From left to right, Row 1: Carolyn Jagacinski, Jerod White, Bradley Pitcher, Melissa Robertson; Row 2: Tara Behrend, Louis Tay, Victoria Scotney, Sang Woo; Row 3: Fanyi Zhang, Sharon Li, Rick Yang, Peter Mancarella; Row 4: Stuti Thapa, Daphne Hou, Chelsea Song, Meaghan Tracy; Row 5: Franki Kung, Jordan Matthew.

**Current PAGSIP Members**

**Faculty**
- Tara Behrend
- Franki Kung
- Chelsea Song
- Sang Eun Woo
- Carolyn Jagacinski
- Melissa Robertson
- Louis Tay
- Sharon Li
- Daphne Hou
- Rick Yang
- Jordan Matthew
- Stuti Thapa
- Fanyi Zhang
- Bradley Pitcher
- Meaghan Tracy
- Jerod White
- Victoria Scotney

**Letter from editor**

Dear Alumni and Friends of Purdue,

It has been an exciting year in the Purdue I-O program. We have a lot to share, including an interview with alumnus Russell Cropanzano (p. 2-3), highlights from our ’21-22 social events (p.4), an invitation to our virtual SIOP reception (p. 6), information about our recent McCormick Lectures (p. 7-8), and more!

Thank you for your support and for being part of the Purdue family!

*Jerod White, Newsletter Editor*
What inspired you to pursue your PhD in I-O psychology?
Remember that I am pushing 60! I began college in the Fall of 1979. Psychology was a different field back then. I was interested in studying human behavior, but I wanted to be able to do something with that knowledge. That is, I wanted to have an impact in the real world, rather than just within the academy. I took Introductory Psychology ... I think it was during my first or second semester of school. The instructor was a doctoral student in I/O psych. He made the field sound so exciting and practical that it became a passion for me.

What was Purdue like when you were a graduate student?
I was at Purdue from 1985-1988. The program was in a state of transition. Daniel Ilgen had left just before I arrived. Robert Baron had moved over from social psychology. Howard Weiss and Judy Komaki were still active in the program. The training was more “organizational” than “industrial.” Also, it was closely linked to basic psychology, especially social and personality. I worked mostly with Howard, but also with Robert Baron and Randy Larsen. The boundaries between the specialty areas were flexible and open. We had strong resources, such as lab space and computers (remember, this was the mid-1980s!). I hear that there is more to do in West Lafayette these days, but back in the 80s there was only Harry’s and the Knickerbocker. We had a lot of time to work!

Was there someone who had a particularly large impact on you (e.g., mentor) during your time at Purdue? If so, how did they influence you?
Howard Weiss was my mentor. I feel very grateful that I had a chance to work with him. Howard taught me to think like a scientist. Actually, he also taught me what a “scientist” was. He’s a very special person.

What would you say has been your ‘secret’ to a successful career?
No secret. Just hard work! And the secret of hard work is to love what you’re doing.
How did your research interests grow, develop, and shift during your time in graduate school?
I had a master’s degree before coming to Purdue. Thus, my interests were pretty well formed. I selected Purdue to work with Drs. Weiss and Baron, which I did. They taught me a lot about motivation, affect, and conflict management. I would add that Purdue had a strong social cognition group. During my time in school, I learned a lot of cognitive psychology.

What were some of your favorite projects throughout your career?
Oh gosh, there are so many of them. Weiss and Cropanzano (1996), which introduced affective events theory, was special. My 2001 article in the Journal of Vocational Behavior – Cropanzano, Byrne, Bobocel, and Rupp – was very exciting, though I had another justice paper published that same year – Cropanzano, Rupp, Mohler, and Schminke (2001) – that I always thought was better. My work on organizational neuroscience has been a lot of fun. I’ve published three or four articles on that topic. But there’s always something new. At the moment, I am enjoying my research on the gig economy and contract work. That’s my new favorite!

What do you feel are some of the biggest challenges to our field today?
I/O Psychology needs “psychology.” I didn’t appreciate the truth of this until I moved to a business school. Businesspeople are very good at forming opinions but less good at evaluating evidence. It’s not always a pretty combination. Our key challenge will be maintaining our links to psychology.

