I/O Update

2018

Dear Alumni, Students, and Friends of the PSU I/O Program,

Welcome to the 2018 PSU I/O Newsletter! We are pleased to share a brief update about our faculty, the program, and our alumni. Specifically, we provide brief updates of all of the program's faculty. In addition, we are happy to announce that five new graduate students joined the program this past fall: Timothy Carsey, Kelly Hamilton, Luke Mahoney, Katy McMahon, and Whitney Vogel. We look forward to their continued success in the program! Furthermore, we will be adding five new graduate students to the program this fall! The

program is buzzing!

This past year, our faculty and students have had many achievements to report such as receiving awards, honors, and research grants, creating and strengthening relationships with local and international communities, as well as undertaking meaningful opportunities that bridge practice and research. We also realize that many of our alumni have been very busy and have included updates for a number of them in this letter.

It was also exciting to see the latest news about I/O program rankings in this year's TIP. As you can read in this newsletter, we did really, really well!

We would also like to acknowledge the planning of, attendance at and contribution to this year's SIOP party. Thanks to faculty, students, alumni,

collaborators, and friends of the program. We were also excited to have SAP SuccessFactors as the sponsor of our event. We are already starting to raise funds for next year's SIOP party as well as for our students' attendance at the SIOP conference (Please see information on how you can make a tax-deductible donation on p. 13). On behalf of the I/O Faculty (Leslie Hammer, Liu-Qin Yang, Charlotte

Fritz, Larry Martinez, Donald Truxillo, and Jennifer Dimoff) and our Affiliated Faculty (Talya Bauer, Berrin Erdogan, and Ryan Olson), we look forward to keeping in touch and seeing you soon!

Please read on to learn more about what's happening in the program.

-The PSU I/O group

News From Cramer Hall

After 25 years on faculty at PSU, **Donald Truxillo** will be joining the Kemmy Business School at the University of Limerick (Ireland) for a Chaired Professorship opportunity in Fall 2018. We wish Donald all the best in his upcoming adventures, and look forward to seeing him on his many visits back to the Portland area—and of course, at future SIOP events!

There's a new group on campus: the **Future Leaders in I/O Psychology** (FLIOP)! Launched this year by both graduate and undergraduate students, FLIOP seeks to serve to increase the visibility of the I/O psychology field within the Portland State University community.

Q&A: Talya Bauer

Our very own Talya Bauer is transitioning from President-Elect to President of SIOP and spoke with us regarding her agenda for the following year. She is dedicated to promoting SIOP's vision of being recognized as the premier professional group committed to advancing the science and practice of the psychology of work. Read on for her exciting upcoming plans and for opportunities to get involved.

How would you describe your SIOP presidential agenda?

My Presidential Agenda is to bring SIOP's four strategic goals to life:
1) Become the premier and trusted authority on work-related human behavior.
2) Increase the awareness & use of I-O psychology.
3) Meet the needs of those engaged in the science and practice of I-O psychology throughout their careers.
4) Model and reinforce the effective integration of science AND practice.

I am working on specific ways to move SIOP forward on these four dimensions. For example, I have created two task forces - the GIT Task Force, designed to get I-O content into Introduction to Psychology textbooks, and the SPOT Task Force, designed to generate big ideas around science-practice and practice-science translations. I will also continue visiting organizations and individuals around the world serving as an Ambassador for SIOP and I-O psychology. I have already visited NASA, Waste Management, Quintela, U.S. Department of Veterans Affairs,

and other organizations and will continue to travel to cities across the U.S. as well as to Canada, France, and Italy in the coming year.

What do you most hope to accomplish as President?

I would be thrilled if I could help amplify a culture within and outside of SIOP that celebrates the idea that Science and Practice are not distinct, unique aspects of I-O but rather the core of who we all are. My research centers on relationships at work and on the research topics of recruitment, selection, onboarding, and leadership. A key job of the President-Elect of SIOP (a position held for the year for the year before becoming President) is to identify, recruit, select, and onboard new committee chairs and chairs-in-training. Helping our ongoing

leaders as well as these 25+ newly appointed individuals take SIOP to the next level will be a true joy.

What have you enjoyed most so far?

When it comes to SIOP, what I enjoy the most are the people. I've been involved in a lot of great organizations but after 28 years of volunteering with SIOP there is something truly special about the passion, smarts, and expertise of SIOP members. It makes it a pleasure to interact with them and to work together to make great steps toward creating a Smarter Workplace. Working in the 2017-2018 SIOP Presidential Trio President-Elect, President, and Past President) with **Mort McPhail** and **Fred Oswald** is a great honor and I've learned a lot from both of them. (I am also enjoying the 2018-2019

Mort McPhail, Talya Bauer, Fred Oswald, and Eden King

Presidential Trio with **Fred Oswald** and **Eden King**, our current President-Elect.)

What are the biggest challenges you are anticipating?

My biggest challenge so far is time. There are so many amazing things SIOP could do and that I would like to pursue, but there are only so many hours in the day and months in the year. I hope to stay on schedule by setting goals, laying out my agenda for the year in advance, and scheduling tentative organizations and individuals to work with monthly. Another key is to focus on 'big ticket items' that will really make a difference. However, a huge part of the job is to keep the trains running on time which also means spending time every week doing that.

How can the PSU and Portland I/O community help you achieve your agenda?

PSU students, faculty, and alumni have always been deeply involved in

SIOP and I love that about our group! I asked PSU alum **Elizabeth McCune,** who is with Microsoft now, to serve as SIOP's Program Chair in Training. She will develop the Theme Track for the 2019 Annual Conference in National Harbor, Maryland and she will be Program Chair for the 2020 Annual Conference in Austin, Texas. She will do an amazing job.

