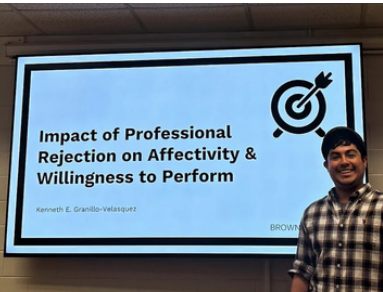


# University of Houston I-O Psychology Program 2023-2024 Newsletter



## UH SIOP Reception

Date:

4/18/2024

Time:

7-9PM

Location:

Hyatt Regency

Chicago - Haymarket

## New Professors

This past Fall semester, we welcomed to our program Dr. Bradley Brummel (Full Professor and Director of the UH I-O Psychology Program) and Dr. Isaac Sabat (Associate Professor).

## VPA Program

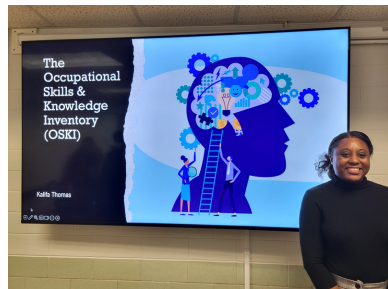
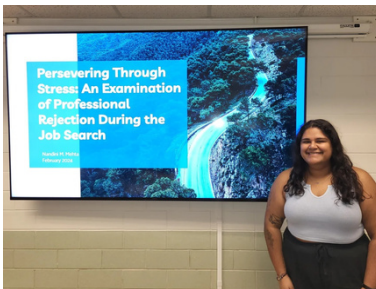
Last year, the University of Houston I-O program became the 10th Volunteer Program Assessment (VPA) partner organization.

## Social Media

Keep up to date on program activities via social media.

Instagram: <https://www.instagram.com/uhgaiop/>

Facebook: <https://www.facebook.com/uhgaiop>



# Professor Spotlight: Professor Bradley Brummel



Bradley Brummel is a Professor in the Department of Psychology and Director of the I-O Psychology Program at the University of Houston. He received his Ph.D. in industrial-organizational psychology from the University of Illinois at Urbana-Champaign. Prior to joining UH, he was a faculty member at The University of Tulsa. Dr. Brummel is currently the President of the Society for Psychologists in Leadership. He is currently most engaged in research on leader identity development, executive coaching, and personality in the workplace. He also works with clients as a coach using assessments and narrative techniques. He is certified in Hogan Assessments and Narrative Coaching.

Dr. Brummel knew that he was destined to be an I-O Psychologist from early experiences including getting fired from his first job at Subway for insubordination, seeing Office Space in the theater when it came out, and not being selected to help with orientation in undergrad for questioning the legitimacy of the interview question, "what kind of a pizza topping would you be?" Two of his highest Hogan MVPI scores are Affiliation and Science which drives him to find people to who are fun to hang out with and work on science together. This may be why in addition to publications in Journal of Business and Psychology, Personnel Psychology, and Human Relations, he also has publications in Journal of Poetry Therapy and Journal of Science and Medicine in Sport.

# Dr. Brummel's

## Recent Publications

- Slaughter, A. S., Newman, E., & Brummel, B. J. (in press). Encouraging reporting of sexual harassment by journalists. In E. Haywood & L. Brady (Eds.), *Journalism as the Fourth Emergency Service: Building trauma and resilience training into journalism education*. Peter Lang.
- Winterberg, C. A., Osborn, S. A., & Brummel, B. J. (in press). Sympathy for the devil: Understanding and coaching dark and destructive leaders. In P. D. Harms (Ed). *Dark and Destructive Leadership in Leadership Horizons* by Information Age Publishing.
- Brummel, B., & Harms, P. D. (2024). What is work to you? Empowering workers and changing perspectives. *Industrial and Organizational Psychology*, 17(1), 36-38.
- Phillips, S., Aurigemma, S., Brummel, B., & Moore, T. (2024). Leveraging Situational Judgment Tests to Measure Behavioral Information Security.
- Osborn, S. A., Brummel, B. J., & Walton, H. R. (2023). Trainer perspectives on personality-based group training: Learning objectives, training outcomes, and best practice recommendations. *Consulting Psychology Journal*.
- Cobb, H. R., & Brummel, B. J. (2023). Work-Nonwork Policies and Practices: The Strategic Opportunity to Consider Organizational Boundary Management Strategies. In *Stress and Well-being at the Strategic Level* (Vol. 21, pp. 45-64). Emerald Publishing Limited.
- Harms, P. D., Foster, J. L., & Brummel, B. J. (2023). Ideal solutions don't necessarily inform reality. *Industrial and Organizational Psychology*, 16(3), 313-316.



