boojie) her dog, continues to listen to Bach and Jazz and Michele loves to do her beloved jazzercise! Gelfand continues as always to have a high fiving problem, and has developed a new bad habit--recently she bought a used BMW and now is driving too fast and getting many speeding tickets!
**James Grand**

James has been very busy in his second year in the SDOS program. Over the past year, he has taught both the undergraduate and graduate organizational psychology courses and has made great strides in his research. He recently received a grant from the DOD’s medical branch that will allow him to study adaptability in medical teams. He, along with collaborators at Michigan State University and the University of Washington, will develop a conceptual framework of team adaptability. He will also be developing modeling and measurement approaches of team adaptability.

James will also be having an eventful SIOP conference this year, as he will be the incoming chair of SIOP’s Scientific Affairs Committee. He will also be presenting a poster on a model of situational judgment and test performance and will help give a presentation on the impact of teamwork and medical team performance in simple and complicated environments. Finally, he will also be a part of SIOP’s annual speed mentoring event with our very own Paul Hanges.

---

**Paul Hanges**

Paul is celebrating his 30th year in the department of Psychology at UMD as well as his 23rd year with the GLOBE project. GLOBE’s 4th book, Strategic Leadership: The GLOBE Study of CEO Leadership Behavior and Effectiveness across Cultures, which was published last year, was awarded the International Leadership Association and San Diego University’s Leadership Book Award for Scholarship. Paul is also a co-principle investigator on an Army Research Institute Grant with Jeff Lucas, Sociology department at UMD, and Wes Huey, at the US Naval Academy, investigating ethical leadership, ethical climate, and unethical behaviors at three United States Military Academies. The grant was awarded in September 2015 after Paul had already visited three military academies the previous summer, in order to learn about how they taught leadership and identify differences across the academies. Beginning this past fall semester, the team conducted extensive interviews with the cadets and midshipmen at both the US Naval Academy and West Point. The team will be also be conducting interviews at the Air Force Academy immediately after SIOP.

Paul has also continued to work on a research project that began in 2007 with the association of research libraries (ARL) called ClimateQUAL. The project investigates the relationship of fairness and diversity issues and important organizational outcomes in research libraries across the US, Canada, and the United Kingdom. Since its inception, over 50 libraries have participated and the team is now in the process of writing a book discussing the project and the results.
Additionally, Paul relishes the opportunity to work in the field and collaborate with external organizations. Paul is currently working with Intrax inc., a San Francisco based technology firm, to develop selection tools which can increase the efficiency of the first job search and selection process for newly graduated college students. He is also working with the International brotherhood of Electrical Workers to improve and evaluate their system for selection into apprenticeship programs.

Paul is also the academic director for UMD’s brand new Masters in Professional Studies in Industrial Organizational Psychology program, which has begun accepting students for its inaugural class starting this fall semester. He enjoys working with Juliet Aiken in her role as program director. Paul continues working with Juliet not only with the MPS program, but also on various research projects and articles.

For the past 3 and one half years, Paul has been working with Jim Outtz on a research project focusing on barrier analysis for the FAA. The project investigated the FAA’s selection systems to ensure they were not inadvertently producing barriers for minorities. Paul says that working with Jim was one of the highlights of this year.

This year also marks Carol and Paul’s 9th year in New Market and it continues to reinforce his love of civil war history. In his spare time, Paul enjoys spending time with family, traveling, and engaging in activities that increase overall wellbeing.

Finally, Paul has continued a record of impression publications in outlets such as Industrial and Organizational Psychology, Current Opinions in Psychology, and the Journal of Cross-Cultural Psychology, on topics ranging from Cross Cultural Leadership to selection. This past year, Paul taught an undergraduate selection and training course, as well as a graduate statistics class and a graduate research methods class, all of which he greatly enjoys. Additionally, Paul has published two book chapters on Personnel Selection. He has also given invited talks at George Mason University about improving cognitive ability tests, and at Durham University in Durham, Britain, about his Pupillometry research and to see his former mentors and good friends Robert Lord and Rosalie Hall.

