Where did the summer go? It seems like only a week ago I was in my office counting down the final days of Spring Semester. So when Beth asked me to write a “state-of-the-I/O-area address” for the Fall Newsletter, I was disoriented for a moment: Is Fall Semester already here?

Now that I have my composure, I’d like to use this opportunity to take stock of things that have happened since the last edition of the Newsletter. In April, several graduate students and faculty from our department attended the Society for Industrial and Organizational Psychology (SIOP) annual meeting in Houston, Texas. Yet again, Wright State University was well-represented in the conference program. By my count there were a total of 11 poster presentations and symposia with at least one participant from our department. Next year’s SIOP conference, by the way, is in Hawaii (continued on page 2).

It’s been a great year for our HF students, faculty, and laboratories! The 17th International Symposium on Aviation Psychology, a biannual event, was held at WSU in May and included over 200 researchers. Dr. Pamela Tsang and Dr. John Flach from WSU, along with Michael Vidulich of the Air Force Research Laboratory (AFRL), served as members of the organizing committee. See this link for the full story: http://webapp2.wright.edu/web1/newsroom/2013/05/10/aviation-psychology-symposium-draws-international-researchers-to-wright-state/11447-124/.

In addition, HF faculty are working to make Dayton a hub for cognitive modeling research. Dr. Joseph Houpt and Dr. Ion Juvina from WSU and Dr. Leslie Blaha from AFRL are serving as organizing committee members of the 4th Annual Midwestern Cognitive Science Conference at Wright State University on May 31, 2014. Past participants have included Indiana University, Purdue University,
Area Leader Addresses, continued

Dr. Nathan Bowling

I’d encourage those who can’t make the 4,500 mile trek from Dayton to Honolulu to instead consider going to a conference closer to home. The 2014 Academy of Management (AOM) Conference, which will be held in Philadelphia from August 1st through August 5th, would be a good option and I know several students from our department are planning to attend AOM. The AOM submission deadline will be in early 2014, so those interested in presenting still have time to prepare their submissions.

I would also like to acknowledge recent achievements of I/O area alumni and students. First, the I/O area graduated one new Ph.D. Patrick Clark from Dr. David LaHuis’ lab. Dr. Megan Leasher (Macy’s, Inc.)--an I/O area alumna from Dr. Corey Miller’s lab--was recently named to Cincinnati’s 2013 “Forty Under 40 List.” This award recognizes Greater Cincinnati’s up-and-coming leaders and innovators. Also, Megan Morris, who is currently an I/O student from Dr. Gary Burns’ lab, recently received the WSU Graduate School Student Excellence Award. Congratulations to all of you!

Several of our alumni and current students have recently accepted new employment. Dr. Patrick Clark is a Behavioral Analyst at PeopleAnswers in Dallas, Texas. Jason Culbertson now works for the City of Lakeland, Florida. Dr. Zach Kalinoski accepted a position as an assessment scientist with Findly. Erin O’Brien accepted a faculty position in the Department of Psychology at St. Mary’s University in San Antonio, Texas. Finally, Dr. Qiang Wang is now an Assistant Professor in the Department of Psychology at East China University of Science and Technology. Good luck in your new jobs!

I would like to conclude by welcoming our first-year I/O students: Tyler Barnes, Kelly Camus, and Mark Roebke. Welcome to Wright State University and the beginning of your scientific careers!

Congratulations to . . .

Dr. Nathan Bowling, who was recently appointed Associate Editor at Work & Stress.

Megan Morris, who was awarded the WSU Graduate School Student Excellence Award.

David Periard, his wife Deanna, and their 5-year-old son Jack, who celebrated the birth of their second child: Jade Emaline Periard, a beautiful baby girl.

Caleb Bragg and his wife Sara on the birth of their son, James.
Area Leader Addresses, continued

Dr. Tamera Schneider

University of Notre Dame, Michigan State University, Grand Valley State University, Ohio State University, Miami University, Ohio University, Wright State University, and AFRL, among others. This is a wonderful event, not only for the HF/IO Graduate Program, but for the Midwest Research Community--attend and network!

