Address from the Program Chair:
Debra Steele-Johnson

This past year the graduate department survived, even thrived, through the challenge of transitioning to semesters. As a department, we had an exceptionally productive year with faculty and students authoring over 90 articles, book chapters, and conference presentations in 2012. We continued to grow, welcoming nine new Ph.D. graduate students and graduating four HF/IO Ph.D.’s: Jenna Filipkowski, Zachary Kalinoski, Cristina Kirkendall, and Tim McEwen. Our current graduate students continue moving forward, learning about psychology, conducting research, and making progress toward their degrees. Our faculty members continue to expand their influence through their work with students, research, and acquisition of grant funding. We had two faculty members, Dr. Al Nagy and Dr. Jean Edwards, retire, and we thank them for their many years of service to the department. Also, we welcome two new faculty members, Dr. Ion Juvina and Dr. Joseph Houpt, who have joined our HF/IO faculty. Also, Ms. Jennifer Papadakis, has joined our Psychology Undergraduate Program office as an academic advisor. I hope and expect that Spring and subsequent terms will continue to be intellectually stimulating and productive for us all.

Save the Date!

Wright State reunion at SIOP 2013 in Houston
Date: Thursday, April 11, 2013
Time: 5:00 – 8:00 PM
Location: Walker Street GastroPub
2006 Walker Street
Houston, Texas
WSU Alum at Work

Recent graduate Zach Kalinoski, shared with us how Wright State prepared him for the workplace.

Zach, in what ways have you found that Wright State’s program helped you prepare for the workplace?

“The HF/IO program at WSU has provided me with an exceptional skill-set to contribute to modern-day organizations. The dual-focus of HF and I/O has prepared me to work on interdisciplinary teams. In addition, my strong foundation of research methods and statistics has proved an invaluable resource for finding work in various industries, including military, education, healthcare, and corporations. Last, the bonds and connections to the faculty and graduate students that I have encountered during my time affiliated with WSU have continued to lead to future collaborations and assistance that will last a lifetime.”

WSU Students on Practicum at NASA

Current Student, Julie Steinke, shares with us her experience working for NASA last summer.

“Over the summer I worked with the Behavioral Health and Performance (BHP) group at NASA’s Johnson Space Center. BHP assesses the impact of space travel on cognitive and mental performance among astronauts and seeks to develop interventions and countermeasures to ensure optimal crew performance.

I was able to learn about all facets of NASA and apply that knowledge to research focusing on the selection and training of astronauts. These experiences included visiting various training facilities, such as the Space Vehicle Mockup Facility where I pretended I was aboard the International Space Station, or driving a Mars Rover prototype. I even had the opportunity to conduct a virtual extravehicular activity (EVA), otherwise known as a space walk.

This summer I will return to continue research on astronaut selection and evaluating their performance in space.”
Meet the New Faculty

Joe Houpt, Ph.D.

Joe joined the WSU faculty after receiving his B.S. in mathematics from the University of Utah, an M.S. in Artificial Intelligence from the University of Edinburgh, and his Ph.D. in Psychology and Cognitive Science from Indiana University. His research involves using mathematical models of perception and cognition to understand human performance. He is currently working on projects related to stereoscopic 3D displays, visual-infrared image fusion and visual search in dynamic environments. Joe is originally from Salt Lake City. He and his wife, Angela, have two sons: Xander (almost three) and Isaak (ten months).

Ion Juvina, Ph.D.

Ion joined the WSU faculty after completing two postdoctoral fellowships at Carnegie Melon University. He earned his M.S. in Industrial Psychology in Romania and his Ph.D. in Information Science in the Netherlands. Ion’s research focuses on high-level cognitive processes such as strategic thinking and executive control of cognition and affect. His approach stems from the ACT-R theory and cognitive architecture. He uses computational cognitive modeling to interpret behavioral and brain data from a variety of experimental paradigms such as task switching, multitasking, and dynamic decision-making. He has been fortunate to work with many great students, but finds that his most challenging student is his 3-month-old daughter who laughs at whatever he says.
Researchers assume that participants will respond to a self-report item only after first closely reading that item. However, to the extent that this assumption is wrong, the validity of self-report measures obviously will suffer. In recognition of this problem, Huang et al. (2012) defined Insufficient Effort Responding (IER) as “...a response set in which the respondent answers a survey measure with low or little motivation to comply with the survey instructions, correctly interpret item content, and provide accurate responses” (p.100). IER appears in many different forms. A participant engaging in IER, for instance, might respond to items in a systematic pattern—such as a participant who answers “moderately agree” to 40 consecutive items. Another participant may engage in IER by responding to items in a random pattern.