---

**Arie Kruglanski**

The last year has been another very productive one for Arie, continuing his busy schedule of research and travel, as well as activities such as skiing, tennis and karate!

For research, Arie recently traveled to the Philippines and Sri Lanka as part of research programs on radicalization and he is also working on a grant with the state department on risk assessment for violent extremism.

Outside of research travel, Arie’s schedule of conference talks also takes him around the country and the world. He gave the Presidential Address at the Society for the Study of Motivation’s (SSM) 2015 annual meeting in New York City, presented at the Society of Experimental Social Psychology’s (SESP) 2015 annual meeting in Denver, Colorado, and gave a talk on cognitive consistency at the Social Psychology Winter Conference in Park City, Utah. This past February, Arie also traveled to San Diego, California to present on intrinsic motivation and goal pursuit at the Society for Personality and Social Psychology’s 2016 Convention. For his travel abroad, Arie presented on attitude-behavior relationships and cognitive consistency at social psychology conferences in St. Moritz,
In terms of research, Ed has a variety of interesting projects going on with his graduate students that tie in each of their interests. For example, he is currently working with Rachel Venaglia on publishing an experience sampling study on the affective consequences of conforming to gender stereotypes. He is working with Noah Wolf on the implications of limerence for interpersonal relationships and they are publishing a scale measuring limerence. He is also working on publishing a paper with Lily Assaad on the effects of social anhedonia on interpersonal relationships.

Furthermore, he is working on a variety of projects with fellow University of Maryland faculty members, including Alex Shackman, Karen O’Brien, Michele Gelfand, and Jen Wessel. His collaborations have also extended beyond Maryland and even abroad with researchers Emily Impett and Bonnie Le (University of Toronto), Yuthika Girme (Purdue University), Nickola Overall (University of Auckland), Harry Reis (University of Rochester) and Catrin Finkenauer (VU University Amsterdam). He has had a very prolific Switzerland and St. Anton, Austria. He has been invited to give a number of upcoming keynote addresses this year on radicalization, self-regulation and cognitive consistency including keynotes in Landau, Germany, and three keynotes in Poland (Warsaw, Gdańsk, and Krakow). And finally, this May, Arie will be presenting with Kasia Jaśko and Marina Chernikova on their commitment research at the 2016 Association for Psychological Science annual meeting as well as organizing an interdisciplinary symposium on motivation at SSM’s 2016 annual meeting.

For service, Arie continues to serve on the Executive Committee for SESP, as Chair of SSM’s Publication Board and as Chair for the SESP Distinguished Scientific Contribution Committee. He has over a dozen publications in press from the last year including articles on the attitude-behavior link, locomotion and time, need for closure, terrorism, and various aspects of motivation. He is also completing a book on the psychology of radicalization with his former doctoral student, Jocelyn Belanger, and completing a new theory of cognitive consistency with his post docs and grad students in the lab.

Ed Lemay

Ed has had another busy and productive year, both in terms of his research and his teaching!

The classes that Ed has been teaching this year focus on developing his students’ advanced analytical skills, which is something that he finds incredibly rewarding. For example, last semester he taught an interesting and informative graduate course on Multilevel Modeling, which was received extremely well by students. So if anyone is interested in developing their MLM skills, he will be teaching this course again in the fall! For the current semester he is teaching Psyc420, which is a course that develops undergraduates’ research methods skills in social psychology as well as their familiarity with advanced statistical models. He will also be teaching a social psychology seminar on interpersonal relationships next spring.
year, and has been published in a number of journals including *Journal of Personality and Social Psychology*, *Emotion, Personality and Social Psychology Bulletin*, and *Review of General Psychology*. One of these papers includes an important theory paper that posits that forecasts of future relationship satisfaction shape relationship commitment and guide pro-relationship behavior independently of predictors posited by the investment model.