# Professor Spotlight: Associate Professor Isaac Sabat



Isaac Sabat is an Associate Professor of Industrial/Organizational Psychology at the University of Houston. His program of research broadly focuses on understanding and improving the working lives of stigmatized employees. He is particularly interested in examining strategies in which these employees can engage, such as disclosing or acknowledging their identities, to effectively remediate the workplace obstacles that they face. He has conducted various interrelated projects that examine how the effectiveness of expressing one's identity is impacted by the extent to which stigmas are previously known, visible, or discovered by others over time. This is a novel area, given that disclosures have previously been conceptualized as a dichotomous, all-or-nothing phenomenon. This work has been published in *Journal of Business and Psychology*, *Journal of Organizational Behavior*, *Journal of Vocational Behavior*, and *Harvard Business Review*.



# Dr. Sabat's

## Recent Publications

- Follmer, K., **Sabat, I. E.**, Jones, K. P., & King, E. B. (accepted). Under attack: Why and how I/O psychologists should counteract threats to DEI in education and organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- King, E., Hebl, M., Corrington, A., Holmes IV, O., Lindsey, A. P., Madera, J., ... & Thoroughgood, C. (2024). Understanding and Addressing the Health Implications of Anti-LGBTQ+ Legislation. *Occupational Health Science*, 1-41.
- Arena Jr, D. F., Jones, K. P., Lindsey, A. P., **Sabat, I. E.**, DuBois, H. T., & Tripathy, S. C. (2024). Trajectories of depletion following witnessing incivility toward women: a time-lagged study. *Equality, Diversity and Inclusion: An International Journal*.
- Martinez, L., **Sabat, I.**, Ruggs, E., Hamilton, K., Bergman, M., & Dray, K. (2024). Development-ally focused: a review and reconceptualization of ally identity development. *Equality, Diversity and Inclusion: An International Journal*, 43(1), 114-131.
- **Sabat, I.**, Nault, E., Fortney, S. S., Peterson, M. B., & Banerjee, D. (2023). Diversity, Inclusion, and Equity in the Engineering Curriculum: Evaluating the Efficacy of a New Teaching Module. *Advances in Engineering Education*, 11(3), 54-76.
- Costa, P. L., McDuffie, J. W., Brown, S. E., He, Y., Ikner, B. N., **Sabat, I. E.**, & Miner, K. N. (2023). Microaggressions: Mega problems or micro issues? A meta-analysis. *Journal of community psychology*, 51(1), 137-153.

# Alumni Spotlight: Assistant Professor Zihan Liu



Zihan Liu is a recent graduate of the UH I-O PSYC program. She graduated in 2022 and is now an assistant professor of management at the University of Illinois Springfield. Before joining UIS, she worked as a postdoctoral researcher at Rice University. Zihan's research and professional interests include leadership, workplace relationships, employee well-being, and individual differences. Some of her research has been published in the Journal of Management and the Journal of Organizational Behavior. Zihan feels very grateful for all the training she received at UH, where she was able to collaborate with multiple faculty members and cultivate a diverse range of research interests. Her research endeavors focus on investigating the intricacies of intrapersonal career development and interpersonal dynamics in the workplace, with a commitment to fostering environments where individuals can thrive professionally.