I love to match people with expertise and passion so if anyone out there reading this has is an idea or topic that especially interests them, please let me know. As I am going through my time in the SIOP leadership rotation, if I see somewhere you would be great, I can make a match. I am also working on some ideas that will offer micro-volunteer opportunities of a few hours. These are great ways to get involved and make a difference when time is limited.

Is there anything else you would like to share with the community?

It might sound like a little thing but given my Presidential Theme of *I am*

SIOP, I would love to see every SIOP member, associate, student member, and fellow go to mySIOP.org and upload a photo. That way everyone can see all the great faces of SIOP. In addition, we are gathering *I am SIOP* photos by email. Please send them to comms@siop.org.

Finally, SIOP has two registries and a consultant locator service:

CSR and Pro-social/Humanitarian I-O Registry:
http://my.siop.org/Services/CSR-Prosocial-Humanitarian-I-O-Registry

Health, Safety, and Well-being Registry:
http://my.siop.org/Registry/HSWB

Consultant Locator Service:
http://my.siop.org/cls

Please check them out and sign up if you are interested. These are just a few more ways to be involved with SIOP and make it stronger while finding others with similar interests.

4

PSU I/O Earns Top Program Ranking

Portland State University's Industrial and Organizational Psychology program has been ranked as the **No. 1 I/O program** nationally in an unprecedented study from the Society for Industrial and Organizational Psychology (SIOP). Researchers worked to establish rankings based on student perceptions on several criteria, including program culture and reputation, learned skills, perceptions of faculty, and various developmental opportunities. Not only did PSU rank No. 1 *overall*, but they ranked No. 1 in *faculty quality*, tied for No. 5 in *program culture*, and tied for No. 7 in *learn practical skills*.

The authors first used graduate students as subject matter experts (SMEs) to create a set of criteria that students value the most. They then gathered student perceptions on these criteria from institutions across the nation. The authors emphasize the importance of gathering students perceptions as "such rankings can offer value as they do represent the lived experience of the very population graduate programs serve."

The core I/O faculty at PSU are Dr. Leslie Hammer, Dr. Donald Truxillo, Dr. Liu-Qin Yang, Dr. Charlotte Fritz, Dr. Larry Martinez, and Dr. Jennifer Dimoff. These rankings not only indicate the quality of expertise and resources faculty offer to their students, but also the useful practical skills that are trained through coursework, research, and applied opportunities. The ranking additionally demonstrates the collaborative, supportive, and diverse culture that PSU students and faculty pride themselves on.

It is an honor to be recognized for these achievements and we hope to continue incorporating these values into our everyday work! The complete rankings can be found online at my.siop.org.

Alumni Connections

The Psychology Graduate Student Association is working on a few new initiatives, including fostering greater connections with you! Look for a brief survey sometime by fall term from the current I/O graduate students. We're hoping to host panel discussions and/or Google Hangouts to hear about your career paths, provide more frequent updates about what's happening in the department, and more. For now, join the new PSU I-O Alumni group on LinkedIn here: www.bit.ly/PSU-IO-Alumni. We look forward to connecting with you!

JOIN OUR GROUP
Linked in®

Faculty Updates

Talya Bauer

The last year has been a busy one in terms of research, teaching, and service for Talya. Along with co-authors, she has had 10 articles published or in press including at *Work & Stress, Journal of Management, Personnel Psychology, Journal of Applied Psychology, Personnel Review, Organizational Behavior and Human Decision Processes,* and *Group & Organization Management* and work featured in *Harvard Business Review, Wall Street Journal,* and *Science for Work.* We are finishing up our NSF grant on online privacy concerns and cyber-security. And, we were thrilled to be funded by NIH for a 5-year intervention study led by Ryan Olson at OHSU to leverage the onboarding window to aid transit bus drivers in being healthier and safer. In terms of teaching, Talya is working with David Caughlin to launch a Graduate Certificate on HR Analytics. She continues to be busy with service work, including as Associate Editor at the *Journal of Applied Psychology* and serving SIOP as President-Elect and now President.

Jennifer Dimoff

Jenn has been continuing her research on workplace mental health, leadership, safety, and training interventions. She and her team have been working closely with local and international organizations on a series of highly applied projects (e.g., intervention studies, multi-method needs assessments, behavioral scale development studies) designed to improve employee health, wellbeing, and performance outcomes. She was nominated as one of Canada's 150 Difference Makers for Mental Health and is excited to continue her work in Oregon and the United States, more broadly. In the fall of 2017, Jennifer organized the OHSU/PSU Fall Institute, where the focus was on Navigating Mental Health in the Workplace, and is looking forward to hosting this year's Fall Institute, where the focus will be on the psychology of emergency preparedness.

Berrin Erdogan

Berrin worked on numerous projects relating to overqualified workers, leader humility, and manager-employee relationships, resulting in several publications and conference papers. During the past year, she visited London School of Economics and Political Sciences, University of Melbourne, and University of Toronto, giving talks on her research and meeting with Ph.D students and faculty. She is currently co-editing a special issue on Relational Leadership in the *Journal of Occupational and Organizational Psychology* as well as reviewing for several journals.

Charlotte Fritz

Charlotte has been continuing her research around work stress, recovery from work, work-life balance, and employee well-being. For example, in the past year she has published journal articles examining the role of recovery from work during nonwork time (e.g. psychological detachment from work, relaxation, and mastery experience) in links between workplace incivility, rumination, and insomnia symptoms (focusing on forest service workers), as well as in links between emotional stressors, burnout, and alcohol use (focusing on correctional officers). She has also started studying the role of mindfulness in employee well-being, positive leadership, and mental health. She continues her work on editorial boards of several academic journals and reviews for a list of other journals. This past year her research has received frequent media attention including short news stories about workplace incivility and employee sleep problems on local TV news channels (e.g. KGW8 in Portland).