Ed's Interpersonal Relationships Lab has also been quite busy with its wide range of dyadic studies. One such project that he has been working on with Michele (regarding how people discuss anger with their relationship partners) required a highly labor-intensive behavioral coding of 320 participants. Additionally, he is in the process of running different daily diary studies that are examining cross-race relationships over time, as well as various aspects of romantic relationship functioning.

On the weekends, Ed and his wife, Shalome, have been busy searching around Maryland for their perfect house! Thankfully, their two young daughters have been more than happy to offer their insightful guidance during this exciting process (to make sure they get a house with the best toy setup, or a pool)!

---

**Kent Norman**

Dr. Norman continues to do research on cognitive aspects of the human-computer interface as director of the Laboratory for automation Psychology and Decision Processes and founding member of the Human-Computer Interaction Laboratory in the iSchool. Students in the lab are continuing to explore psychological aspects of video games. This semester Kent is analyzing data on skills required to play different video games and genres of games from 1,300 survey submissions. The second edition of *Cyberpsychology: An introduction to human-computer interaction* will be in press for publication in 2017. This year, Kent is looking forward to exploring virtual reality and augmented reality devices and assessments of immersion.

---

**Chuck Stangor**

Chuck is enjoying spending time working on his teaching to improve student learning
Tom Wallsten

Tom continues to enjoy his role as emeritus professor, dividing time among research projects, grandchildren, DC’s cultural offerings, reading and traveling. IARPA funding for research with Joe Tidwell and colleagues, which expired in mid-August, involved developing and testing methods and models for eliciting, aggregating and communicating forecasters’ continuous subjective probability distributions about geopolitical events. But the team is continuing work on the data collected in two large experiments, with very promising results thus far. Tom would be very happy to discuss this research with anyone who may be interested in it.

In addition, a few years ago, Tom and a colleague from another university began writing what they think will be a unique first semester graduate statistics text. Although they both drifted into other projects, they decided to get back to working on the book this year. Along the same lines, Tom is looking forward to teaching the one-week math camp for incoming students this August.

On the travel front, in addition to various small trips here and there, Tom and his wife spent two weeks in Ireland this past October – no work, no lectures, just relaxation and it was a delight. Tom is proud to report that they spent two weeks driving on the wrong side of the road with nary a scratch to the car.

Like last year, Tom continues to enjoy the freedom granted by the emeritus status – sufficient time to do research, but also time for family, travel and so many other activities.

Jennifer Wessel

Jen has had another busy year, with several exciting collaborations in the data collection stage. These ongoing projects include an examination of the effects of gender and gender self-presentation on teaching evaluations (with Sara Barth), a series of laboratory studies focused on reactions to being confronted after saying something racist (with Ed Lemay and Sara Barth), a longitudinal study of diversity-related attitude formation and maintenance (with Joo Park and The University of Maryland’s Department of Fraternity and Sorority Life), and a scale validation study of authentic self-representation at work (with Joo Park and a colleague at Google).

Jen’s other current projects include a recently-funded grant project focused on age distance between mentors and mentees and mentoring outcomes (funded by the Society of Human Resource Management Foundation, with Eden King and Sara Barth). This SHRM-funded grant involves collaborations with the DC Children’s National Medical Center and the NALP Foundation for Law Research and Education. She is also working
on a theoretical model of being authentic at work (with Rachel Venaglia and Google).

This year Jen attended SPSP, she will attend SIOP later this semester, and she was also recently invited to Google’s 2016 re:Work Event (a one-day conference/workshop/networking event which brings together business leaders and academics to Google’s main Mountain View campus to discuss the changing nature of work). She also just returned from a small gender and leadership conference at Purdue University’s Krannert School of Management. In addition to these conferences, Jen has been published in a number of journals this year, including in the *Journal of Applied Psychology, Psychology of Women Quarterly, Human Resource Management Review, and Human Relations.*

With regards to her teaching load, this past fall she taught the undergraduate introduction to social psychology course and is currently teaching the undergraduate I/O course. Furthermore, she is very much looking forward to teaching Diversity and Organizations at the graduate level for the second time this Fall. She is very passionate about the topic, and sees it as a great opportunity to interact with SDOS graduate students with whom she does not work!

