



Special points of interest:

- A tribute to Phil Lewis
- Interview with Scott Beal
- Introducing IOPD



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AUBURN

I/O pener

AUBURN SWOOPS INTO SIOP SAN FRANCISCO

The Auburn SIOP party was a great success – thanks to all who attended and a special, special thanks to John Veres III and Katherine Jackson, our key contributors to the fun. Hosted at The Chieftain Irish Pub in San Francisco, our first annual SIOP shindig was alive with Auburn alumni, current students and faculty, and friends of the program. Word quickly spread throughout the conference that Auburn knows how to party — many of our I/O affiliates are already looking forward to our next bash in the Big Easy. That's right: Auburn is set to host another program party at next year's SIOP in New Orleans!



INTRODUCING THE NEW TIGER CUBS

Robb Bubb

Originally from Sacramento, California, I received my MS in general psychology from Brigham Young University in August 2008. My thesis investigated the effects of averaging data to reduce error in factor analytic studies. While at BYU, I was an academic advisor for psychology undergraduate majors, an instructor for the introduction to industrial and organizational psychology course, and an intern at the research department for a worldwide, non-profit organization. The I/O program at Auburn provides an excellent opportunity to pursue additional training in I/O psychology and course instruction. Ultimately, I plan to pursue a career in academia. My research interests in I/O psychology include personnel selection, instrument validation, utility analysis, and leadership development. I am supported by my patient and understanding wife, Rebekah, and my two-year old daughter KatherinaRose Marie.

Elizabeth (Libby) Kongable

I received my bachelor's degree in psychology from the University of Alabama at Birmingham. My research interests include leadership, personality, and group dynamics, though as a first year student, I must admit that I'm still figuring out what research areas I'll fully pursue. So far, I only have one article submitted for publication — *Relations between temperament and pedestrian safety in college students* — though I look forward to contributing much more to the field of I/O psychology during my time at Auburn and beyond. War Eagle!

(Continued on page 2)

Ross Scruggs

After graduating from Birmingham-Southern with a BS in psychology, I spent a couple of months working at the Mercedes plant in Vance, AL assisting in promotion and selection. Soon thereafter, I moved to Cincinnati to earn my MA in I/O psychology from Xavier University. While at Xavier, I worked at Global Lead Management Consulting (a firm specializing in diversity initiatives) as a Client Services and Delivery intern for the Health and Financial Industries division. I defended my thesis investigating the nature of incivility and civility in the workplace in August 2007 and have submitted the research as part of a discussion panel for the 2009 SIOP Conference. This research was also leveraged into a theoretical paper presented at the 2008 Association for Marketing Theory and Practice. I hope to expand on this preliminary research on civility and OCBs for my dissertation. Before moving to Auburn, I spent the summer working as an Assessment and Development Specialist at the Personnel Board of Jefferson County.

Greg Stevens

I graduated from Colgate University with a BA in Psychology and German in 2006 (and was a cheerleader for all four years). I then worked for a couple of years as a consultant in the Transportation industry before returning for my PhD in I/O Psychology at Auburn as a way to make myself more marketable. Although it was difficult giving up a paycheck, I am excited to be re-entering the world of academia, where I hope to study leadership and ethical behavior. Upon graduation, I am planning on an in-house position with a large organization as a way to apply the skills and knowledge I have gained.

Graduate Students enjoying the AU Tigers vs. the LSU Tigers



My favorite memory from SIOP San Francisco this past year would be going to Golden Gate Park with a group of the I/Os and visiting the Japanese Tea Gardens and some of the other cool areas of the park.
-Daly Vaughn



INTRODUCING IOPD

The I/O program at Auburn is pleased to announce the introduction of an I/O program Professional Development seminar, which we call IOPD. This "brown-bag" type seminar meets once per month to discuss relevant departmental issues and allow students and faculty to share our research. As our program grows and expands, it is important to foster professional growth by honing our presentation skills, challenging our research ideas with new theory, and preparing for our post-doctorate lives.