# Dr. Liu's

## Recent Publications

- [Wang, X., Wen, X., Liu, Z., Gao, Y. L., & Madera, J. M. \(2024\). When Leaders Self-Sacrifice in Times of Crisis: The Roles of Employee Emotional Suppression and Leader Coping Strategies. Cornell Hospitality Quarterly, 19389655231223370.](#)
- [He, M., Xu, L. X., Li, C. S. R., Liu, Z., Hu, J., Guo, X., ... & Zhang, J. T. \(2024\). Do real-time strategy video gamers have better attentional control?. Human factors, 66\(1\), 258-270.](#)
- [Mesdaghinia, S., Eisenberger, R., Wen, X., Liu, Z., Lewis, B. A., Qiu, F., & Shapiro, D. L. \(2023\). How leaders drive followers' unethical behavior. Journal of Management, 49\(7\), 2318-2353.](#)
- [Eisenberger, R., Wen, X., Zheng, D., Yu, J., Liu, Z., Zhang, J., ... & Kim, T. H. \(2023\). Does Felt Obligation or Gratitude Better Explain the Relationship Between Perceived Organizational Support and Outcomes?. Group & Organization Management, 10596011231180388.](#)
- [Wang, X., Wen, X., Liu, Z., Jiang, Y., & Huai, M. \(2023\). Leader Apology in the Employee-Organization Relationship: The Roles of Subordinate Power Distance Belief and Leader Competence. Tourism Management, 96, 104694.](#)
- [Liu, Z., Hoff, K., Baranski, E., Snyder, G., Flin, R., Lindner, P., & Spitzmueller, C. \(2023\). Mindfulness and workplace safety: An integrative review. Journal of organizational behavior.](#)
- [Oswald, F. L., Courey, K. A., & Liu, Z. \(2023\). Knowledge, skills, and workforce development: Commentary on Ackerman \(2023\).](#)
- [Qiu, F., Wen, X., & Liu, Z. \(2023\). The "Life" Consequences of Abusive Supervision: Abusive Supervision and Employee Procreation. In Academy of Management Proceedings \(Vol. 2023, No. 1, p. 14735\). Briarcliff Manor, NY 10510: Academy of Management.](#)



# Alumni Spotlight: Consultant Drake Van Egdome



Drake Van Egdome is a human capital consultant at ICF. He works with government clients, such as the House of Representatives, National Institutes of Health, and the Army Research Institute on compensation, employee well-being, diversity, equity, and inclusion, and leadership using qualitative and quantitative approaches. Drake has also published research on breastfeeding, work-family policies, and employee well-being in the *Journal of Occupational and Organizational Psychology*, *Occupational Health Science*, and *Journal of Occupational and Environmental Medicine*. He graduated with his Ph.D. from the University of Houston in May 2023.

# Dr. Van Egdome's Recent Publications

- Van Egdome, D., Piszczek, M. M., Wen, X., Zhang, J., Granillo-Velasquez, K. E., & Spitzmueller, C. (2023). I don't want to leave my child: How mothers and fathers affect mother's breastfeeding duration and leave length. Journal of Occupational and Organizational Psychology.
- Hoff, K., Van Egdome, D., Napolitano, C., Hanna, A., & Rounds, J. (2022). Dream jobs and employment realities: How adolescents' career aspirations compare to labor demands and automation risks. Journal of Career Assessment, 30(1), 134-156.
- Van Egdome, D., Spitzmueller, C., Wen, X., Kazmi, M. A., Baranski, E., Flin, R., & Krishnamoorti, R. (2022). Job insecurity during an economic crisis: the psychological consequences of widespread corporate cost-cutting announcements. Occupational health science, 1-25.
- Thomas, C. L., Murphy, L. D., Van Egdome, D., & Cobb, H. R. (2020). Supporting employee lactation: Do US workplace lactation benefit mandates align with evidence-based practice?. Louis UJ Health L. & Pol'y, 14, 115.
- Liu, Z., Van Egdome, D., Flin, R., Spitzmueller, C., Adepoju, O., & Krishnamoorti, R. (2020). I don't want to go back: Examining the return to physical workspaces during COVID-19. Journal of occupational and environmental medicine, 62(11), 953-958.