Jen loves to explore New York and D.C. in her spare time. She managed to get tickets to see Hamilton the musical on Broadway over spring break, and reports back that it was as wonderful as everyone says! In D.C., she has done a ton of sight-seeing with visiting friends and family, appreciating things ranging from the art installation at the Renwick Gallery, to the thoughtful and informative displays at the US Holocaust Memorial Museum. When she isn’t showing her friends around D.C., she is marrying them! As a recently certified Universal Life Minister, she will be officiating the wedding of two of her friends this summer!
Congratulations Dr. Michele Gelfand, Dr. Paul Hanges, Dr. Jennifer Wessel, Marina Chernikova, Jesse Harrington, Joshua Jackson, and Jasmine Wheeler!

We are very excited to announce the many recent awards and achievements obtained by SDOS faculty and students!

Dr. Gelfand was awarded the Diener award from the Society for Personality and Social Psychology!

Dr. Paul Hanges’s collaboration with the Globe Project on their 4th book, Strategic Leadership: The GLOBE Study of CEO Leadership Behavior and Effectiveness across Cultures, which was published last year, was awarded the International Leadership Association and San Diego University’s Leadership Book Award for Scholarship!

Dr. Jennifer Wessel was awarded the Society for Human Resource Management Foundation Grant (100K awarded) for a research project focused on age identity management strategies and mentoring. She was also chosen to take part in Google's second Re:Work event at the end of April, a one-day conference which "brings together influencers, business and HR leaders, and academics to spark a conversation about changing the nature of work."

Marina Chernikova received the International Graduate Research Fellowship from the University of Maryland, which provided funding to support two months of research at University of Rome, La Sapienza. Marina also received the Jacob K. Goldhaber travel award from the University of Maryland, which provided funding for her to present a poster at the annual Society for Personality and Social Psychology meeting in Long Beach, California.

Jesse Harrington has just won the Milton Dean Havron Social Sciences Award! This award was created to recognize the top graduate student in the psychology department, to assist with timely completion of his or her doctorate. Incredible work Jesse!

Joshua Jackson has been awarded a fellowship from the National Science Foundation and has been awarded distinguished fellowship from UNC!

Jasmine Wheeler has just won a place in the Graduate School's Summer Research Fellowship program! Jasmine was one of a handful of University of Maryland graduate students to win the award, which is valued at $5000, and supports students' research over the summer. She has also won the 2015 Clara Mayo Award from the Society for the Psychological Study of Social Issues (SPSSI) that has awarded her $1000, a sum which will be matched by the University of Maryland psychology department. Go Jasmine!

Many congrats to all your hard work and achievements!
Michelle Dugas
Interview by Marina Chernikova

MC: What kind of work did you do in Germany? Who did you work with?

MD: I was only in Germany for a month, so I wasn't able to work on any projects from start to finish. I was lucky in that my visit was focused on the most fun part of academia--discussing ideas! I worked with a former post-doc of Arie’s, Dr. Erb who does very interesting research on topics like social influence, persuasion, and (of course!) the unimodel. I also worked with a student of Dr. Erb who had previously visited UMD, Birga Schumpe, who I was very happy to see again!

MC: What was your favorite thing about the city you were staying in?

MD: I discovered that Hamburg is a very open city with an interesting history as a major trading hub. The city itself was also very beautiful, and the Alster, a lake in the heart of the city was probably the tourist highlight. Of course, however, my favorite thing about Hamburg was that Birga was there! It was wonderful to have the chance to visit her, meet her friends, and get to know a bit more about her life in Germany.

MC: What was the most unexpected thing you encountered during the trip?

MD: I can't think of anything that was unexpected, really.