Leslie Hammer

Leslie and her team at OHSU and PSU continue their ever-expanding grant-funded research programs, including SERVe and MESH, which continue to involve faculty, graduate and undergraduate students, and collaborators in the broader community. Leslie continues to serve as the Director of the Occupational Health Psychology program and as an Associate Director of the Oregon Healthy Workforce Center housed at OHSU, where she has also been a faculty member since Fall 2015. Currently, Leslie is also serving as a Council Member for the NIOSH Healthy Work Design and Wellbeing Cross-Sector, and is continuing efforts towards integrating Total Worker Health education and training.

Study for Employment Retention of Veterans:
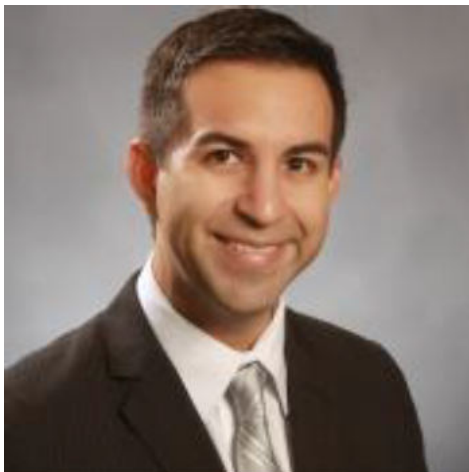www.servestudy.org
Occupational Health Psychology at PSU:
www.pdx.edu/occupational-health-psychology
Work, Family and Health Network:
https://projects.iq.harvard.edu/wfhn
WFHN Project: www.pdx.edu/work-family-support/
Oregon Healthy Workforce Center: www.ohsu.edu/ohwc

Larry Martinez

Larry is completing his second year as an assistant professor at Portland State. He is excited to have started delivering trainings in local organizations focused on teaching employees how to be better allies. He and his students presented eight research projects at the annual SIOP conference in Chicago, one of which was included in the symposium that won the Best LGBT Research award. Last year, he also completed his service as a guest editor for a special issue in the Journal of Vocational Behavior focused on sexual orientation and gender identity in workplace contexts. This year he will be focusing on community partnerships and applying for grant funding to continue his work on workplace allies.

Ryan Olson

In 2017-18, Ryan continued to lead the Oregon Fatality Assessment and Control Evaluation (OR-FACE) program (NIOSH grant #U60 OH008472). Click here to see recent OR-FACE toolbox talks, investigations, and surveillance data. He and his team also kicked-off the state-wide adoption of their COMPASS program for home care workers in partnership with the Oregon Home Care Commission. Two additional intervention studies are in progress, including the Tech4Rest sleep, fatigue, and well-being intervention for team truck drivers (NIOSH grant # U19OH010154), and the SHIFT Onboard intervention to protect health and support the job success of new bus operators (NHLBI grant # 2 R01 HL105495).

Donald Truxillo

Donald spent summer of 2017 in Lisbon, Portugal, at the ISCTE Business School as part of a Fulbright grant. He is currently a PI on an NSF grant on the privacy concerns of job applicants. He continues to serve on nine journal editorial boards and as associate editor at Work, Aging and Retirement.

Liu-Qin Yang

Liu-Qin and her team have been busy with various projects, such as an ongoing project focused on abusive supervision, engagement, and objective safety outcome among commercial airline pilots, a couple ongoing projects focused on dynamic emotional processes, employee stress and performance among IT employees, and an ongoing methodological study focused on reliability issues in experience-sampling research. Liu-Qin is particularly excited for the Cambridge Handbook of Workplace Affect that she and three fellow editors (Drs. Russell Cropanzano, Cathy Daus, and Vicente Martinez-Tur) have been working on this year.

Liu-Qin and Jan are excited to introduce their daughter, Mona, to all of you! Mona was born April 2nd in Portland and is settling into this world beautifully.

Alumni Updates

Dave Cadiz
I am still a faculty member in the management department in the business school. I am loving my decision to come back to academia and enjoying the students as well as focusing on my research.

Caitlin Demsky is continuing in her role as an Assistant Professor of Management at Oakland University in Rochester, Michigan. She and her husband recently bought their first home in the Metro Detroit area.

Tenora Grigsby
I am retiring April 1st from Multnomah County Health Department where I served as Manager of the Human Resources Workforce Development and Training Team.

Frankie Guros Started working for Facebook's People Analytics team in Menlo Park, CA, in July 2016. He is currently a People Research Scientist and primarily conducts research for the Learning & Development team and Recruiting organization.

Ginger Hanson is an assistant professor and biostatistician at Johns Hopkins School of Nursing in Baltimore Maryland. She is a co-PI with the Oregon Healthy Workforce where she enjoys working with Dr Truxillo, Dr Hammer, Dr Bodner and many other wonderful Oregon colleagues. She and other colleagues have recently released myPlan, an interactive safety decision-aid for women-identifying college students who may be experiencing abuse in their intimate relationship. MyPlan is an evidence–based tool based on

10+ years of our research. You can learn more by watching this short video myPlan.
https://www.youtube.com/watch?v=jztSPULT9Yg&feature=youtu.be

Jenna LeComte-Hinely is entering her third year as the CEO of HARC, Inc. (Health Assessment and Research for Communities). In this role, she is active in the community, serving on the Community Advisory Board of the University of California, Riverside School of Medicine and the Riverside County Health Coalition. Although she sometimes misses Portland, she enjoys living in the Coachella Valley thanks to the 350 days of sunshine a year and 5 inches of rain.

Bing Lin recently celebrated his 1 year anniversary at IBM as the Global Talent Acquisition Metrics and Analytics Team Leader. In this role, Bing leads a team of 11 data scientists and analysts to support all data-related operations in IBM Talent Acquisition, ranging from overseeing the construction of a data warehouse to building statistical models to further human capital strategies. On a personal note, the Lins are enjoying life (and the year-round sunshine!) in North Carolina and developing a taste for East Carolina Barbecue.