# Dr. Ng's Recent Publications



- Wilson, D., Ng, V., Foster, J., & Tay, L. (2024). Character Traits Predict Health and Well-Being beyond Personality. Journal of Personality Assessment, 106(1), 116-126.
- Wilson, D., Ng, V., Alonso, N., Jeffrey, A., & Tay, L. (2023). Conceptualizing “positive attributes” across psychological perspectives. Journal of Personality.
- Zhang, N., Wang, M., Xu, H., Koenig, N., Hickman, L., Kuruzovich, J., Ng, V., Arhin, K., Wilson, D., Song, Q. C., Tang, C., Alexander, L., & Kim, Y. (2023). Reducing subgroup differences in personnel selection through the application of machine learning. Personnel Psychology, 76(4), 1125-1159.



# Dr. Reyes'

## Recent Publications



- Reyes, D. L., Dinh, J., Granillo-Velasquez, K., Luna, M., Hebl, M., & Salas, E. (2024). How perceived discrimination and professional rejection sensitivity impact women's career success. Journal of Applied Social Psychology.
- Paterson-Roberts, A., Yamin, R., Mortensen, M., & Reyes, D. L. (2023). Handling rejection within the workplace: Four evidence-based approaches. Organizational Dynamics, 100993.

# Graduate Students' Recent Publications

- Hoff, K. A., Granillo-Velasquez, K. E., Hanna, A., Morris, M., Nelson, H. S., & Oswald, F. L. (2024). Interested and employed? A national study of gender differences in basic interests and employment. Journal of Vocational Behavior, 148, 103942.
- Madera, J. M., Spitzmueller, C., Yu, H., Edema-Sillo, E., & Clarke, M. S. (2024). External review letters in academic promotion and tenure decisions are reflective of reviewer characteristics. Research Policy, 53(2), 104939.
- Reyes, D. L., Dinh, J., Granillo-Velasquez, K., Luna, M., Hebl, M., & Salas, E. (2023). How perceived discrimination and professional rejection sensitivity impact women's career success. Journal of Applied Social Psychology, jasp.13018. <https://doi.org/10.1111/jasp.13018>
- Van Egdome, D., Piszczek, M. M., Wen, X., Zhang, J., Granillo-Velasquez, K. E., & Spitzmueller, C. (2023). I don't want to leave my child: How mothers and fathers affect mother's breastfeeding duration and leave length. Journal of Occupational and Organizational Psychology.
- Sabat, I., Nault, E., Fortney, S. S., Peterson, M. B., & Banerjee, D. (2023). Diversity, Inclusion, and Equity in the Engineering Curriculum: Evaluating the Efficacy of a New Teaching Module. Advances in Engineering Education, 11(3), 54-76.
- Van Egdome, D., Piszczek, M. M., Wen, X., Zhang, J., Granillo-Velasquez, K. E., & Spitzmueller, C. (2023). I don't want to leave my child: How mothers and fathers affect mother's breastfeeding duration and leave length. Journal of Occupational and Organizational Psychology.

# SIOP 2023

## Presentations

- **Granillo-Velasquez, K. E.,** Musemeche, N. P., **Reyes, D. L., & Schoolfield, L.** (2023, April). Get Ready for Work: An Examination of the Most In-Demand KSAOs [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States
- **Ayers, T., Ragsdale, J., & Brummel, B. J.** (2023, April). Cross-validating the Recovery Experience Taxonomy: CFA & weekend recovery. Poster presentation at the Thirty-eighth Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- **Osborn, S. A., Stone, A. L., & Brummel, B. J.** (2023, April). Respondent reactions to demographic survey questions. Poster presentation at the Thirty-eighth Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- **Thomas, K. N., Reyes, D. L.,** Martinez, A. M., Hayes, T. H. (2023, April). The state of sexual harassment prevention training programs: Meta-analysis and critical review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States
- **Jaramillo, K., Sabat, I.,** KostECKI, T., **Nault, E.,** Guzman, H. (2023, April). An Intersectional Qualitative Analysis of Transgender and Gender Expansive Employees. Poster Presentation to be presented at The Society for Industrial and Organizational Psychology in Boston, Massachusetts.
- **Alonso, N., Grossberg, I. R.,\* Gutierrez, A. D.,\* Hsu, C.,\* Ng, V.,** Porter, C., & **Wilson, D.** (2023, April). Trauma-informed Compassionate Leader Behaviors: Compassion for Employees with Trauma. Poster presentation at the Thirty-eighth Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.