MC: What else did you do on your trip when you weren't working?

MD: I had a lot of fun! I had the opportunity to travel to Dublin and Bray in Ireland with Birga, which was a highlight. I also went to the Baltic sea with Dr. Erb and another of his students, and took a ferry to visit part of what was formerly East Germany. Dr. Erb has encyclopedic knowledge of German history, and it was a great pleasure to have him as a guide during our visit to the Baltic sea.

MC: How did you get the funding to go to Germany? Was it difficult to get funding?

MD: I was very lucky that I had Birga to help me with all of the funding application paperwork. Birga had alerted me to the funding opportunity for visiting researchers and assisted me from start to finish. Birga's help was crucial because much of the paperwork was in German, and I can only imagine how Google Translate would have led me astray.
World Traveling Researchers (cont.)

Ren Li
Interview by Hannah Samuelson

Ren travelled to China from October 2015 to January 2016, where she worked at Peking University’s Guanghua School of Management with Dr. Zhi-Xue Zhang in Beijing and at Shanxi University in Taiyuan City.

It being her first extended stay in China for almost 8 years, Ren found she needed to be more cognizant of the power distance than she typically is in the U.S., but the internationally-minded culture of the Guanghua School of Management took some of the pressure off. There, she attended and presented in Dr. Zhang’s lab meetings, where she received constructive feedback that helped with the development of her ideas. Dr. Zhang provided lab space for her to collect participants for her master’s thesis project on culture and cheating. Likely through a combination of Ren’s charm, the students’ suspicion due to the ubiquity of psychological experiments at Peking University, and their fear of contaminating a visitor’s data, her participants avoided cheating even in circumstances where it ostensibly would have gone unnoticed, requiring tweaking of the design. She had a similar experience running the study at Shanxi University in Taiyuan City, but more so due to their rarity of psychological experiments. With a few changes, the launch of her project was a success.

When faced with the difficulties of research in another country, Ren knew her mood could be lifted with a call to her advisor, Michele Gelfand. When Michele visited her in Beijing, they dined at a French restaurant – one of Ren’s most memorable meals during her stay. Aside from having such a supportive advisor, Ren also released stress by joining the Mixed Martial Arts club at Peking University, where she worked with top-notch trainers. And of course, she visited a number of museums. The imperial palace particularly reminded her of the beauty of Chinese architecture, something she’s looking forward to being able to appreciate again another time.
Jesse Harrington

Interview by Marina Chernikova

MC: What kind of work did you do in China? Who did you work with?

JH: I was investigating if manipulating perceptions of constraint amongst Chinese could cause them to deviate from their traditional holistic style of cognition and exhibit a more analytic style of cognition. In sum, I was looking for some additional theoretical causes behind the classic finding that Chinese think and perceive their world holistically while Americans think and perceive their work analytically.

I worked with Dr. Shihui Han at Peking University in Beijing, as well as a few of his students and research assistants, including Shiyu Wang and Xinyue Pan.

MC: What was your favorite thing about the city you were staying in?

JH: Definitely the food. Beijing and China in general had some of the most amazing food I've had in a while. I'd sell my soul for one more tray of dumplings from this little mom-and-pop restaurant near my hotel. I also had some amazing lamb dishes and stews in Xi’an, which has a large Muslim Quarter dating back centuries. The sights were definitely something as well - the Great Wall, the Lama Temple, the Summer Palace - they were all incredible to see in person.

MC: What was the most unexpected thing you encountered during the trip?

JH: I'd have to say how many random pictures people wanted to take with me while in China. For example, one day I was having a coffee (harder to find than you might think) at the only coffee shop on the Peking University campus. Given the history of Peking University (some of the first stirrings in the Cultural Revolution started there, for example), it's beautiful gardens, and its status as the premier institution in China, it is a haven for foreign and domestic tourists alike. Anyway, there was this Chinese mother and her son touring the campus and when they saw me, the mother gestured for her son to sit next to me and take a picture. Afterwards, she came over and took one herself! It's definitely not uncommon to see Westerners in Beijing, but in many areas of China - where they may likely have been from - it's apparently quite the novelty!
MC: What else did you do on your trip when you weren't working?