Dr. Kevin Bennett has worked diligently over the summer to begin our application (49 pages is a great beginning!) for accreditation with Human Factors and Ergonomics Society (HFES). The HF faculty will work together to finalize the document this year. Accreditation assures that agreed upon quality standards are met and continuous improvements are made within a program or institution. This process exemplifies our commitment to providing a quality education to our students.

I would also like to welcome our new graduate students: Jennifer Baumgartner, Gary Douglas, Elizabeth Fox, and Taleri Hammack. We are very excited that they have chosen WSU! In addition, I would like to congratulate two recent Ph.D. graduates, Dr. Jeh Cooper and Dr. Steve Gabbard.

Like the faculty, our more senior graduate students have had a busy and exciting year. Most graduate students are working on multiple manuscripts and have had some published last year; most have also presented at conferences--in some cases giving talks! We had several representatives at the HFES Annual Conference. Keep up the good work and let us know how we can help you to be even more successful! Cheers to a great academic year for all!

“...the symposium is a collaboration between AFRL, Wright State University, other research institutions, industry, government, military and civilian, trying to improve aviation safety and advance the field,” - Dr. Pamela Tsang.

“...the Dayton Region has one of the largest critical masses in the world of people studying ways to improve human and organizational effectiveness in aviation and other domains” - Dr. John Flach

Congratulations to . . .

Joey Glavan and Betsy Fox, for receiving travel awards to attend the HFES meeting this Fall.

Dr. Kevin Bennett, for co-authoring a paper that received the best paper award for JCEDM in 2013. The title of the paper is "Evaluation of an Ecological Interface Design."

Dr. John Flach, for serving as the keynote speaker this past April at the W21C workshop in Calgary, CAN. John spoke about the work Dr. Tim McEwen did for his dissertation on a graphical interface for clinical decision making with respect to cardiovascular disease. The title of the talk was "Supporting Evidenced-Based Practice through Interface Design."

Dr. John Flach, who was awarded the 2013 Paul M. Fitts Education Award, which recognizes a person who has made exceptional contributions to the education and training of human factors/ergonomics.
Team-based Learning: Not your Parents’ University Anymore
Dr. Debra Steele-Johnson

We are seeing the beginning of a sea of change in university-level education. The traditional classroom with rows of seats filled with students listening to a professor lecture is being re-evaluated as a preferred form of instruction. Across the country and abroad, universities are experimenting with and examining the effectiveness of alternative forms of instruction, a popular form of which is team-based learning (TBL; Michaelsen, 2002a). Fortunately, Wright State is very active in examining TBL as a form of instruction.

In Fall 2012, my lab, the Motivation and Training Lab, and Dr. Ion Juvina’s lab began a research collaboration with the School of Nursing (Dr. Tracy Brewer & Dr. Deborah Ulrich) and the Boonshoft School of Medicine (Dr. Dean Parmelee). TBL had been used in educating WSU medical students for several years, and Dr. Dean Parmelee was ready to examine empirical evidence of the effects. Dr. Tracy Brewer and Dr. Deborah Ulrich recently implemented TBL in one of their nursing classes in order to improve their students’ academic performance. Both schools have seen improved academic performance using TBL, but we wanted a better understanding of how TBL works. The research we are conducting together is helping to explain the mechanisms that underlie TBL’s success.

What is TBL?

TBL is a specific type of small-group learning developed by Larry Michaelsen (2002a) in order to provide a small classroom feel when instructing a large number of students. Michaelsen (2002a), described four essential principles or elements: a) forming and managing teams, b) making students accountable for individual and group work, c) creating work assignments that encourage content learning and team development, and d) providing frequent, timely performance feedback. Prior research has provided examples of how TBL has been implemented in diverse subjects (e.g., health education, Goodson, 2002; arts general education, Chamberlain, 2012), in various instructional contexts (e.g., large classes, Michaelsen, 2002b), and with diverse populations (e.g., Mexican-American students, Croyle & Alfaro, 2012).
What have we found?