The IOPD has been an immense success, thanks to Katie Gunther. As our fearless IOPD leader, Katie sets the schedule, recruits presenters, reserves the rooms, and generally keeps us in line! We are very grateful for her vision of what IOPD can be, and how it can help our department as we work toward a new academic reputation as one of the best I/O programs in the nation!

Alums and practitioners are welcome to speak at IOPD as well, to share your research, insights or advice!



Tiger Football at it's best!



TIGER PRINTS

Cox, B. D., Cullen, K., Buskist, W., & Benassi, V. A. (in press). Helping undergraduates make the transition to graduate school. In D. S. Dunn, B. C. Beins, M. A. McCarthy, & G. W. Hill (Eds.), *Best practices for beginnings and endings in the psychology major*. Oxford University Press.

Finch, D. M., **Edwards, B. D.,** & Wallace, J. C. (in press). Multi-stage selection strategies: Simulating the effects on adverse impact and expected performance for various predictor combinations. *Journal of Applied Psychology*.

Giberson, T. R., Resick, C. J., Dickson, M. W., **Mitchelson, J. K.** & Randall, K. R. (in press). Leadership and organizational culture: Linking leader characteristics to cultural values. *Journal of Business and Psychology*.

Landis, R., **Edwards, B. D.,** & Cortina, J. (2009). Correlated residuals among items in the estimation of measurement models. In C. E. Lance & R. J. Vandenberg (Eds.). *Statistical and methodological myths and urban legends: Doctrine, verity, and fable in the organizational and social sciences* (pp. 195- 214). New York: Routledge.

Mitchelson, J. K., Wicher, E. W., LeBreton, J. M., & Craig, S. B. (in press). Gender and ethnicity differences on the Abridged Big Five Circumplex (AB5C) of personality traits: A differential item functioning analysis. *Educational and Psychological Measurement*.

Mitchelson, J. K. (in press). Seeking the perfect balance: Perfectionism clusters and work-family conflict. *Journal of Occupational and Organizational Psychology*.

Resick, C. J., **Mitchelson, J. K.,** Hanges, P. J. & Dickson, M. W. (in press). Culture, corruption, and the endorsement of ethical leadership. To appear in W. H. Mobley (Editor), *Advances in Global Leadership Studies, Vol 5*. New York: Elsevier.

Thomas, A., Doyle, A., & Vaughn, E. D. (2008). Implementation of a Computer Based Implicit Association Test as a Measure of Attitudes toward Individuals with Disabilities. *Journal of Rehabilitation, 73*, 3-14.

Thomas, A., Palmer, J.K., & Feldman, J.M. (in press). Halo and accuracy in performance ratings: A test of the inverted-V hypothesis. *Journal of Applied Social Psychology*.

Wallace, J. C., **Edwards, B. D.,** Arnold, T., Frazier, M. L., & Finch, D. M. (in press). Work stress, role-based performance, and the moderating role of organizational support climate. *Journal of Applied Psychology*.



TIGER ALUM SURVEY

We're compiling an alumni database to expand our network and grow the Auburn community. Please take a moment to complete the following survey that can be accessed at <http://tinyurl.com/5b23qs>. The results will appear on our program's website.



An evening at Toomer's
Corner



Word of advice to
San Francisco
travelers: schedule
wine tours ahead of
time and take out an
extra line of credit.
You won't get far in
NAPA on a graduate
student budget.
-Kristin Cullen



The majestic War Eagle on
game day!

TALES FROM THE JUNGLE

Scott Beal and family at Blenheim Palace in Oxfordshire, UK



Although not an official I/O program alum, Scott Beal has turned to the “dark side” in his current position as Research Psychologist in the Scientific Coordination Office at Fort Bragg, NC. He was gracious enough to grant us an interview describing how a Ph.D. in Experimental Analysis of Behavior leads to working with I/O types.

What path has your career taken?