JH: Besides eating (I did a lot of this!) and spending time with Dr. Han's lab and other NSF fellows in the city, I definitely tried to see as much as I could. My most notable foray was to Xi'an, which is roughly located in central China. It used to be the capital for a number of Chinese dynasties historically, and is the beginning and end of the Silk Road. Suffice it to say, the city has some amazing history, a huge amount of diversity in religions and cultures (there's a very old mosque there that I visited during Ramadan - they were even kind enough to invite me to eat with them, actually), and some fascinating things to see. For instance, the famous terracotta soldiers are located right in that area. I also biked around the city's ancient walls (perfectly rectangular in shape, roughly 5 miles long - pretty awesome!).

MC: How did you get the funding to go to China? Was it difficult to get funding?

JH: I was able to get funding through the National Science Foundation's East Asian and Pacific Summer Institute (EAPSI) Fellowship Program. Basically, you submit a detailed research proposal and acquire a sponsorship from a professor in your potential host country. The NSF then reviews the proposal and decides to fund a two month stay to conduct research in said country or not. I was fortunate enough to have mine accepted and the rest is history.
Marina Chernikova
Interview by Hannah Samuelson

Marina spent the summer of 2015 in Italy working with Dr. Antonio Pierro at Sapienza University of Rome. Whereas she’s used to a locomotion-oriented lab, Antonio was more an assessor, often engaging Marina in hours-long conversations developing their ideas. She didn’t know any Italian before her visit, but her English came in handy – most of her work involved collaborating with Calogaro Lo Destro, a graduate student, and Clara Amato, a postdoc, who had a nice collection of data that needed to be written up for publication. Marina didn’t collect any participants while in Italy, but she did find it interesting that Antonio’s lab often recruits participants from organizations rather than the university, unlike her lab at UMD.

While in Rome, Marina stayed in the center of the city, within walking distance to the Coliseum. This allowed her to easily take advantage of all that Rome had to offer, including the delicious food. She didn’t quite make it through the entire list of restaurants Arie Kruglanski, her advisor, insisted she try, but she certainly had her fill of pasta. She also remained sufficiently caffeinated, though she still prefers the American habit of sipping on her coffee rather than swiftly drinking it while standing at a counter, which her Italian colleagues found strange.

Marina loved all of the fountains and beautiful churches of Rome, but she also ventured to other parts of Europe during her stay, including Prague, Barcelona, Dublin, and London. She appreciated the reprieve from Rome’s coffee culture while in London, where she could indulge her love of tea. She was even able to put milk in it without getting any suspicious looks. An especially memorable experience was in Dublin, where she hiked across an island that was on fire.

Marina is still collaborating with Antonio’s lab from afar, but is looking forward to visiting them and Europe again in the future.
Top (L to R): Jess & Kasia before the Philadelphia marathon; Marina taking a breather while ice skating in Silver Spring; Hannah playing darts to remind herself that there’s no validity without reliability...

Middle (L to R): Michelle just missing Josh; Ren: "MMA training makes me feel stronger, mentally and physically, besides who doesn't want to kick ass?"; Finally caught Josh!

Bottom (L to R): Rachel completed the Disney marathon!; JJ balancing in warrior 1 in the office; Kasia & Jess don’t just run themselves, they support other runners too!
The UMD I/O MPS's first cohort will begin in August of 2016. Applications for the first cohort are open through May 15th, and over 100 applications are expected. The MPS provides rigorous training in empirically-supported best practices in IO psychology. Students will develop advanced knowledge of statistical and research methods in business settings, business and legal fundamentals, selection and assessment, talent development, organizational change, and performance management.

