Fall 2019

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To the alumni of the University of Akron, we welcome you to the Industrial-Organizational Psychology program’s Fall 2019 Newsletter!

We’ve been keeping busy with our strong research program. While several of us are preparing SIOP presentations, we’re also engaged with other conferences, both regionally and internationally. We will present a more detailed SIOP update in the next issue!

In this issue, you’ll find updates from I-O club, an introduction to our first year cohort, discussion of the upcoming SIOP reception (we hope you can make it!), general program updates, and an in-depth interview with one of our alumni.

A huge thank you to our incredible faculty for all they do!

Dr. Jim Diefendorff
Dr. Andee Snell
Dr. Paul Levy
Dr. Joelle Elicker
Dr. Amanda Thayer (not pictured)
Dr. Dennis Doverspike (not pictured)
Dr. Harvey Sterns (not pictured)

Find us on social media!!!  Instagram: @AkronIOpsych  Twitter: @AkronIoclub
Hello Alumni!

My name is Ryan Thibodeau, and I am excited to serve as the I-O Club President this year. We’re now winding down an eventful Fall semester, and I hope you’ll enjoy some of the updates that we have for you in this newsletter.

The year is off to a great start, as we’ve already had a number of fun events. We started off the academic year with our regular potluck at Andee’s, where we welcomed our new cohort of doctoral and terminal master’s students with home cooked food and a game of volleyball with the faculty. Then later, in September, we continued our annual participation in sending a team to Akron’s Walk to End Alzheimer’s.

Of course, we’ve organized a number of engaging professional events too! We were visited by Brown Bag speakers, which included a dissertation presentation from Ariel Roberts and talks from our alumni Dr. Chantale Wilson Antonik and Dr. Katey Foster. We also learned about relative weight analysis with Marc Cubrich and will be improving our R skills next semester with Steven Tseng. Next semester promises to bring more workshops and Brown Bags, so look out for more updates!

We hope you all continue to enjoy these newsletters. If you’re interested in more updates from us, check out our newly updated Instagram at “iopsychakron”! And of course, you can always reach out to us with updates, comments, or questions by contacting me at rkt15@zips.uakron.edu.

Giving back to I-O Club is easy! https://commerce.cashnet.com/ORGGRAD

As you know, the I-O Club relies on sustained involvement from our current graduate students. Due to their time and effort we are able to make events like the SIOP Alumni Reception, Visit Day, Developmental Workshops, and Brown Bag Speakers possible. We greatly appreciate any and all donations that help make I-O Club operate. If you would like to make a donation directly to I-O Club you can use the link below and select “Donation to Industrial/Organizational Graduate Student Club”
Meet the first years!
UA I-O Alumni Newsletter

This fall, we were very excited to welcome eight new students to the program as the 2019-2020 cohort!

Montana, John, Daniel, Alexis, Joren, and Gustavo make up our M.A./Ph.D. students, while Ally and Jessica are terminal Master’s students.

They have a variety of career, personal, and research interests.

You can learn more about them here!

Ally Bachmann
I was born and raised here in Akron, Ohio. I studied Psychology at The University of Akron as an undergraduate and am excited to work toward my Masters in I/O. When I’m finished, I would love to work applied and have a job in consulting. I enjoy reading, watching movies, playing video games, and spending time with my family.

Montana Drawbaugh
While I do share a name with the state, I was not born there like many presume. I am actually from south-central Pennsylvania and, sadly, have never been to Montana (...yet!). I have a Bachelor’s degree in Psychology with a minor in Sociology from Liberty University. More recently, I attended Indiana University-Purdue University Indianapolis, where I received a Master of Science degree in I-O Psychology. While at IUPUI, I worked with Jane Williams—an Akron Alum and former Levy advisee. I decided to stay within my academic family and attend the University of Akron to work with Paul as a doctoral student. My primary research interest is performance management/feedback, and my secondary research interest is diversity (e.g., intergroup relations in the workplace, recruiting diverse groups into STEM). When I’m taking a break from the joys of grad school, I enjoy collecting vinyl, singing, painting, and desperately trying to keep my plants alive.