What is currently known about IER?

Although only a few studies have examined this topic, researchers have learned already a great deal about IER. First, on-line studies using undergraduate participants find that approximately 10 to 12% of participants engage in IER (Meade & Craig, 2012). Second, IER has been found to have undesirable effects on observed correlations: in some instances it attenuates correlates and in other instances it artificially inflates them (Huang, Bowling, & Liu, in review; Liu, Huang, Bowling, & Bragg, 2013).

What can researchers do to combat IER?

Researchers can address IER in two ways. First, it may be possible to identify participants who have engaged in IER and exclude these offending participants from one’s analyses (see Huang et al., 2012; Meade & Craig, 2012). Meade and Craig (2012), for example, used a “bogus item” approach to detect IER in which they asked participants to respond to items that have assumed correct answers (e.g., “I have never brushed my teeth,” “I have been to every country in the world”). The presence of IER is inferred whenever a participant responds in a way that deviates from the “correct” answer. Second, it may be possible to prevent IER from occurring in the first place. Although little research has addressed this approach, warning participants that methods are in place to detect IER has shown initial promise (Meade & Craig, 2012).

References

GRADUATE STUDENT RESEARCH SPOTLIGHT
Steve Khazon
4th year I/O Ph.D. Student

I am a fourth-year I/O student in Nathan Bowling’s lab. One of my major research interests is figuring out new ways to measure psychological constructs, such as personality and attitudes. For my thesis research I attempted to indirectly measure trait aggression by asking people to complete word fragments. I was fortunate enough to be able to present this work in the form of several posters and a symposium at the Society for Industrial Organizational Psychology annual conference. I also plan to submit it to a scientific journal soon. Additionally, I am working on an ongoing project with my lab to develop a new measurement of job stressors that we believe is psychometrically superior to the most widely used measurement in organizational research. We have had great success so far and plan to publish this work soon.

My other major research interest is in how people’s individual differences and the qualities of their environment interact to influence how they behave.

My work so far mostly has focused on elements of the environment, the structure of which is generally understood less well than that of many individual differences. My advisor and I, along with several colleagues, have conducted a meta-analysis that tests the influence of a particular aspect of environmental influence, called situational strength, on the relationship between job performance and job satisfaction. We have presented this work at the Academy of Management annual conference and it is under review at the Academy of Management Journal. On the side of individual differences, I have published a meta-analysis with several colleagues on the antecedents of optimism and hope in the Journal of Personality and Individual Differences.
Meet the First Years

Darrell Kelly
Darrell received his B.S. from Brigham Young University. His research interests include examining the moderating effects of psychological contract breach on organizational commitment. He is pursuing I/O because it allows him to meld his two loves of psychology and business. An interesting fact about Darrell is that he was born in Italy.

Devin Houston
Devin received his B.A. from Winston-Salem State University. His research interests include diversity in organizations, personality, and job attitudes. He is pursuing I/O because he would like to make the workplace better for all employees and organizations.

Caitlin Blackmore
Caitlin received her B.S. from Texas State University. Her research interests include counterproductive work behavior, personality, job satisfaction, occupational stress, and psychometrics. She is pursuing I/O because she finds I/O topics interesting and she enjoys statistics. In her free time she enjoys reading, watching movies, and riding horses.

Truman Gore
Truman earned his B.S. from Indiana University of Pennsylvania. His current research interests include goal orientation, specifically how it can influence self-set goals. He is pursuing I/O because he would like to help employees and organizations to reach their potential and he loves statistics. Truman has played piano most of his life and is increasingly getting into ragtime.

David Periard
David received his B.S. from Le Moyne College. His research interests include personality and burnout. He is pursuing I/O because he would like to combine his interests in social and personality psychology in order to help others. David and his wife are expecting their second child in July.
Meet the First Years

Andrew Fent
Andrew received his B.S. from Wright State University. His research interests include vision and attention, and training and transfer of visual tasks. He is pursuing HF because he is interested in adapting basic research findings into useful tools for training. One fun fact about Andy is that he collects LEGO.

Beth Bullemer
Beth received her B.S. degree from Carnegie Mellon. Her research interests include design, and reasoning and problem solving. She decided on HF because understanding cognition and reasoning will help her to design more effective product solutions. Before entering WSU, Beth developed products for a biomedical company.