We aim to make this MPS the best masters program in IO psychology; you can help make this happen by serving as a guest speaker (taped interviews or lectures offered online), adjunct faculty, and/or mentor. If you would like to be a resource for the MPS program - or have any additional thoughts on how we can make it successful - please contact Paul Hanges (phanges@umd.edu) and Juliet Aiken (juliet.renee.aiken@gmail.com).
Alumni Updates

Amy Nicole Baker was recently married! She published two articles. One is entitled “Antecedents and consequences of observing workplace sexual behavior” in the Journal of Managerial Psychology. The second is entitled “Reducing criminal recidivism with an enhanced day reporting center for probationers with mental illness” in the Journal of Offender Rehabilitation.


Ryan Fehr won the Ascendant Scholar Award from the Western Academy of Management in 2016 and the University of Washington PhD Program Mentoring Award in 2015. He has published an article entitled “The grateful workplace: A multilevel model of gratitude in organizations” that is forthcoming in the Academy of Management Review and another article in the Journal of Applied Psychology entitled “Out of control: A self-control perspective on the link between surface acting and abusive supervision.”

Andrew Knight has a few published and forthcoming first-author and co-authored papers, including “Using recurrence analysis to examine group dynamics” in Group Dynamics: Theory, Research, and Practice, “Resources and relationships in entrepreneurship: An exchange theory of the development and effects of the entrepreneur-investor relationship” in Academy of Management Review, and “The impact of environment and occupation on the health and safety of active duty Air Force members: Database development and de-identification” in Military Medicine.

Lisa Leslie has received tenure at New York University.

Dave Mayer co-authored a published paper entitled “When are do-gooders treated badly? Legitimate power, role expectations, and reactions to moral objection in organizations” in the Journal of Applied Psychology. He also won the Cummings Scholarly Achievement Award for the scholarly achievement of an early-mid career scholar from the Organizational Behavior (OB) Division of the Academy of Management in 2016. At the moment, Dave is currently spending his sabbatical with his wife and two kids in Santa Barbara with the Department of Psychological and Brain Sciences at the University of California, Santa Barbara. Finally, Dave is currently writing a column in Fast Company about ethics in the workplace. You can find his columnist page and links to his pieces here: http://www.fastcompany.com/user/david-mayer.
Alumni Updates (cont.)

**Connie Meinholdt** was elected the chair of the Promotion and Tenure Committee at Ferris State University.

**Bill Mobley** was named the 2015 Distinguished Management Psychologist by the Society of Psychologists in Management and was selected to Board of Trustees of the American University of Sharjah in the United Arab Emirates. He also retired as the Visiting Chair Professor and Co-Director of Asia Pacific Academy of Economics and Management and will continue to serve on Rector's International Advisory Board. Finally, he was succeeded as CEO of Mobley Group Pacific Ltd. (Shanghai and Hong Kong) by Dr. Tak Chan. He will continue as a Chairman based in Shanghai.

**Sarah Lyons-Padilla** was recently married and has a new job as a Research Scientist at Stanford SPARQ: Social Psychological Answers to Real-world Questions. She has also published an article in *Behavioral Science and Policy* entitled “Belonging nowhere: Marginalization & radicalization risk among Muslim immigrants.” An article that she wrote for popular media—“A warmer embrace of Muslims could stop homegrown terrorism”—was featured in The Conversation and has been reprinted in *Quartz, Raw Story, The Washington Post,* and *Psychology Today.* She was also interviewed on the Kathleen Dunn Show for Wisconsin Public Radio and presented a talk entitled "Evidence-based strategies for preventing homegrown radicalization" at the Society for the Psychological Study of Social Issues (SPSSI) Congressional Research Seminar in February 2016. Finally, Sarah was awarded the SPSSI Social Issues Dissertation Award in September 2015.

**Debra Shapiro** has a nephew that graduated college and a niece that will be graduating this upcoming May—sometimes she wonders where the years have gone! In the meantime, she has become the President of The Academy of Management, a premier scholarly association of management scholars and educators comprised of over 20,000 members representing 110 nations.