Our research program extends prior research by reporting quantitative as well as qualitative data relating to TBL effects in undergraduate nursing courses and proposing future directions with respect to identifying and examining moderators and mediators of TBL effects on course outcomes. Prior to the introduction of TBL in the Obstetrics course, when both courses used traditional techniques, students scored 10.5% below the Obstetrics HESI test score average and 7.5% below the Pediatrics HESI (a national standardized test) average. Since the introduction of TBL in the Obstetrics course, students scored 7.75% above the Obstetrics HESI average and 1.75% above the Pediatrics HESI average.

Moreover, student comments indicated that although some students were initially nervous about the TBL approach, most students found the teaching approach beneficial. We are analyzing additional datasets that include personality measures and other course content. And, in her dissertation, Beth Peyton is focusing on whether shared leadership levels in TBL teams are related to decision quality and course outcomes in both nursing and medical school samples.

Take-Aways for Educators?

Our research has provided initial evidence that students perform better on tests and enjoy class time more when the instruction is provided using TBL. We need to investigate further the reasons for this enhanced test performance. However, initial results from our and others’ research suggest that TBL is an innovative technique that instructors can use to increase student engagement and facilitate deeper learning.

References


Beginning this summer, I am working with the Veterans Health Administration (VHA) National Center for Organization Development (NCOD). The goal of NCOD is to strengthen VA workforce engagement, satisfaction, and development in order to improve Veterans' Services.

Specifically, I am a member of the research team within NCOD, whose primary purpose is to conduct management studies or applied studies that examine and document best practices in VHA management and the employee workforce. I was able to learn about all the facets of organizational assessments organization-wide. I have been able to study employee burnout within VHA employees, as well as the effects of burnout on ratings of performance. I have enjoyed the freedom to pursue various research questions that are of interest to me and relevant to organizational development. Currently, two research projects have been submitted to SIOP for their annual conference.

I will be continuing work with NCOD at least until next summer, and am looking forward to contributing to the improvement and development of the VHA.
Megan’s research interests are eclectic, but mainly focus on personality and sociology within the workplace, and with Lesbian, Gay, Bisexual, and Transgender populations. Specifically, she researches personality and its relationship with workplace outcomes and LGBT issues, such as resume and interview screening, stereotyping, personality perceptions, and sexual orientation judgments.

Currently, Megan is a co-author on two published articles and a book chapter. One study examines personality and vocational interests and their relationship with career indecision in the *Journal of Applied Social Psychology*. The other study examines the Abridged Big Five Circumplex and its criterion validity in comparison to statistical interactions of personality traits in the *Journal of Business and Psychology*. The book chapter focuses on work psychology elements found in the fictional lives of comic and movie superheroes in the book *Our Superheroes, Ourselves*.

Megan also has several papers in preparation. These include examining individuals’ beliefs about the structure of sexual orientation, masculinity and femininity perceptions of alcoholic beverages, and sexual orientation judgment cues, among others. Megan has been very active in the Annual Conference of the Society for Industrial and Organizational Psychology. In 2012 her poster “Personality in Perceived Gay and Lesbian Applicants,” which was based on her thesis, received an LGBT Ad-Hoc Committee award “for conducting outstanding LGBT research.” In addition, this research was featured on the Study of the Month column on the *SIOP LGBT Discussion Group* and the Current Research column of *Out & Equal*. Megan is currently working on her dissertation proposal. She plans to examine differences between personality ratings from resumes and interviews of perceived lesbian and gay applicants.
WSU Photos from SIOP 2013 in Houston
Alumni Advice
Recent graduate Dr. Jenna Filipkowski shares two lessons that she learned her first year out of graduate school

Continuously build your skills and explore your passions
“ Organizations rarely want employees who can only do one thing really well; they want employees who have a lot to offer and can influence many different areas of business. Invest in your passion by developing skills that relate to your interests and apply them to the workplace—and do these things without being asked or told. I have always been interested in new ways and graphically-appealing ways to visualize data, so I took the opportunity to learn how to create and incorporate infographics in my work, which is a clear value-add to my company.”