Cybelle Lyon
We have moved five times in the last four years, and are now in East Lansing, MI for my husband's work. I am in my fifth year of my private consulting practice and am lucky to be able to work from anywhere. Work and life are all going great!

Kristi Manseth
I am the Research Director at Pacific Research and Evaluation where I have been for eight years. I am doing research in a variety of fields including education and health and human services. I am also working with Leslie Hammer and Ellen Kossek as a very part time associate for Work Life Help. I still live in Portland with my husband and two sweet children ages 4 (son) and 1.5 (daughter).

Rudy Sanchez currently serves as the Interim Associate Vice President, Faculty Affairs at California State University, Fresno. He is also president of the Directors of Educational Technology in California Higher Education and president-elect of Fresno State's chapter of Phi Kappa Phi, a national honor society.

Rachel (Daniels) Wilson
I am currently working in Organizational Development at University of Kentucky HealthCare in Lexington, Kentucky. I'm expanding my skillset by pursuing a coaching certification and am enjoying my new role!

Catch up with fellow alumni on the new PSU I/O Alumni Group on LinkedIn!

SIOP 2018

There is much to celebrate about the 2018 SIOP Conference! Not only did our very own Talya Bauer provide an inspiring closing plenary address as SIOP President, but Steve Hunt was also honored with the much-deserved designation of SIOP Fellow! Nic Smith, one of our graduate students, was also awarded one of the much-coveted SIOP Student Travel Awards!

PSU faculty, students, and alumni continue to make a remarkable impression at SIOP—this year, our faculty and students contributed to a number of notable sessions, including 24 symposia, panels, and posters. Our presentations revolved around diversity and inclusion, allies, training and development, mindfulness, recovery, work-family balance, leadership and mental health, sleep, safety, measurement, and other methodological topics.

As the recipient of last year's Distinguished Teaching Award, Donald Truxillo also contributed to one of the SIOP Select special events, where he shared his insights on "Navigating a Meaningful I/O Career." We thoroughly enjoyed the many opportunities to share our work, contribute to important discussions in the field, and most importantly, learn from other I/O specialists from across the globe!

Top: Dr. Larry Martinez with students Liana Bernard, theresa hernandez, Kelly Hamilton, Derek Brown, Tim Carsey, and Lauren Park. The DASH Lab students presented eight presentations and posters this year! *Middle:* I/O faculty members Charlotte Fritz, Larry Martinez, Leslie Hammer, Donald Truxillo, and Jennifer Dimoff. *Right:* Alumni Jenn Rineer, Caitlin Demsky, and Tori Crane at the PSU Reception, which they helped sponsor!

SIOP 2018
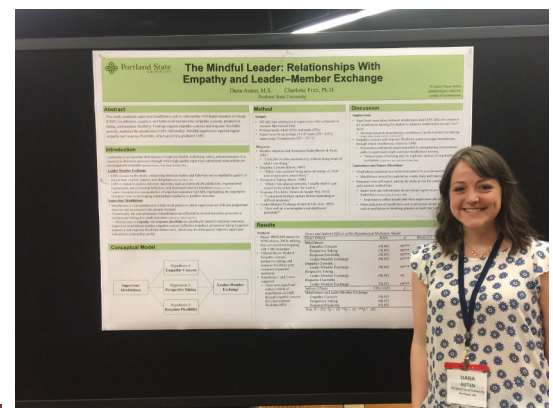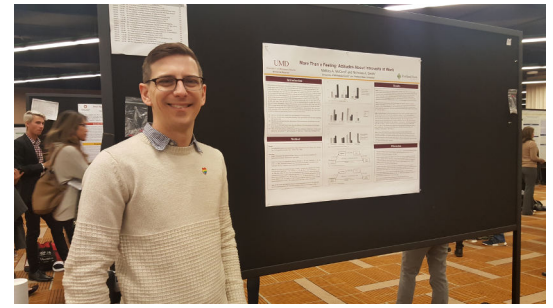
Clockwise from top left: Graduate students Timothy Carsey, Derek Brown, Anthony Nguyen, Katy McMahon, and Lauren Park enjoying downtown Chicago; Nic Smith presenting his poster, "More Than A Feeling: Attitudes about introverts at work"; Dana Auten presenting her research looking at the effects of supervisor mindfulness on supervisor-subordinate relationship quality through mechanisms of empathy, perspective taking, and response flexibility; I/O faculty and alumni in good cheer; Jackie Brady giving a presentation on relationship quality outcomes for employees and their spouses after a supportive supervisor intervention, highlighting the importance of employee stress as an important contextual predictor.

PSU at SIOP 2019!

Thank you to all of our amazing alumni, friends of the program, and research partners! Our success is your success—we are incredibly grateful for our relationships with all of you and the depth and expertise you bring to our program and our graduate students' development! We look forward to seeing all of you at next year's SIOP conference in Maryland! Next spring, please be on the lookout for our annual SIOP Party invitation and request for donations that support our graduate students' SIOP travel and related efforts. As always, you can make donations at any time during the year by using the following link to the PSU Foundation–SIOP Fund: www.bit.ly/SIOPFund

Thank you again! We look forward to staying in touch and seeing you next year!

Publications

These are most of the publications from faculty and students from 2017-18.

Books & Edited Books

Bauer, T. N., & Erdogan, B. (2018). *Organizational Behavior* (Version 3.0). Boston, MA: Flat World Education.

Bauer, T. N., Erdogan, B., & Short, J. (2018). *Principles of Management* (Version 4.0). Boston, MA: Flat World Education.