Michael Archambault
Michael earned his B.S. from Bloomsburg University of Pennsylvania and his M.A. in General Psychology from the University of North Carolina, Wilmington. His research interests include limits of attention, time-sharing of multiple tasks, and aviation psychology. He decided to pursue HF because it allowed him to combine his love of human cognition and engineering. A fun fact about Michael is that he has lived in five different towns, in four different states during the past six years.

Olivia Fox
Olivia earned her B.A. from Clemson University where she conducted research on social cognition. Her current research interests include display design and emergent features. She decided to pursue HF because the variety of research possibilities appealed to her. A fun fact is that when she was a toddler, she looked amazingly similar to one of the troll dolls with the crazy hair.
Alumni Updates

**Jenna Filipkowski, Ph.D.** lives in Cincinnati, Ohio where she recently began a new position as a Senior Analyst at the Human Capital Institute. She and her fiancée, Jason Mott, will be married this coming June in her hometown of Scranton, Pennsylvania.

**John McKee, Ph.D.** currently lives in Kansas. He is a researcher at Ascend Learning. He is a shared resource across the nine organizations that make up Ascend Learning (a holding company). His research role involves survey design, personnel selection guidance, and the conducting of research that uncovers the benefits for users of the nine organizations' many products. Since leaving Wright State in 2007, he and his wife, Wendy, have had two children (Samantha and Thomas). He is active in the Kansas City Applied Psychology Society (KCAPS) and has been able to maintain attendance at SIOP each year.

**Anupama Narayan, Ph.D.** is an assistant professor of industrial/organizational psychology in the Department of Psychology at the University of Tulsa in Tulsa, Oklahoma. She received her Ph.D. in Industrial/Organizational psychology from Wright State, in 2008. Her main research areas are work teams, motivation, and training. Other areas of interest include the work–nonwork interface, diversity, and personality in the workplace.

**Chad Thompson, Ph.D.** currently lives in Ann Arbor, Michigan where he works as Managing Director of Consulting and Assessment for Taylor Strategy Partners. He and his wife, Lauren, have a six-year-old son, Cooper.

Alumni –remember to check out our new graduate program Facebook page! [https://www.facebook.com/wsuhfio](https://www.facebook.com/wsuhfio)
Faculty Spotlight: Dr. Debra Steele-Johnson

The newsletter staff sat down for a few minutes with Debra.

Where is your hometown?
San Francisco/Bay Area

What is your favorite movie or TV program?
Big Bang Theory, Sheldon is wonderful!

What is your favorite non-I/O book?
Hitchhiker’s Guide to the Galaxy

What kind of music do you like?
Rock, Jazz, Classical, Country, R&B, Pop, Folk . . . If it’s music, I probably like it.

What are your hobbies?
Snow skiing, running, biking

Where is your favorite place to eat?
Mom’s house – she is still the best cook I know.

How did you first become interested in I/O psychology?
I became interested as an undergraduate in psychological processes in the workplace.

If you weren’t an I/O psychologist professor, what career would you have?
I’d be an I/O psychologist working in a research institute.

Can you briefly describe a memorable story from your grad school days?
In my first winter at the University of Minnesota, I had been running back and forth between Elliott Hall (the psychology building) and the library (a few buildings away) to use the library photocopier. After multiple trips, I headed for home, turning on the radio on the way. The weather report said the wind chill was 75 degrees below zero and that any exposed skin was likely to get frostbitten. I worried for days that parts of my ears or nose were going to fall off. A big change from doing my undergraduate degree at University of California at San Diego! Welcome to Minnesota!

What is the best piece of career advice that you’ve ever received?
Find something you love to do that someone is willing to pay you to do!
Professor Matching Game
Can you match the professors with the schools where they obtained their Ph.D.’s?

Kevin Bennett
University of Minnesota

Nathan Bowling
The Ohio State University

Gary Burns
University of Washington, Seattle

Herb Colle
Central Michigan University

John Flach
Indiana University

Robert Gilkey
SUNY at Stony Brook

Joseph Houpt
University of Akron

Ion Juvina
Central Michigan University

Helen Klein
The Catholic University of America

David LaHuis
University of Pittsburgh

Corey Miller
University of Connecticut

Tamera Schneider
University of Illinois, Urbana-Champaign

Valerie Shalin
University of Pittsburgh

Debra Steele-Johnson
Indiana University

Pamela Tsang
Utrecht University

Scott Watamaniuk
Northwestern University