Track your accomplishments
“A long time ago, I cultivated the great (sometimes obsessive) habit of tracking my work and accomplishments. In addition to creating a record of my time and effort, it also keeps me focused on what areas I can improve on next. Take 10 minutes every week and write down what you worked on. Try to be as a specific as possible because you may use the information to update your resume or as material for your next job interview.”
Lab Updates

Motivation and Training Lab
Dr. Debra Steele-Johnson, Supervisor
In addition to and in support of students’ masters and dissertation research, MTL has been working on several interdisciplinary research projects. Members have begun collaborations with Kno.e.sis, Dr. Amit Sheth’s lab in the Computer Science and Engineering Graduate Program, and Dr. Valerie Shalin to develop and test a computational model of social media harassment and create an online training tool. Also, MTL has been collaborating with the Nursing School and the Boonshoft School of Medicine to examine processes underlying the effectiveness of using team-based learning (TBL) in the classroom. And, MTL has been collaborating with the Raj Soin College of Business to design and implement an organizational intervention in departments on campus. In 2013, the lab has had four manuscripts published and two under review. Also, lab members presented posters at the Annual Society of Industrial/Organizational, the Academy of Management, and the American Psychological Association conferences. Lab member, Beth Peyton, is completing an internship at Kronos Incorporated.

Employee Well-Being Lab
Dr. Nathan Bowling, Supervisor
The EWB lab is actively involved in a number of ongoing research projects. First, they are conducting a series of studies focusing on the validation of new role ambiguity, role conflict, and role overload scales. The EWB lab developed these new measures because existing role stressor scales have been the subject of much criticism during the last 40+ years. In other research, WSU business professor Dr. Brian Lyons and Dr. Nathan Bowling are working on a paper examining the factors that predict whether employees report the deviant work behaviors of their co-workers. Initial findings suggest that workers are most likely to engage in peer reporting when they are committed to their employers and when organizational policies are in place that encourage peer reporting. Finally, much of the lab’s recent research efforts have focused on careless responding—a nuisance behavior that occurs when research participants respond to self-report measures without closely reading the questionnaire content. In a series of separate papers, they are examining how to most effectively detect careless responding, how to encourage careful responding, and they are examining the predictors and consequences of careless responding.

Personnel Psychology Lab
Dr. Corey Miller, Supervisor
The Personnel Psychology Lab has celebrated successes from graduate students and alumni. Alumna, Dr. Megan Leasher, (Macy’s) has been named one of Cincinnati’s Forty under 40 (http://www.bizjournals.com/cincinnati/news/2013/08/01/here-are-our-2013-forty-under-40-winners.html?page=all). Senior lab member, Jason Culbertson, has been hired by the City of Lakeland, Florida. Kathryn Van Dixhorn successfully defended her Dissertation in August. Corey’s paternity leave ended in August, and he has resumed full responsibilities at Wright State. He is working to start a consulting function within the program to provide graduate students with applied opportunities.
Lab Updates

Workplace Personality Project
Dr. Gary Burns, Supervisor
This year the WPP is pleased to welcome its newest member, Mark Roebke. WPP member Megan Morris has been honored with the WSU Graduate School Student Excellence Award and recently participated in the SIOP Doctoral Consortium; member Elizabeth Shoda defended her thesis in April and is completing an internship at the United States Department of Veterans Affairs’ National Center for Organizational Development. Since April, the lab has presented five papers at the Society for Industrial and Organizational Psychology, the International Symposium on Aviation Psychology, and the Advances in Global Leadership conferences. The lab has multiple manuscripts under review examining the value of circumplex personality models and the processes of personality judgment; current projects continue to focus on circumplex models and in understanding safety in the workplace.

Applied Quantitative Statistics Lab
Dr. David LaHuis, Supervisor
This year the AQP welcomes one new member, Tyler Barnes and congratulations one recent Ph.D. graduate, Dr. Patrick Clark. Currently, the AQP has several research projects underway. They are working to estimate a person-fit statistic for IRT models using Markov Chain Monte Carlo (MCMC) estimation. Among other things, this study will provide an empirical method for evaluating careless responses to survey items. Dr. David LaHuis, in combination with AQP members Michael Hartman and Shotaro Hakoyama, have two papers under review. The first paper, which they presented at SIOP this past April, proposes a new effect size measure for multilevel models and compares it to several existing measures. The other paper examines the effects of misspecifying the random part of the multilevel model on the standard errors of the fixed effects. Michael serves as a technical assistant for SRA International, where he analyzes data for studies investigating dispositional predictors of adaptive performance.