What do you see the role of I-O psychologists being moving forward in today’s society?
I/O psychologists are people who give sensible answers to contentious questions. We have deeply humanistic values, which we have adopted from the larger profession of psychology, but we express these values with hard evidence and careful thinking.

What types of experience would you recommend that students pursue during graduate school?
You learn about I/O by coming in, stepping out, and then returning. Students know to come in, but they sometimes neglect to go outside for a different perspective. For that reason, I would advise students to spend a little time working with someone from a different specialty. For example, I benefited from collaborating with Randy Larsen, who was (and is) a personality psychologist. Social and quantitative psychologists also have much to teach us. The key is to learn the perspective of the outsider and well as that of the insider.

What advice would you give to graduate students struggling between staying in academia and going applied? What are some important things to consider?
Most I/O work is remunerative and intrinsically rewarding. Consequently, you are choosing between “better” and “best.” It’s not an issue of “right” or “wrong.” You need only select the type of job that works for you. In order to do this, I would recommend getting two sets of experiences. Students do research and teach as part of their doctoral programs. If they add an internship or even some consulting projects, then they will have a better sense of applied work. That said, there is something important to remember. Science and practice are opposite sides of the same coin, you need one to be successful in the other.
New Student Spotlight

Fanyi Zhang received a bachelor's degree in Psychological Sciences and French from Colgate University. She is working with Dr. Melissa Robertson and is interested in well-being and positive relationships in the workplace. In her free time, she loves binge-watching TV shows and hanging out with friends. She is excited to join the Purdue I-O community!

2021-2022 Social Gatherings

[Images of social gatherings with students]
We have a lot to celebrate!

Congratulations to Tara Behrend, incoming SIOP president!

Louis Hickman
Successfully defended his dissertation and is joining Virginia Tech as an assistant professor!

Nikki Strah
Successfully defended her dissertation and is joining the University of North Carolina at Charlotte as an assistant professor!

Congratulations to Carolyn Jagacinski on her upcoming retirement!

Thank you for all you’ve done for Purdue I-O!
More to Celebrate!

Grants and Awards

2020 – Melissa Robertson: Best Ad Hoc Reviewer Award, Journal of Applied Psychology
2021 – Franki Kung: Ross-Lynn Research Scholar Award, Purdue University ($35,000)
    Franki Kung: Ross-Lynn Faculty Summer Supplement Award, Purdue University
    Franki Kung: IMPACT Faculty Fellow, Purdue University Education Transformation
      ($12,500) (2021-2022)
    Franki Kung: National Science Foundation ($299,973): “Developing and analyzing a
cultural mindset module for improving multicultural engineering team
effectiveness” (2021-2024)

Nikki Strah: Hendrix Award
Louis Tay: Highly Cited Researcher, Clarivate
Louis Tay: Fellow, Society for Personality and Social Psychology (SPSP)
Louis Tay: Trailblazer Award from the College of Health and Human Sciences, Purdue
University
Stuti Thapa, Nikki Strah: Anti-Racism Grant (with Cassondra Batz-Barbarich)
Jerod White: Joseph Tiffin Award
Sang Woo: Fellow, Society for Industrial and Organizational Psychology; American
Psychological Association; Association for Psychological Science

2022 – Louis Tay: Fellow, Society for Industrial and Organizational Psychology

Virtual SIOP 2022 Reception

You are cordially invited to the Purdue University
Virtual Happy Hour at SIOP 2022!

Date: April 19, 2022
Time: 5:30-7:30pm ET (2:30-4:30pm PT)
Location: Zoom (Link: https://tinyurl.com/4de4fr47)
The Psychological Sciences department hosts an annual lecture in honor of Ernest J. McCormick, a past Purdue faculty member who greatly contributed to the field of I-O Psychology. In 2021, we invited Dr. Derek R. Avery as our esteemed speaker, who talked about the role of race in Industrial and Organizational Psychology and Organizational Behavior.