I worked with the Infantry School at Fort Benning for 8 years and loved every minute of it. In May, 2008, I shifted gears to work with special forces at Fort Bragg and beyond. It has been, by far, the most exhilarating and difficult work I have ever done. I hope to be a part of the SF community for as long as I am able.

What positions have you held?

I started as a consortium student with ARI, by pure chance. I completed a 6 month post-doc, and then accepted a GS-12 entry-level position with ARI. I am now a “team leader” GS-14-type at Fort Bragg. But the position has little bearing on the work I do. To be frank, my job is the best at ARI. My work is more enjoyable than anyone else’s, and I am not just making this up. Ask anyone at ARI and they will say, “Yeah, Beal has it exceptionally good.”

How has your I/O training assisted you in obtaining the position at the Army Research Institute?

I loved the I/O related course work and research at Auburn. I took courses in the Psych and Business departments. These courses offered an opportunity to appreciate research that took place outside the controlled lab. I began to understand the impact that applied research could have on real problems. The Army has an abundance of real problems, so the job is secure.

What guidance would you give a graduate student who would like to go into Applied Research?

Get as much research experience with professors as you can. Do what they expect you to do. Learn to contribute effectively, even if the work belongs to someone else. Learn to listen. Talk less.

Become very proficient in stats because you will not often have the opportunity to hone new stats skills on the job. You will need all the stats skills you can get and you will use all you have. Lazarte’s stats classes nearly killed me because they were hard and I am not very smart. But I use all the stats skills I learned, and then some.

Work closely with professors who can teach you to write well. You may think you are pretty good at writing, but you’re probably not that good. If you cannot write, then you have little to contribute. Work hard at writing technical reports, papers, and journal articles that communicate your subject matter clearly and concisely. Learn to apply “compelling brevity” to

To be frank, my job is the best at ARI. My work is more enjoyable than anyone else’s, and I am not just making this up.



Auburn Football

almost everything you say and do. Unless you are exceptionally brilliant, people are bored with you already.

Publish everything you can. Consider doing a portion of your work just for the sake of publishing it.

Learn to present your research and ideas clearly. Of the hundreds of briefings and oral presentations I have heard among military personnel, few were compelling. Even dry facts can be communicated in compelling ways. If you are weak in your presentation skills, then work really hard to hone them.

Those of us who possess slightly lower-than-average intelligence can work hard and still succeed. I know and work with some really smart people who fail to get the job done, fail to finish. Their ideas are brilliant and will probably die with them. Our little world needs dedicated researchers who work hard and finish their work. Jumping through the hoops to finish a Ph.D. is great preparation for applying persistence that pays off.

Recognize that much of what you learn in grad school will not apply directly to research beyond the university. However, increasing your capacity to learn, which you should be doing in grad school, is of great value. During a "History of Psychology" lecture, Dudley McGlynn stated that he was planning to give his midterm sooner than he had expected. His tests were really hard. I made a comment that I was a slow learner, and that I needed more time to study. He suggested I take up truck driving. While his comment was slightly embarrassing at the time, he was right. Knowing how to learn and loving the process of learning are the first requirements. Speeding up the process is the second.

Arrogance and baseless self-marketing are not the same as ability, firmness of mind, and intelligence. Work hard and present your work well, and then let your work speak for itself. Improve it if it does not say what you want it to say. The best thing that can happen in an applied research setting is that your work is transitioned to help solve a real problem. Gushing praise is warm and fleeting, not that I would know.

Say thank you to people when they help you. For the most part, as a grad student you are a burden on your committee. Foster a sense of gratitude for what others who are smarter than you are doing for you.

What is your fondest memory from your time at Auburn?

#3: I used to sit around with Bryan Saville and other grad students and discuss the concepts and principles of Psychology. There was never enough of that.

#2: Bill Hopkins invited me to his home one afternoon. He took the time to offer some really good counsel. He suggested I not pursue a job at a consulting firm. It was among the best decisions I never made.

#1: At the conclusion of my dissertation defense, Peter Harzem shook my hand and called me "Dr. Beal."