Kelloway, E. K., Nielsen, K., & **Dimoff, J. K.** (Eds.). (2017). *Leading to Occupational Health and Safety: How Leadership Behaviors Impact Organizational Safety and Well-Being*. John Wiley & Sons.

Refereed Publications

Allen, T., Eby, L., Chao, G., & **Bauer, T. N.** (2017). Taking stock of two relational aspects of organizational life: Tracing the history and shaping the future of socialization and mentoring research. *Journal of Applied Psychology, 102,* 324-337.

Auten, D. & Fritz, C. (in press). Mental health at work: How mindfulness adds in more ways than one. *Organizational Dynamics.*

Bouville, G., Dello Russo, S., & **Truxillo, D.** (2018). The moderating role of age in the job characteristics–absenteeism relationship: A matter of occupational context?. Journal of Occupational and Organizational Psychology. 91, 57-83.

Brown, N. D., Martinez, L. R., & Hebl, M. R. (in press). Prejudice in perceptions of physicians?: The influence of race and gender on evaluations of medical errors. *Journal of General Internal Medicine.*

Crain, T. L., Hammer, L. B., **Bodner, T.**, **Olson, R.**, Kossek, E. E., Moen, P., & Buxton, O. M. (in press). Sustaining sleep: Results from the randomized controlled Work, Family, and Health Study. *Journal of Occupational Health Psychology.*

Crom, D. B., Ness, K. K., **Martinez, L. R.**, Hebl, M. R., Robison, L. L., Hudson, M. M., & Brinkman, T. (in press). Workplace experiences and turnover intention among adult survivors of childhood cancer. *Journal of Cancer Survivorship.*

Demsky, C. A., **Fritz, C.**, **Hammer, L. B.**, & Black, A. (in press). Workplace incivility and employee sleep: The role of rumination and recovery experiences. *Journal of Occupational Health Psychology.*

Deng, H., Guan, Y., Wu, C. H., **Erdogan, B., Bauer, T. N.**, & Yao, X. (in press). A relational model of overqualification: The role of interpersonal influence on overqualified employees' social acceptance and performance. *Journal of Management.*

DePasquale, N., Polenick, C., Davis, K.D., Moen, P., **Hammer, L.B.**, & Almeida, D.M. (2017). The psychosocial implications of managing work and family caregiving roles: Gender differences among information technology professionals. *Journal of Family Issues*, *38*(11), 1495-1519.

Dimoff, J.K. (in press). What do you know and where do you go? How leaders can and should provide practical support for employee mental health in the workplace. *Organizational Dynamics*

Dimoff, J.K. & Kelloway, E.K. (in press). With a little help from my boss: The impact of workplace mental health training on leader behaviors and employee resource utilization. *Journal of Occupational Health Psychology*

Dimoff, J.K., Kelloway, E.K., & Burnstein, M.D. (2017). Mental health awareness training (MHAT): The development and evaluation of an intervention for leaders. *International Journal of Stress Management,* 167-189.

Ellis, A., Bauer, T. N., Erdogan, B., & Truxillo, D. (in press). Daily perceptions of relationship quality with leaders: Implications for follower well-being. Work and Stress.

Ellis, A., Nifadkar, S., **Bauer, T. N.**, & **Erdogan, B.** (2017). Organizational socialization: Examining adjustment outcomes of newcomer-manager interlocking behaviors. *Journal of Applied Psychology, 102,* 993-1001.

Erdogan, B., Ozyilmaz, A., **Bauer, T. N.**, & Emre, O. (2018). Accidents happen: Psychological empowerment as a moderator of accident involvement and its outcomes. *Personnel Psychology, 71,* 67-83.

Erdogan, B., Tomas, I., Valls, V., & Garcia, F. (In press). Perceived overqualification, relative deprivation, and person centric outcomes: The moderating role of career centrality. *Journal of Vocational Behavior.*

Fisher, G. G., **Truxillo, D. M.**, Finkelstein, L. M., & Wallace, L. E. (2017). Age discrimination: Potential for adverse impact and differential prediction related to age. Human Resource

Management Review, 27, 316-327.

Fritz, C., Hammer, L. B., Guros, F., Shepherd, B. R., & Maier, D. (2018). On Guard: The Costs of Work-Related Hypervigilance in the Correctional Setting. *Occupational Health Science*. https://doi.org/10.1007/s41542-018-0010-z

Fritz, C., Hammer, L. B., Guros, F., & Shepherd, B. R., & Meier, D. (in press). Always on alert: Relationships between work-related hypervigilance and employee outcomes. *Occupational Health Science.*

Grand, J. A., Rogelberg, S. G., Allen, T. D., Landis, R. S., Reynolds, D. H., Scott, J. C., Tonidandel, S., & **Truxillo, D. M.** (in press). A systems-based approach to fostering robust science in industrial-organizational psychology. Industrial and Organizational Psychology. (Focal article.)

Gurubhagavatula, I., Sullivan, S., Meoli, A., Patil, S., **Olson, R.,** Berneking, M., & Watson, N. F. (2017). Management of obstructive sleep apnea in commercial motor vehicle operators: recommendations of the AASM Sleep and Transportation Safety Awareness Task Force. *Journal of clinical sleep medicine: JCSM: official publication of the American Academy of Sleep Medicine, 13*(5), 745.

Hammer, L. B., Truxillo, D. M., Bodner, T., Pytlovany, A., & Richman A. (in press). Exploration of the impact of organizational context on a workplace safety and health intervention. Work and Stress.

Hammer, L. B., Wan, W. H., Brockwood, K. J., **Mohr, C. D.**, & **Carlson, K. F.** (2017). Military, work, and health characteristics of veterans and reservists from the Study for Employment Retention of Veterans (SERVe). *Military Psychology*, *29*, 491-512.