**Garriy Shteynberg’**s son, Luca Edward Shteynberg, was born on May 15, 2015! He has also published two papers. One is entitled “Shared attention” and is in *Perspectives on Psychological Science.* The other is entitled “Shared Attention at the Origin: On the Psychological Power of Descriptive Norms” and is in *the Journal of Cross-Cultural Psychology.* Given these major life events and professional accomplishments, the only thing he can complain about is a lack of sleep!
SDOS Events

Photos by Su Junjie, Rachel Venaglia, Jess Fernandez, & Joo Park

Left: SDOS students attended a social event at SIOP conference in Philly.

Right: SDOS celebrated Sara’s birthday in DC.

Above&Left: Michele Gelfand’s Culture Lab got a limo to parade around Washington and socialized at Cosmos Club in DC.

Below (right): SDOS won Annual Catchphrase Competition at Graduate Student Appreciation week!

Below (left): SDOS graduate students, postdocs, and lab managers hold a Secret Santa event.
The sixth annual UMD SDOS Reception was held at the annual meeting of the Society for Personality and Social Psychology held in San Diego, CA. The event provides an opportunity for students, post-docs, and faculty to reconnect with alumni, collaborators, and friends of the program while enjoying appetizers in a casual setting. This year’s reception was held at Marriott Marquis Marina Kitchen and had a great turnout of SDOS alumni and friends. Attendees included graduates of the SDOS program like Sarah Lyons and Garriy Shteynberg, honorary SDOS faculty member Mark Landau, and SDOS faculty.

The reception also provided a chance to toast Michele Gelfand on receiving the Diener Award in Social Psychology. This award recognizes scholars who have contributed substantially to our understanding of social psychology. Michele was presented with the award during the conference’s awards ceremony, and we were all very excited to celebrate this wonderful achievement with her.

In addition to the fun had at the reception, SDOS had another strong presence at the conference. Poster presenters included Maxim Milyavsky, Michelle Dugas, and Joshua Jackson while several faculty gave talks.

We look forward to seeing everyone at the reception at SPSP 2017 in San Antonio next year!
2016 SIOP Reception
Anaheim, CA
Presented by the University of Maryland, SDOS

Join us for appetizers, cocktails, and catching up!

Date and Time:
THURSDAY, APRIL 14TH
7:30 - 9:30 PM

Location:
Roy’s
321 WEST KATELLA AVENUE
ANAHEIM, CA 92802
In the Memory of James Outtz

It gives us great sadness to report that our very own alumni and incoming SIOP President, James Outtz has passed away. Jim was a remarkable man who made important contributions to the field of I-O psychology and the SIOP organization.

A Fellow in SIOP, APA, and the American Educational Research Association, Jim began volunteering with SIOP in the mid-1990s and has contributed greatly to our organization, the APA and the wider profession during his 40-year career. With a focus on the development and validation of employment selection procedures, Jim made major contributions in the areas of fairness in the workplace, equal employment opportunity and best practices in employment selection. Most recently Jim has focused on applying principles of I-O psychology to policing reform.

“I was profoundly sad to hear that Jim passed away,” said President Steve Kozlowski. “I admired Jim for his integrity, determination, and commitment to the highest ideals of our profession. He will be missed.”

There will be a memorial service at the SIOP Annual Conference to celebrate the life of Jim. The memorial will be held Thursday, April 14, 5:30 to 6:30 PM, in Room 207 D of the Anaheim Convention Center (located next door to the Hilton Anaheim). The gathering is being organized by Shelly Zedeck and Wayne Cascio. You are invited and encouraged to attend.
Notable Publications


Notable Publications (cont.)


Hanges, P.J., Scherbaum, C. A. & Reeve, C.L. (2015). There are more things in heaven and earth, Horatio, than DGF. *Industrial and Organizational Psychology, 8*, 472-481.


Notable Publications (cont.)


Notable Publications (cont.)