Jimmy Johnson and Aubie supporting the football team



[Dudley McGlynn] suggested I take up truck driving.



Greg Stevens, Vicki Brown, Kristen Cullen, Daly Vaughn, and Houston Lester wine tasting at On-the-Tracks



THE END OF AN ERA

Angela Weyler and Julie Hetzler enjoy the Auburn party at SIOP San Francisco



The Auburn I/O program will never be the same since the announcement of Phil Lewis' retirement at the end of this year. Some of the faculty and students took time to fondly reflect on Phil Lewis and his contributions to the department, the I/O program, and to their personal development.

"Phil Lewis was the champion of the I/O Ph.D. program during a long period in which the program's survival balanced on the edge of a precipice. This period lasted at least 15 years. Phil's vision of what I/O could be at Auburn has begun to show results. We now have our fifth class of I/O students. Our first class of students is beginning the process of completing their dissertations. We hope to add our fifth I/O faculty member this year! I/O is alive and well at Auburn because of Phil. Phil's efforts ensured that the I/O Ph.D. program survived during the difficult years. Phil's influence on the I/O program through this work should be remembered and honored as we continue to grow and develop the I/O program."

-Dan Svyantek

Simply put, there would be no program without Phil Lewis.

"I would like to personally thank Phil Lewis for both his contribution to my career and to the I/O program. Simply put, there would be no program without Phil Lewis. Phil not only had the foresight, energy and the dedication to save the program, he had the ability and interpersonal credit within the department to make that happen. It was no easy task and I doubt if there is anyone else who could have done it at that particular point in time. Phil engenders trust, commitment and enthusiasm with a logical, level-headed approach that is rare in academia. Thanks to you Phil!"

-Adrian Thomas

"Phil is a top notch professor, academian, and mentor. He was as knowledgeable about the field as he was accessible as an advisor and friend. He was also very supportive of my interests inside and outside of the department (e.g. music). I always adored that about him."

-Jimmy Johnson

"Phil (and his wife, Dr. Sandra Clark-Lewis) were my surrogate parents when I was there. They checked up on me when I was sick, invited me to dinner, and always showed an interest in me as a person--not just as a student. Phil taught me how important it is to create balance in your life by having passions that are outside of your professional career. Phil and his wife always believed in me and were quick to point out my good qualities when I was feeling frustrated."

-Angela Weyler



I/O Graduate Students enjoying the AU Tigers vs. the LSU Tigers

Best of luck to you Phil! You will be sorely missed!



TIGER TIDBITS

In this section, we will update you on the progress being made by I/O faculty and graduate students. Following the I/O training model, we consider these accomplishments in the categories of the scientist and practitioner... with a few important additions to demonstrate our work-life balance!

Scientist

- Ψ **Bryan Edwards** has had two grants funded! One by the National Science Foundation with Dr. Levent Yilmaz on the "Dynamics of creativity and innovation in virtual scientific commons" and one through Auburn University on the "Impact of organizational climate on job attitudes and performance."
- Ψ **Bryan Edwards** was appointed to the editorial board for *Personnel Psychology* from 2008-2010.
- Ψ **Katie Gunther** has implemented a monthly Professional Development Seminar "brown bag" seminar for faculty and students to discuss research and current trends in the field.

Practitioner

- Ψ The graduate students have been busy putting their new I/O knowledge to work! The following students have been busy at internships:
 - **Kristin Cullen** and **Daly Vaughn** developed and finished another tech report for Donaldson, Inc. this summer in which they developed some more training material and a work sample test.
 - **Brennan Cox** and **Julie Hetzler** implemented an assessment center for the DeKalb County (GA) Police Department for the positions of Sergeant, Lieutenant, and Captain as part of their work with the Center for Business and Economic Development of Auburn Montgomery. They are also performing job analyses for Shelby County (AL) Sheriff's Office and conducting a salary survey for the City of Prattville (AL) as part of their work with the Center.
 - **Andrea Doyle** assisted Bryan Edwards and Dr. Kevin Gue from Industrial Engineering at AU to provide an I/O perspective on Dr. Gue's "worker-centric warehouse" project. They have developed an employment satisfaction survey that was administered to employees at JoAnn's warehouse in Auburn and provided them with a tech report of the results.
 - **Julia Walsh** and **Kristin Cullen** served as citizen role players for an assessment center exercise conducted by the Center for Business and Economic Development as part of the promotion testing for the position of Lieutenant at the DeKalb County (GA) Police Department.