Hu, J., **Erdogan, B.**, Jiang, K., **Bauer, T. N.**, & Liu, S. (2018). Leader humility and creativity in teams: The role of advice network density and team values. *Journal of Applied Psychology, 103,* 313-323.

Karaeminogullari, A., **Erdogan, B.**, & **Bauer, T. N.** (2018). Biting the hand that heals: Mistreatment by patients and the well-being of healthcare workers. *Personnel Review, 47*, 572-591.

Konradt, U., Garbers, Y., Böge, M., **Erdogan, B.**, & **Bauer, T. N.** (2017). Antecedents and consequences of fairness perceptions in personnel selection: A three-year longitudinal study. *Group and Organization Management, 42*, 113-146.

Korabik K., Van Rhijn, T.R., Lero, D.S., Ayman, R., & **Hammer, L.B.** (2017). Gender, polychronicity and work-family conflict: Is multitasking beneficial? *Community, Work and*

Family, 20, 307-326.

Kossek, E. E., Petty, R. A., **Bodner, T. E.**, Perrigino, M. B., **Hammer, L. B.**, Yragui, N. L., & Michel, J. S. (2018). Lasting Impression: Transformational Leadership and Family Supportive Supervision as Resources for Well-Being and Performance. *Occupational Health Science.* https://doi.org/10.1007/s41542-018-0012-x'.

Kossek, E. E., Thompson, R. J., Lawson, K. M., **Bodner, T.**, Perrigino, M., **Hammer, L. B.**, Buxton, O. M., Almeida, D. M., Moen, P., Hurtado, D., Wipfli, B., Berkman, L. F., Bray, J. W. (In press). Caring for the Elderly at Work and Home: Can a Randomized Organizational Intervention Improve Psychological Health? *Journal of Occupational Health Psychology.*

Lapierre, L. M., Matthews, R. A., Eby, L. T., **Truxillo, D. M.**, Johnson, R. E., & Major, D. E. (in press). Recommended practices for academics to initiate and manage research partnerships with organizations. Industrial and Organizational Psychology. (Focal article.)

Lee, S., McHale, S. M., Crouter, A. C., **Hammer, L. B.,** & Almeida, D. M. (2017). Finding time over time: Longitudinal links between employed mothers' work-family conflict and time profiles. *The Journal of Family Psychology. Advance access publication.* doi: 10.1037/fam0000303

Liu, C., Nauta, M.M., **Yang, L.-Q.**, & Spector, P.E. (2018). How do coworkers 'make the place'? Examining coworker conflict and the value of harmony in China and the United States. *Applied Psychology: An International Review, 67,* 30-60. doi: 10.1111/apps.12119

Martinez, L. R., Hebl, M. R., S**mith, N. A**., & Sabat, I. E. (2017). Standing up and speaking out against LGB prejudice in the workplace. *Journal of Vocational Behavior, 103,* 71-85. doi:10.1016/j.jvb.2017.08.001

Martinez, L. R., O'Brien, K. R., & Hebl, M. R. (2017). Fleeing the Ivory Tower: Gender differences in the turnover experiences of women faculty. *Journal of Women's Health, 26,* 580-586. doi:10.1089/jwh.2016.6023

Martinez, L. R., Sawyer, K., Thoroughgood, C., Ruggs, E. N., & **Smith, N. A.** (2017). The importance of being "me": The relation between authentic identity expression and transgender employees' work-related attitudes and experiences. *Journal of Applied Psychology, 102,* 215-226. doi:10.1037/apl0000168

Martinez, L. R., Sawyer, K. B, & Wilson, M. C. (2017). Understanding the experiences, attitudes, and behaviors of sexual orientation and gender identity minority employees. *Journal of Vocational Behavior, 103,* 1-6. doi:10.1016/j.jvb.2017.09.004

McCarthy, J. M., **Bauer, T. N., Truxillo, D. M.,** Anderson, N. R., Costa, A. C., & Ahmed, S. M. (2017). Applicant Perspectives During Selection: A Review Addressing "So What?,""What's New?," and "Where to Next?". Journal of Management, 43, 1693-1725.

McCarthy, J. M., **Bauer, T. N., Truxillo, D. M.**, Campion, M. C., Van Iddekinge, C. H., & Campion, M. A. (2017). Using pre-test explanations to improve test-taker reactions: Testing a set of "wise" interventions. Organizational Behavior and Human Decision Processes, 141, 43-56.

McGinley, S., & **Martinez, L. R.** (in press). The moderating role of career progression on job mobility: A study of work-life conflict. *Journal of Hospitality & Tourism Research.* doi: 10.1177/1096348016678449

Moen, P., Kelly, E. L., Lee, S., Oakes, M. J., Fan, W., Bray, J., Almeida, D., **Hammer, L.**, Hurtado, D., & Buxton, O. (2017). Can a Flexibility/Support Initiative Reduce Turnover Intentions and Exits? Results from the Work, Family, and Health Network. *Social Problems*, *64,* 53–85 doi: 10.1093/socpro/spw033

Mohr, C.D., **McCabe, C.T., Haverly, S.N., Hammer, L.B.**, & Carlson, K.F. (2018). Drinking motives and alcohol use: The SERVe study of U.S. current and former service members. *Journal of Studies on Alcohol and Drugs*, *79,* 79-87.

O'Donnell, E., Berkman, L. F., Kelly, E., **Hammer, B.**, Marden, J. & Buxton, O. M. (2018) Cardiometabolic risks associated with work-to-family conflict: findings from the Work Family Health Network, *Community, Work & Family*

Ozyilmaz, A., **Erdogan, B.**, & Karaeminogullari, A. (2018). Trust in organization as a moderator of the relationship between self-efficacy and workplace outcomes: A social cognitive theory-based examination. *Journal of Occupational and Organizational Psychology, 91*, 181-204.