John Gianelloni
I am an active duty US Army Officer coming to Akron by way of the Army War College’s Professor Development Program. My formal education includes a Bachelor of Arts in French from Vanderbilt University and a Master of Science in Strategic Studies from the Army War College. My research interests stem from my professional experiences and include the assessment and selection of military personnel, diversity in special operations forces, and team performance. My hobbies include hiking and cooking with my wife and daughter. I look forward to this phenomenal opportunity to learn and connect with my cohort and all the I/O students and faculty.
Meet the first years!
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Daniel Hynes
Born and raised in Illinois, I attended the University of Arizona for my undergrad where I received a B.S. in Psychological Sciences. My research interests include emotions and recovery. During my free time I enjoy hiking, reading, and spending time with my family.

Jessica Lambert
I am from Cleveland, Ohio and studied at Ohio University where I received a Bachelor of Arts in May of 2019. I majored in Psychology and Sociology and minored in Business Administration. I am excited for my new journey ahead where I look forward to studying workplace mistreatment, high-risk work environments, and work-family life balance. In addition to my academics I also enjoy music, spending time with my family and dogs, and traveling both domestically and internationally. I cannot wait to embark on this new journey at The University of Akron!

Alexis Lopez
I was born and raised in Chicago. I completed my Bachelor’s degree in Psychology and Economics at Case Western Reserve University. My faculty advisor is the lovely Dr. Elicker and my research interests vary right now but I’m really interested in feedback. I love to read for fun, listen to music, and watch shows/movies on Netflix! I’m looking forward to learning all about I/O and be a part of this tight-knit community. As for what TV show I would want to live in ... I’m not really sure. I enjoy watching The Office but I don’t think I could survive in that work environment (yikes...)

Joren Tengesdal
I've lived all over the midwest; born and raised in North Dakota, high school in Wisconsin, and undergrad in Minnesota. Now, I can add Ohio to the list as well. I just finished my Bachelor’s degree at Gustavus Adolphus College and while there, interned at a leadership consulting firm which sparked in me a curiosity for understanding what makes a great leader and how to develop them. In my free time, I read non-academic things, cook decently, and enjoy hiking whenever the weather is nice.

Gustavo Ugueto-Rey
Even though its not where I was born, I'd consider myself a Coloradan after having lived there for 14 years. I have completed a bachelors in Biochemistry and Psychology with a certificate in Neuroscience at the University of Colorado, Boulder. While my research and career interests are as diverse as my bachelors degrees, I’m excited to be working with Dr. Elicker and hone in on how I will make an impact on the field. I can be a bit of a homebody, with interests in cooking, games, and reading but I’m also excited to explore everything that Akron and this part of the country has to offer.
Hello Alumni,

Planning is already underway for the 2020 SIOP reception in Austin, TX. I would like to personally thank everyone who attended the 2019 reception, as well as those who made contributions. If you have suggestions, ideas, or questions the SIOP reception feel free to reach out to me at the email below. I hope to see you all there in 2020!

Best Wishes,
Ryan Thibodeau
rkt15@zips.uakron.edu

We greatly appreciate all donations that help make these events possible! Checks can be made payable to the University of Akron Foundation and sent to the following address:

Dr. Paul Levy
Department of Psychology
The University of Akron
Arts and Science Building, 3rd Floor
Akron, OH 44325-4301

Donations can also be made online at: www.uakron.edu/giving/psychology or by texting “ZipsPsych” to 41444.
Congrats to those who recently achieved important milestones in the program!

Passed comprehensive exams

- Jaimie Chen
- Marc Cubrich
- Allie Petruzzelli
- Ketaki Sodhi

Passed specialty exams

- Brendan Bennett
- Jeremiah Luke
- David Mizuta
- Ajay Radhakrishnan
- Carly Stahl
- Jamie Strong

Landed applied internships

- Marc Cubrich
- Kristen Hassenkamp
- Shannon Novak
- Modern Hire

- Julie Chen

Northeast Ohio Regional Sewer District

- Alex Hamame

Cuyahoga County Personnel Review Commission

- Rachel Fishman

Corporate College, A Division of Cuyahoga Community College

Completed Master’s Theses

- Julie Chen
  Feedback Environment Reactions: Their Effects on Engagement and Embeddedness with a Multi-Cultural Sample
  Advisor: Joelle Elicker

- Kristen Hassenkamp
  Job Performance in Call Centers: The Role of Emotional Job Demands, Trait Affectivity, and Emotional Intelligence
  Advisor: Jim Diefendorff

- Ryan Thibodeau
  Computerized Continuous Feedback Undermines Performance and Feedback Attitudes
  Advisor: Paul Levy

- Xiyang Zhang
  Learning from Negative Feedback: Making Negative Feedback More Acceptable
  Advisor: Paul Levy

Defended Dissertations

- Boris Genzer
  Interpersonal Dynamics and Necessary Evils: The Role of Emotional Reactions in Shaping Interpersonally Sensitive Behaviors
  Advisor: Jim Diefendorff

- Elizabeth Pears
  The Buffering Effect of the Feedback Environment: The Role of Job Demands, the Feedback Environment, and Psychological Need Satisfaction in Preventing Burnout
  Advisor: Joelle Elicker
Getting in the Halloween Spirit!