# A O M 2 0 2 3

## P r e s e n t a t i o n s

- Kniffin, K. M., Gutierrez, A., Madera, J. M., Spitzmueller, C., Henderson, E., Edema-Sillo, E., & Lindner, P. (2023, August). Are Dual-Appointed Faculty Evaluated Differently than Single-Appointed Faculty? Paper presented at a symposium for the Annual Meeting of the Academy of Management, Boston, MA, United States.
- Gutierrez, A., Madera, J. M., Spitzmueller, C., Henderson, E., Edema-Sillo, E., & Lindner, P. (2023, August). External Review Letters Reflect Writer Characteristics That Influence Promotion and Tenure Decisions. Paper presented at a symposium for the Annual Meeting of the Academy of Management, Boston, MA, United States.

# SIOP 2024

## Presentations

- **Jaramillo, K., Nault, E., Sabat, I., Kostecki, T., Guzman, H.** (2024, April). Trans and Nonbinary Employees' Reactions to Coworkers who Share Pronouns. Poster Presentation to be presented at The Society for Industrial and Organizational Psychology in Chicago, Illinois.
- **Granillo-Velasquez, K. E., Gutierrez, A. D., Paterson-Roberts, A. Z. & Reyes, D. L.** (2024, April). The impact of professional rejection on willingness to perform and affectivity. Poster presentation at the Thirty-ninth Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- **Mehta, N., Lacerenza, C., & Reyes, D.** (2024, April). Nudging leaders to their best: An integrative review of research on leadership development and nudging. In T. Bisbey and J. Perez (Co-Chairs). Are we underutilizing communication data in I-O? New insights, tools, and strategies. Symposium conducted at the 39th annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.
- **Osborn, S. A. & Brummel, B. J.** (2024, April). Job applicant reactions to being othered on demographic forms. Poster presentation at the Thirty-ninth Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- **Keith, M., Osborn, S., & Brummel, B. J.** (2024, April). Developing a measure of leader identity integration. Poster presentation at the Thirty-ninth Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

# SIOP 2024

## Presentations

- **Nault, E., Oberkirch, C., & Sabat, I. E.** (2024, April). A Scoping Review of the Workplace Neurodiversity Literature. Poster Presentation to be presented at The Society for Industrial and Organizational Psychology in Chicago, Illinois.
- **Reyes, D.** (2024, April). In J. Madera, A. Bueno, and P. Guerrero (Co-Chairs), Oye Mi Canto, Otra Vez: Illuminating the complexities of the Latine/o/a/x experience. Panel conducted at the 39th annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.
- **Edema-Sillo, E., Mehta, N., Reyes, D., Sabat, I., & Santos, M.** (2024, April). Diversity washing: Diverse representation speaks louder than words. Poster presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- **Edema-Sillo, E., Ash, J., Nault, E., Reyes, D., & Thomas, K.** (2024, April). The harmful effects of secondary traumatic stress on child abuse pediatricians. Poster presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- **Masters-Waage, T. C., Gu, W., Spitzmueller, C., Lindner, P., Werner, C., Gutierrez, A., & Madera, J.** (2024, April). Association with diversity, equity, and inclusion harms underrepresented minority faculty success in the promotion and tenure process. In Wessel, J. L. (Co-Chair) & Kuvaeva, A. (Co-Chair). In Our Own Backyard: Diversity Science in Academic Work Contexts. Symposium conducted at the 39th annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.



# CONSULTING WORK



## CENTER FOR APPLIED PSYCHOLOGICAL RESEARCH (CAPR)

Through the Center for Applied Psychological Research (CAPR), the University of Houston I-O Psychology Program (Graduate Students: Ebenezer Edema-Sillo, Frankie Torres, Helen Gu; Faculty Advisor: Denise L. Reyes) partnered with Dr. Angela Bachim, Dr. Christopher Greeley, and Dr. Elizabeth Peeler of the Ray E. Helfer Society to develop a survey to assess employee attitudes in child abuse pediatricians.