Park, Y., **Fritz, C.**, & Jex, S. (in press). Daily cyber incivility and distress: The moderating roles of resources at work and home. *Journal of Management.*

Perry, M. L., **Hammer, L. B.**, **Bodner, T. E.**, Anger, W. K., & Brockwood, K. (in press). Development and validation of a veteran-supportive supervisor behavior measure. *Military Behavioral Health.*

Rineer, J. R., Truxillo, D.M., Bodner, T., Hammer, L.B., & Krainer, M. (2017). The Moderating Effects of Perceived Organizational Support on the Relationship between Organizational Justice and Objective Measures of Cardiovascular Health. *European Journal of Work and Organizational Psychology, 26:3,* 399-410, DOI: 10.1080/1359432X.2016.1277207.

Shepherd, B. R., Fritz, C., Hammer, L. B., Guros, F., & Meier, D. (in press). The impact of

emotional demands, burnout, and recovery from work on correctional officer alcohol use. *Journal of Occupational Health Psychology*.

Xu, S. X., van Hoof, H., & **Martinez, L. R.** (in press). Emotional exhaustion among hotel employees: The interactive effects of affective dispositions and positive work reflection. *Cornell Hospitality Quarterly,* doi:10.1177/1938965517748774.

Xu, S. X., van Hoof, H., & **Martinez, L. R.** (in press). The use of latent growth curve modeling in measuring student perceptions about mandatory work experiences. *Journal of Hospitality & Tourism Education.*

Xu, S. X., **Martinez, L. R.**, & Hebl, M. R. (in press). Utilizing education and perspective taking to remediate the stigma of taking antidepressants. *Community Mental Health Journal.* doi:10.1007/s10597-017-0174-z

Xu, S. X., **Martinez, L. R.**, & van Hoof, H. (in press). Applications of latent growth curve modeling: A research agenda for hospitality management. *International Journal of Contemporary Hospitality Management.*

Xu, S. X., **Martinez, L. R.**, & Lv, Q. (2017). Communication is key: The interaction of emotional labor strategies on hotel supervisors' turnover intentions. *Tourism Analysis, 22,* 125-137. doi:10.3727/108354217X14888192562168

Xu, S. X., **Martinez, L. R.**, & Qin, L. (2017). Explaining the link between emotional labor and turnover intentions: The role of in-depth communication. *International Journal of Hospitality & Tourism Administration.* doi:10.1080/15256480.2016.1276003

Yaldiz, L. M., Truxillo, D. M., **Bodner, T.**, & **Hammer, L. B.** (in press). Do resources matter for employee stress? It depends on how old you are. *Journal of Vocational Behavior*.

Yang, L.-Q., Sliter, M., Cheung, J., Sinclair, R. & **Mohr, C.** (In press) The dark side of helping: Does returning the favor from coworkers hurt employee work engagement? *Journal of Business and Psychology.* doi: 10.1007/s10869-017-9522-9

Yang, L.-Q. & Caughlin, D. E. (2017). Aggression-preventive supervisor behavior: Implications for workplace climate and employee outcomes. *Journal of Occupational Health Psychology, 22*, 1-18.

Yragui, N. L., **Demsky, C. A., Hammer, L. B.**, **Van Dyck, S.,** & Neradilek, M. B. (2017). Linking workplace aggression to employee work and well-being: The moderating role of family-supportive supervisory behaviors (FSSB). *Journal of Business and Psychology*, *32*, 179–196. doi:10.1007/s10869-016-9443-z

Book Chapters & Non-Refereed Publications

Ayman, R., **Hammer, L.,** & Ishaya, N. (2017). The Work-Family Interface in the United States. In K. Korabik, Z. Aycan, & R. Ayman (Eds.). *The work-family interface in global context*. Routledge.

Burlacu, G., Truxillo, D. M., & Bauer, T. N. (2017). Employee age differences in using Internet-based tools at work. In G. Hertel, D. Stone, R. Johnson, & J. Passmore (Eds.), The Wiley Blackwell Handbook of the Psychology of the Internet at Work. (pp. 449-479). Chichester: Wiley-Blackwell.

Cadiz, D., Pytlovany, A., & Truxillo, D. M. (2017). Ageism in the workplace. Oxford Research Encyclopedia in Psychology. Oxford University Press.

Cyr, L., Yang, L.-Q., & Yragui, N. (2018). Aggression-preventive supervisor behavior toward patient aggression: a scale cross-validation. In Burke, R., & Cooper, C. (Eds.), *Violence and abuse in and around organizations* (pp. 191 - 210). New York, NY: Routledge.

Dimoff, J.K. & Kelloway, E.K. (2017). Leaders as resources: How managers and supervisors can socially support employees towards better mental health and wellbeing. In E.K. Kelloway, K. Nielsen, and **J.K. Dimoff** (Eds*). Leading to occupational health and safety.* Wiley.

Dimoff, J.K. & Kelloway, E.K. (2017). Resource utilization theory: The role of leaders in facilitating employee resource-use. In P. Perrewe, J. Halbesleben, and C. Rose (Eds). *Research in occupational stress and wellbeing: Book series.* Emerald.

Ellis, A., & **Bauer, T. N.** (2017). How do we get new entrants 'On Board'? Organizational socialization, psychological contracts, and realistic job previews. In N. Chmiel, M. Sverke, & F. Farcarroli (Eds.), *An Introduction of Work and Organizational Psychology*, 3rd Edition. New York: Wiley.

Ellis, A., Nifadkar, S. S., **Bauer, T. N.**, & **Erdogan, B.** (June 20, 2017). Your new hires won't succeed unless you onboard them properly. *Harvard Business Review.* https://hbr.org/2017/06/your-new- hires-wont-succeed-unless-you-onboard-them-properly

Erdogan, B., **Bauer, T. N.**, & Karaeminogullari, A. (2017). Overqualification in the workplace. *Oxford research encyclopedia of psychology.* Ed. Oliver Braddick. New York: Oxford University Press.