The Invite for the Third Annual Halloween Party on Borton Avenue!

IO Club Mentorship Continues!

Some of the first years got their first “taste” of Akron at this year’s Taste of Akron Festival! Gustavo Ugueto-Rey, Joren Tengesdal, Montana Drawbaugh, and Daniel Hynes

The first years got festive in Dennis’s class! Joren Tengesdal, Jessica Lambert, & Ally Bachmann.

Gina Thoebes, John Gianelloni, Jaimie Chen, Julie Chen, Faith Lee, and Alexis Lopez
Free Pizza and LeBron James?

During his recent trip to Northeast Ohio, LeBron James filmed a promotional video in the Highland Square neighborhood for his chain restaurant Blaze Pizza. Acting as Blaze Pizza employee “Ron,” the former Cleveland Cavalier surprised people walking down West Market Street with boxes of large shareable pies. Some unsuspecting graduate students were able to enjoy some free pizza as LeBron filmed his commercial for his chain. What’s better than that?

Akron Pride Festival 2019

This August, a number of graduate students enjoyed the Akron Pride Festival, an open celebration of music, entertainment, and information focused on promoting equality and inclusion of all people. This year marked the third annual Equality March that starts in Highland Square and makes its way to Hardesty Park. Akron students enjoyed food, fun, and live music in support of the LGBTQ+ community!
Our students and faculty have been busy working on lots of collaborative research projects including lab and field studies, and theoretical/conceptual pieces. Here are some of our most recent publications and presentations:

Recent Publications


Note. Bold font denotes faculty author and * denotes student author
Recent Publications (continued)


Note. Bold font denotes faculty author and * denotes student author
Research Updates
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Recent Conference Presentations


Recent Conference Presentations (continued)


Any proudest moments in I-O work?
It’s always a great feeling being able to deliver a great I-O product to a client, especially when they are not an I-O and may not have bought into the process at the start. In my new role, I work with a group of non-I-O’s who are learning about what we do to help them better understand how to build I-O products. It’s been a blast figuring out how to start something from the ground up (no pun intended) and do something that serves others in need. We both love to travel around the world so hope we can go back to places like Guatemala and Indonesia to continue to meet people and communities involved in the coffee industry.

What do you think was the best takeaway from your graduate school years that has been helpful in your career since?
Critical thinking! It seems general but the way that the Akron professors teach us to not blindly accept what we see and be sure that we evaluate what we’re looking at translates so well to industry to ensure the products and services we provide as I-Os are developed/executed effectively and can be trusted.

What advice would you give to current grad students?
Look beyond your syllabi for opportunities to learn and make yourself stand out. There are so many great skills you can learn to supplement your I-O learning that can springboard your career and give you a unique advantage. Stay curious!
Keep in touch with COR
UA I-O Alumni Newsletter

Center for Organizational Research
The University of Akron

A Tailored Approach
We provide businesses and organizations with evidence-based solutions for the issues that confront work environments and the people in them, with areas of specialization including human resource management, organizational development, and survey work. COR is proud to preserve a tailored approach to meeting client needs by maintaining a strong research orientation and a targeted client base.

A Notch Above the Rest
Founded in May 2001, the Center for Organizational Research (COR) is a business research and consulting group managed by faculty in the nationally ranked Industrial/Organizational (I/O) Psychology program in The University of Akron’s Department of Psychology. Our consulting services are delivered by teams of graduate students and I/O faculty members.

Services Offered
- Customized basic and applied research studies
- Employee attitude surveys
- Training program development and evaluation
- Workshops and seminars
- Job analysis
- Customized tests, measures, and selection systems
- Adverse impact analysis
- Affirmative action plans
- Leadership and management training and development
- Performance management
- Organizational development
- Quantitative and qualitative data analysis
- Various other consulting services

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