## VOLUNTEER PROGRAM ASSESSMENT (VPA)

Last year, the University of Houston I-O Psychology program became the 10th Volunteer Program Assessment (VPA) partner organization. The VPA is a cutting-edge and innovative volunteer assessment system. The assessment is designed to promote nonprofit organizational effectiveness by focusing on the volunteer program as seen through the perspective of volunteers using a comprehensive and validated volunteer attitudes and engagement survey. Ivy Grossberg, Ally Gutierrez, Chia-Hao Hsu, Kalifa Thomas, Nandini Mehta, and Alyssa Ortega are the organizational effectiveness consultants involved and Dr. Denise Reyes is the faculty sponsor. We have worked with 11 nonprofit organizations since the Spring of 2023. Through involvement in the VPA program, graduate students have gained practical experience and training necessary for applied settings. For more information, visit our [website](#).



# DOCTORAL DEGREE RECIPIENTS



**Drake**

**Van Egdome**

**Dissertation Title:**  
Supporting Working  
Parents: The Effects of  
Work-Family Policies on  
Job Performance



**Helen Gu**

**Dissertation Title:**  
Diversity, Equity, and  
Inclusion Engagement  
Among Faculty:  
Impact on Promotion  
and/or Tenure

# DOCTORAL DEGREE RECIPIENTS



**Danielle Wicke**

**Dissertation Title:**  
Differences in Diversity  
Conceptualizations and  
the Relationship  
between Diversity  
Climate, Belongingness,  
and Turnover in US  
Manufacturing

# SUCCESSFUL DISSERTATION PROPOSALS



**Kenneth  
Granillo-  
Velasquez**

**Dissertation Title:**

The Impact of  
Professional Rejection  
on Affectivity and  
Willingness to Perform



# MASTER'S DEGREE RECIPIENTS



**Kalifa Thomas**

**Thesis Title:**  
The Occupational Skills  
and Knowledge  
Inventory (OSKI):  
A Measure Validation  
Study Assessing Person-  
Occupation Fit



**Ebenezer  
Edema-Sillo**

**Thesis Title:**  
Epistemic Exclusion and  
Cultural Taxation in the  
Promotion and Tenure  
Process: Implications for  
the Career Advancement  
of Underrepresented  
Faculty

# MASTER'S DEGREE RECIPIENTS



**Kristen  
Jaramillo**

**Thesis Title:**  
Not All of Me Is  
Welcome Here:  
The Experiences of  
Trans and Gender  
Expansive Employees of  
Color in the U.S

# SUCCESSFUL MASTER'S DEGREE PROPOSALS



**Ivy Grossberg**

**Thesis Title:**  
Utilizing Trauma-  
Informed  
Compassionate Leader  
Behaviors for  
Employees Facing  
Health-Related Trauma



**Nandini  
Mehta**

**Thesis Title:**  
Persevering Through  
Stress: An Examination of  
Professional Rejection  
During the Job Search

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Thomas



**VICE  
PRESIDENT**

Ivy  
Grossberg



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**FINANCIAL  
VICE  
PRESIDENT  
Chia-hao  
Hsu**



**WEBMASTER/  
ALUMNI  
RELATIONS  
Ally  
Gutierrez**

# 2023-2024 GAIOP OFFICERS



**EVENT  
COORDINATOR**

**Nandini  
Mehta**



**HISTORIAN**

**Ebenezer  
Edema-Sillo**

# HOW TO DONATE

1. Navigate to the UH Secure Giving donation portal
  - <https://giving.uh.edu/gift>
2. In the “Search Funds” section, type “I/O”
3. There are three active funds to support I-O graduate students
  - I/O Grad Students Fund
    - Used to fund I-O graduate student conference travel and support professional development
  - Bart Osburn I/O Psychology Scholarship Fund
    - Used to provide scholarship funding to support I-O graduate students
  - James E. Champion Endowed Scholarship for I/O Psychology
    - Used to provide scholarship funding to support I-O graduate students
4. Select one of the three active funds
5. Choose a donation amount
6. Complete filling out your information (e.g., donation frequency, credit card information, etc.)
7. Submit donation