Greg Marty and Brennan Cox enjoy the Auburn party at SIOF San Francisco



At SIOF, we had the interesting experience of riding the streetcar up and down the hills and through China town at rush hour (it was a tight squeeze).
-Kristin Cullen



Leo Bruce, Brian Perdomo, and Angela Weyler at the Auburn party at SIOF San Francisco

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(Continued from page 7)

Bryan Edwards and his wife Claire pose with Kristin Cullen and Houston Lester at SIOF 2008



Personal

Daniel Svyantek is putting his I/O knowledge to work as the newly elected Department Head for the Auburn University Psychology Department. This means that the I/O program chair "baton" has been passed to **Adrian Thomas**.

Kristin Cullen is serving as the Head Graduate Teaching Assistant for the Psychology Department and teaching Introduction to Psychology as an Instructor of Record.

The Auburn SIOF Fun Run Team won 3rd place this past year. The members were **Jackie Mitchelson, Adrian Thomas, Daly Vaughn,** and **Julia Walsh.** **Adrian Thomas** and **Daly Vaughn** won 1st place in the advisor-advisee category at the SIOF Fun run in San Francisco.

We'd love to hear about the many accomplishments of our alumni! Please send us your news and updates at auioopsy@auburn.edu.



TIGER TALKS

(some of these appeared in 1st issue as "to be presented")

Christian, M., Siegel, J., **Edwards, B. D.**, & Tubré, T. C. (2008, April). Personality test administration format: A role in socially desirable responding? Poster presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Cox, B. D., Gentry, W., Sparks, T., Mondore, S., & Kuhnert, K (2008, April). Participative management as an indicator of managerial success and derailment. Poster presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Cox, B. D., Vaughn, D., & Thomas, A. (2008, May). Factor structure of Cole et al.'s school-related hardiness measure. Poster presented at the 20th annual convention of the Association of Psychological Science, Chicago, IL.

Cullen, K. L., Hetzler, J. M., Svyantek, D. J., & Goodman, S. (2008, April). Effects of supervisor and subordinate gender on contextual performance evaluations. Poster presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Cullen, K. L., Lester, H., Franco-Watkins, A., & Svyantek, D. (2008, November). March Madness... or is it? The role of experience in predictions and confidence. Poster to be presented at the Society for Judgment and Decision Making Annual Conference in Chicago, IL.

My favorite SIOF memory was meeting Auburn I/O alums and putting names with faces.

-Julie Hetzler



Daly Vaughn, Kristin Cullen and Julie Hetzler take a break and catch up!

Cullen, K., Walsh, J., Edwards, B. D., Wallace, J. C., & Tubré, T. C. (2008, April). Effects of role ambiguity and supervisor support on safety performance. Poster presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Doyle, A. L., Vaughn, E. D., & Thomas, A. (2008, March). *Examination of overtness, risk, and response as underlying processes in coworker attitudes toward persons with disabilities.* Poster presented at the 29th annual Industrial Organizational and Organizational Behavior conference, Denver, CO.

Fleisher, M., **Cullen, K.,** Woehr, D., & **Edwards, B. D.** (2008, April). *Response distortion in frequency-based versus traditional personality measurement.* Poster presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Landis, R. S., **Edwards, B. D.,** & Cortina, J. M. (2008, August). Why should correlated residuals between indicators in structural equation models be avoided? In Larry J. Williams (Chair), *Current Issues with Latent Variables and Organizational Research.* Symposium at the annual meeting of the Academy of Management, Anaheim, California.