Fraccaroli, F., Zaniboni, S., & **Truxillo, D.M.** (2017) Job design and older workers. (in press). In

L. Innocenti, S. Profili, & A. Sammarra. Age Diversity in the Workplace – An Organizational Perspective. (pp. 139-159). Emerald Publishing Limited.

Fritz, C. & Demsky, C. (in press). Nonwork time as individual resource building: A literature review and research agenda. In Burke, R. & Richardsen A. (Eds.). Creating psychologically healthy workplaces. Northampton: Edward Elgar.

Hammer, L. B., Brockwood, K., & **Haverly, S. N.** (Forthcoming, 2018). Supporting Veterans in the Workplace – The Key Role of Supervisors. In N. D. Ainspan & K. N. Saboe (Eds.). *How to Hire and Retain Military Veterans: A Guidebook for Business Leaders and Human Resources Professionals.* Oxford University Press.

Hammer, L.B. & **Perry, M.** (Forthcoming, 2018). Reducing Work-Life Stress: The Place for Integrated Interventions. In H. L. Hudson, J. A. S. Nigam, L. C. Chosewood, A. L. Schill, J. Howard, & S. L. Sauter (Eds.). *Total Worker Health.* The American Psychological Association.

Hu, J., **Erdogan, B.**, Jiang, K., & **Bauer, T. N.** (April 4, 2018). Research: When being a humble leader backfires. *Harvard Business Review.* https://hbr.org/2018/04/research-when-being- a-humble- leader-backfires

Kelloway, E.K., Nielsen, K., & **Dimoff, J.K.** (2017). Leading to occupational health and safety: Introduction. In E.K. Kelloway, K. Nielsen, and J.K. Dimoff (Eds). *Leading to occupational health and safety.* Wiley

Kelloway, E.K., Penney, S., & **Dimoff, J.K.** (2017). Leading the psychologically healthy workplace: The RIGHT way. In E.K. Kelloway, K. Nielsen, and J.K. Dimoff (Eds). *Leading to occupational health and safety.* Wiley.

Kossek, E. E.; Odle-Dusseau, H. & **Hammer, L. B.** (Forthcoming, 2018). Family Supportive Supervision Around the Globe. To appear in K. M. Shockley, W. Shen, & R. C. Johnson (Eds.), *Handbook of the Global Work-Family Interface.* Cambridge Industrial and Organizational Psychology Series.

Kossek, E. E., Petty, R. A., Michel, J. S., **Bodner, T. E.**, Yragui, N. L., Perrigino, M. B., & **Hammer, L. B.** (2017). Work-family subcultures: Workgroup multilevel influences on family supportive supervisor behaviors (FSSB) affecting individual sleep quality and safety performance. In Las Heras, M., Chinchilla, N., & Grau, M. (Eds.) *The work-family balance in light of globalization and technology (pp. 62-85).* Cambridge, UK: Cambridge Scholars Publishing.

Liu, W., **Cyr, L., & Yang, L.-Q.** (In press). History of industrial and organizational psychology in Asia. In Steven G. Rogelberg, Kristen M. Shockley, & Scott Tonidandel (Eds.) *Encyclopedia*

of Industrial and Organizational Psychology (2nd ed). Thousand Oaks, CA: Sage Publications, Inc.

Ma, J., Meltzer, D., **Yang, L.-Q.**, & Liu, C. (Accepted). Motivation and presenteeism: The whys and whats. In Luo Lu and Cary Cooper (Eds.) *Presenteeism at work*. Cambridge University Press.

Nikolaou, I, Giorgiou, K., **Bauer, T. N., & Truxillo, D. M.** (in press). Applicant reactions in employee recruitment and selection: The role of technology. R. Landers (Ed.) "The Cambridge Handbook of Technology and Employee Behavior". Cambridge, UK: Cambridge University Press.

Perry, M. L., & Hammer, L. B. (2017). Work and Family. In *Oxford Research Encyclopedia of Psychology*. Oxford University Press.

Ruggs, E. N., Harrington, N. T., **Brown, N. D., Park, L. S.,** Marshburn, C. K., & **Martinez, L. R.** (2018). Understanding bias in the workplace and strategies to combat it. In Burke, R., & Cooper, C. (Eds.), *Violence and abuse in and around organizations* (pp. 191 - 210). New York, NY: Routledge.

Sonnentag, S., & **Fritz, C.** (2018). Recovery from work. In N. Anderson, D. S. Ones, H. K. Sinangil, & V. Chockalingam (Eds.). *Handbook of industrial, work, & organizational psychology* (pp. 471-482*)*. London: Sage.

Truxillo, D. M. (2017). Dictionary of occupational titles. In S. Rogelberg (Ed.), Encyclopedia of Industrial and Organizational Psychology, 2nd Ed. Thousand Oaks, CA: Sage Publications.

Truxillo, D. M., & Bauer, T. N. (in press). Applicant reactions to selection. *Oxford Bibliographies in Management.* New York: Oxford University Press.

Truxillo, D. M., Bauer, T. N., & Garcia, A. (2017). Applicant reactions to personnel selection. In E. Pulakos, J. Passemore, C. Semedo, & H. Goldstein (Ed.), The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection, and Retention. (53-70).

Truxillo, D. M., Fraccaroli, F., **Yaldiz, L.**, & Zaniboni, S. (2017). Age discrimination. In J. McCarthy & E. Parry (Eds.), A Handbook of Age Diversity and Work, Palgrave-McMillan.

Yaldiz, L., Fraccaroli, F., & **Truxillo, D. M.** (in press). Aging workforce issues from a multilevel approach. Oxford Research Encyclopedia in Psychology. Oxford University Press.