Alumni Updates

Congratulations to . . .

Dr. Megan Leasher (Macy’s, Inc.)--an I/O area alumna from Dr. Corey Miller’s lab--was recently named to Cincinnati’s Top Forty Under 40.

Dr. Zach Kalinoski, who took a job as an Assessment Scientist for Findly.

Dr. Jenna Filipkowski, who was married to Jason Mott on June 15, 2013 at the Colonnade in Scranton, PA.

Dr. Qiang Wang, who took a new position as Assistant Professor in the Department of Psychology at East China University of Science and Technology

Dr. Megan Leasher
Named one of Cincinnati’s Forty Under 40
Lab Updates

Human Factors Labs
Drs. Kevin Bennett, Herb Colle, John Flach, Robert Gilkey, Joseph Houpt, Ion Juvina, Tamera Schneider, Valerie Shalin, Pamela Tsang, Scott Watamaniuk

The HF labs have had a very productive year. Students and faculty have had multiple manuscripts published or submitted for review. Wright State also presented several posters at the Annual HFES Conference in San Diego. Elizabeth Mersch and Olivia Fox with Dr. Kevin Bennett and Jerred Holt presented a poster on Mitigation of the Confirmation Bias Using a Game-Based Trainer. Also, Dr. John Flach served as a panel member discussing Invisible factors: Strategies for raising awareness of human factors among undergraduate students. Many HF lab students have internships with the AFRL and base contractors as well as have received Research Assistantships for working on grant-funded research.

HF research at Wright State has focused on a variety of areas. For instance, Dr. Scott Watamaniuk’s lab has several research projects underway which assess characteristics of smooth pursuit eye movements. In addition, they are examining reaching movements to extrapolated direction of complex motion stimuli and proactive and retroactive interference of incidental learning of spatial patterns. Recent publications from Dr. Kevin Bennett and Dr. John Flach’s lab examine aspects of visual displays. Dr. Ion Juvina and colleagues had a publication that examined the role of reciprocal trust in learning transfer between games of strategic thinking. Dr. Joe Houpt and colleagues examined the functional principal components of workload capacity functions. Dr. Tamera Schneider and colleagues have examined topics related to stress, and topics related to the STEM workplace environment. In addition, HF labs welcomed six new Ph.D. students this year.
2013 Publications (graduate students in bold print)


Jackson, S.M., Hillard, A., & Schneider, T.R. (under review). Assessment of implicit and explicit attitudes of women faculty in STEM.


2013 Publications (graduate students in bold print)


Faculty Spotlight

The newsletter staff sat down for a few minutes with Dr. Corey Miller.

Where is your hometown?
Somerset, Pennsylvania

Do you have a nickname and if so what is it?
As I kid I was occasionally called “Corky.”

What is your favorite movie or TV program?
About the only thing I watch is Morning Joe on MSNBC and America’s Test Kitchen.

What is your favorite non-I/O book?
Kurt Vonnegut is my favorite author.

What kind of music do you like?
Anything that quiets the baby.

What are your hobbies?
Golf, cooking, traveling

Where is your favorite place to eat?
At my kitchen island, with my wife and baby.

How did you first become interested in I/O psychology?
The only person I ever met that didn’t say he was overworked and underpaid was an I/O psychologist.

If you weren’t an I/O psychologist professor, what career would you have?
I would be a Social Psychology Professor focusing on relationships.

What is the best piece of career advice that you’ve ever received?
Don’t have meetings before noon. That is your time to do your work. Thanks Dr. Barrett.
Professor Matching Game
Can you match the professors with their publications?

Kevin Bennett


Nathan Bowling


Gary Burns


Herb Colle


John Flach


Robert Gilkey


Joseph Houpt


Corey Miller

, & Michel, J.S. (2011). Why do you treat me badly? The role of attributions regarding the cause of abuse in relation to subordinates’ responses to abusive supervision. Work & Stress

Tamera Schneider


Valerie Shalin


Debra Steele-Johnson


Pamela Tsang


Scott Watamaniuk