Lester, H., Svyantek, D., & Cullen, K. (2008, May). Individual differences in stable motivational qualities and skill acquisition. Poster presented at the 20th annual convention of the Association of Psychological Science, Chicago, IL.

Mitchelson, J. K., & Dickson, M. W. (2008, April). Follower persuasion and motivational responses to leader communications. In P. Johnson & J. C. Wallace (Chairs), *Advances in Regulatory Focus Research.* Symposium at the Society of Industrial Organizational Psychology Conference, San Francisco, CA.

Mitchelson, J. K., & Dickson, M. W. (July, 2008). Follower emotional responses to leader communications. Paper presentation at the International Congress of Psychology Conference, Berlin, Germany.

Stevens, F., Wallace, J. C., Johnson, P. D., & **Edwards, B. D.** (2008, August). Innovation at work: Integrating regulatory focus, support, and thriving. Presentation at the annual meeting of the Academy of Management, Anaheim, California.



GET LINKED IN!

LinkedIn is an online social networking site for academicians and professionals (think MySpace for adults). Join the Auburn University LinkedIn group at <http://www.linkedin.com/e/gis/78951> to network with other Auburn I/O Alumni, students and practitioners interested in our program!



Samford Hall at night



My favorite SIOP
memory the reunion
of all the former
students at our party!
Some of them hadn't
seen each other since
they left Auburn. They
all seemed to pick up
just where they left
off, like they'd never
missed a day.
-Angela Weyler



Psychology students take Halloween very seriously!

MISS BEING A TIGER?

Auburn University's Department of Psychology is seeking candidates for a tenure track position in Industrial/Organizational (I/O). Starting date for position is August 16, 2009.

Minorities and women are encouraged to apply.

We seek **Industrial/ Organizational** (I/O) faculty candidates who are committed to: a) maintaining an active research program publishing in I/O relevant outlets; b) teaching undergraduate and graduate courses in the applicant's area of specialization; and c) having promise of supporting Outreach efforts of the I/O program. The area of specialization is open.

The intended rank of the I/O position is assistant professor. Exceptional candidates of other ranks will be considered for this position. Applicants for the position are expected to have completed their Ph.D. by the starting date of appointment. ABDs will be considered: However, appointment to the tenure-track position at the rank of Assistant Professor requires the earned doctorate. The position is contingent upon final budgetary approval by Auburn University.

Review of applications will begin October, 2008 and will continue until the positions are filled. Send cover letter, vita, statement of research and teaching interests that clearly identify which position is being applied for, reprints of recent publications or preprints, evidence of teaching effectiveness if available, and four letters of recommendation to the appropriate search committee chairperson. The chairperson for the I/O search is Adrian Thomas, Ph.D. (thomaa6@auburn.edu; 334-844-6493). He may be reached at: Psychology Department, 226 Thach, Auburn University, Auburn, Alabama 36849-5214. Auburn University is an Equal Opportunity/Affirmative Action Employer.



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Auburn University I/O Psychology Program

The objective of Auburn University's I/O psychology program is to produce psychologists well-trained in scientific methods applied to the industrial/organizational environment. Graduates of the program will be prepared for work in academic, research, and/or applied settings, depending on the objectives of each student.

The program features strong preparation in research methodology, statistics, measurement, and general psychology, as well as course work in the broad areas of industrial and organizational psychology. Elective courses are designed to allow students flexibility in developing their own areas of specialization. Practicum placements provide students with opportunities to gain research and applied experience in a variety of organizational settings.

Special Thanks to the following contributors:

Drs. Dan Svyantek, Adrian Thomas,
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Brennan Cox, Editor-in-Chief
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Rob Bubb
Kristin Cullen
Katie Gunther
Julie Hetzler
Jimmy Johnson
Libby Kongable
Ross Scruggs
Greg Stevens
Daly Vaughn
Angela Weyler



AU flag flying proudly at a football game