Derek R. Avery, Ph.D., is the C. T. Bauer Chair of Inclusive Leadership in the Bauer College of Business at the University of Houston. Dr. Avery received his Ph.D. in Industrial/Organizational Psychology from Rice University in 2001. His primary research interests are in workforce diversity (including, but not limited to racioethnicity, sex, age, experience, religion, and culture) and employee input mechanisms.

Dr. Avery is perhaps best known for his work on diversity climates, which has established them as: (a) instrumental in reducing demographic differences in employee engagement, absenteeism, turnover, and individual performance and (b) key drivers of unit-level customer satisfaction and sales growth. He is an active member of the Academy of Management and a fellow of the Society for Industrial/Organizational Psychology (SIOP) and Association for Psychological Science. Presently, he is the diversity and inclusion officer for SIOP, and has served on editorial boards of numerous top tier journals in recent years. His publications total more than 90 articles and chapters and this research, which has earned commendation from the Academy of Management, has appeared in various outlets such as the Journal of Applied Psychology, Personnel Psychology, Organization Science, Organizational Behavior and Human Decision Processes, the Journal of Management and the Journal of Organizational Behavior. He is an advocate, mentor, and role model for ethnic/racial minority faculty and graduate students in the field and contributes to developing and retaining underrepresented employees. In addition, Dr. Avery teaches courses on workplace diversity, with an emphasis on helping students succeed in multicultural workplaces.

In his talk, Black in Business: Reflections on the Role of Race in Industrial and Organizational Psychology and Organizational Behavior, Dr. Avery discussed how top journals in industrial and organizational psychology (I/O) and organizational behavior (OB) have published studies on racial differences for more than a century, and how during the past 20 years, he has actively contributed to this literature and seen both progress toward greater equity and cause for continued concern. He emphasized the need for researchers to actively integrate the study of diversity, equity, and inclusion (DEI) into research in all areas of IO/OB.
We invited **Dr. Lillian T. Eby** as our 2022 esteemed speaker for the Ernest J. McCormick Memorial Lecture. Dr. Eby discussed **the relational aspects of mindfulness in organization contexts as well as interventions for reducing workaholism.**

Lillian T. Eby, Ph.D., is an Industrial-Organizational Psychologist at the University of Georgia. She is a Fellow of the American Psychological Association, Association for Psychological Science, Society for Industrial and Organizational Psychology, and the Academy of Management. Her research interests center on relationships at work, factors that predict individual career success, worker well-being, and the intersection of work and family life.

Dr. Eby has had extramural funding from the National Institutes of Health for the last decade and has published over 125 peer reviewed journal articles and this work appears in scholarly outlets such as the *Journal of Applied Psychology, Personnel Psychology, Journal of Vocational Behavior, Organizational Behavior and Human Decision Processes, Journal of Management*, among others. Dr. Eby has also co-edited three books, one on mentoring in organizational, educational, and community settings (*Allen & Eby, Blackwell Press*), one on the effect of relationships on employee attitudes, behavior, and well-being (*Eby & Allen, Taylor/Routledge Press*), and one on work and family (*Allen & Eby, Oxford University Press*). She is former Associate Editor of *Personnel Psychology* as well as the *Journal of Applied Psychology*. Currently, she is the Editor-in-Chief of the *Journal of Applied Psychology*. In addition to her active scholarship, Dr. Eby serves as the Director of the Owens Institute for Behavioral Research, a service unit under the Office for Research that promotes and supports interdisciplinary social and behavioral science at UGA.

In her talk, Dr. Eby noted that research on the application of mindfulness to organizational settings has exploded in recent years. Most of this research takes an intrapersonal perspective, examining how mindfulness can improve individual outcomes. However, other disciplines document the potential interpersonal benefits of mindfulness. She presented a recent conceptual model of the relational aspects of mindfulness, along with a program of research aimed at examining the relational benefits of mindfulness. Dr. Eby also shared her recent intervention research on mindfulness training as a strategy for reducing workaholism.


[https://doi.org/10.1111/1748-8583.12356](https://doi.org/10.1111/1748-8583.12356)
Recent Publications-contd.


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Thank you for being part of the Purdue Family!