An introduction to our programs

Newsletter by Jasmine Beechem, Brittney Amber, Montana Drawbaugh, and Matt Grabowski

Hello everyone! Welcome to our first semi-annual IUPUI IO & ASOP Newsletter. We are excited to share new updates and achievements from our faculty and students, as well as introduce our newest cohort, our current students, and our 2018 graduating class. In the past year, our faculty and students have been working hard continuing and starting new research and internships, presenting at and attending conferences, and publishing new work. Read on to meet our students and see what our program is up to.
TWO DEGREES IS THE BEES KNEES

As IUPUI celebrates it’s 50th year anniversary this year, we are proud to reflect on the long-standing I/O program here in the IUPUI School of Science. This program is founded on preparing students for both the applied and academic sectors, recruiting small cohorts of exceptional students. Currently, we have eight master’s students: our newest cohort, Arielle, Brad, Devin, and Leidy join our second-year cohort Chelsey, Dominique, Montana, and Virginia. We are immensely proud of how our program continues to grow, and, for many years, our faculty have been designing a new doctoral degree program to provide even more opportunities for students to pursue advanced degrees in the field. In 2016 the Applied Social and Organizational Psychology (ASOP) doctoral program was officially approved by Purdue and Indiana Universities. This brand-new PhD program builds on the well-established Industrial-Organizational master's program, and is designed to give students in-depth I/O, statistics, and research methods training, just like our master’s program, but with an additional focus on diversity science. In 2017 we recruited and welcomed our first ASOP cohort, Jasmine, Faz, and Matt, who are joined this fall by our two newest ASOP students, Tuyen and Brittney.

IO Program Excellence: #1 in program culture

Our I/O master’s and ASOP PhD programs intertwine significantly, sharing five core faculty: Dr. Jane Williams, Dr. Peggy Stockdale, Dr. Leslie Ashburn-Nardo, Dr. Dennis Devine, and Dr. Eva Pietri. These faculty have cultivated and encouraged a culture of friendship and collaboration centered around personal and professional development. Our culture and environment is truly what makes this program stand out - we all live and work by our program motto "Work hard, play hard, be a good friend". In fact, in March 2018 The Industrial-Organizational Psychologist, a SIOP publication, released new rankings for graduate programs in IO Psychology based on student perceptions of program quality and we are extremely excited to receive the #1 ranking of program culture for MA/MS programs. As a small, tight-knit program, we put a lot of pride into knowing we have a wonderful culture where students will thrive and succeed. Our continued growth through the launch of a new doctoral program and #1 ranking in culture for our IO master’s program are just a few of the successes we have celebrated in the past year. We want to say thank you to all our Alumni and friends of the program for all the support you provide for our faculty and students, you are all an integral part of our positive program culture as well! We hope you enjoy learning a bit more about our current students and what the program has been up to the past year.
Getting to know our core faculty

**Leslie Ashburn-Nardo** is an Associate Professor of Psychology and Director of the Applied Social and Organizational Psychology doctoral program and the Industrial/Organizational Psychology master’s program at IUPUI. She received her PhD in Experimental Social Psychology at the University of Kentucky. Her research focuses on documenting the various ways that women, African Americans, and other underrepresented groups are stigmatized; as well as strategies that stigmatized targets and their allies can use to reduce prejudice and foster inclusivity.

**Dennis Devine** is an Associate Professor of Psychology at IUPUI. He received his MS and PhD in IO Psychology from Michigan State University, and is currently finishing a master's degree in the IU School of Law. He is fascinated by workgroups and teams in all their many forms, particularly sports teams and juries, and his current research relates to how juries reach their verdicts. When he doesn't have his work hat on, he likes to play volleyball, read history, walk, bike ride, watch sports and movies, and play board-games with friends. Dennis loves animals, he has 3 cats and likes to volunteer to walk dogs at a local animal shelter.

**Eva Pietri** is an Assistant Professor at IUPUI. She received her Ph.D. in Psychology at Ohio State University and completed a postdoctoral position at Yale University. Broadly, her research investigates how basic processes in social cognition and attitudes influence a variety of domains that are pertinent to real world issues. She aims to use theories and research from social psychology to guide the development of interventions to help promote diversity in STEM fields.

**Margaret (Peggy) Stockdale** is a Professor of Psychology and the Chair of the Psychology Department at IUPUI. She received her Ph.D in Industrial-Organizational Psychology at Kansas State University. She is a Fellow of the American Psychological Association, the Society for Industrial/Organizational Psychology, and the Society for the Psychological Study of Social Issues. Her research and consulting address gender issues in the workplace.

**Jane Williams** is an Associate Professor of Psychology and Associate Dean for the School of Science at IUPUI. She received her MS and PhD in I-O Psychology at the University of Akron. Her research investigates how performance feedback, self-evaluation, and multi-source feedback systems can positively influence employee development. She and her husband, Eric, have three children; two daughters and a son. When not at work Jane enjoys tennis, reading, and can typically be found watching her kids play soccer and/or listening to her daughter sing.
Getting to know our newest students

**Tuyen Dinh** is a Presidents Diversity Fellow and first-year doctoral student in the ASOP program, working under the mentorship of Dr. Peggy Stockdale, as well as participating in her lab and Dr. Ashburn-Nardo's lab. She received her bachelor's in psychology at the University of Houston and is interested in studying diversity and discrimination in the workplace, aiming to understand the experiences of stigmatized groups on both a societal and organizational level through an intersectionalized lens. Outside of research, she enjoys longboarding, live concerts, and art shows.

**Devin Jewell** is a first-year master's student who received her bachelor's in Psychology from the University of Mississippi. She is working on her thesis with Dr. Eva Pietri examining the role genuineness plays in diversity. Her broad research interests include diversity in the corporate environment, gender bias, and judgments and perceptions of feminism. She brings these research interests to Dr. Pietri and Dr. Ashburn-Nardo's labs. In her free time, she likes to read past and present Supreme Court decisions, listening to true crime podcasts, and has a dog named Sadie.

**Arielle Lewis** is a Kabat Fellow and first-year master's student in the I/O program. She is originally from Cleveland, Ohio and received her B.S. in Psychology from Xavier University. Her research interests include racial bias and stereotypes in performance evaluation, working on this research with Dr. Leslie-Ashburn Nardo, Dr. Eva Pietri, Dr. Jane Williams, and Dr. Christopher Porter. She is examining perceptions of organizational safety and diversity in her thesis with Dr. Ashburn-Nardo. During her free time she likes to listen to Spoken Word and try new restaurants with friends.

**Leidy Trujillo** is a first-year master's student in the I/O program, interested in diversity & workplace discrimination and prejudice confrontation. She comes from Florida State University, where she received her bachelor's in Psychology. She is exploring intragroup biases within the Hispanic community with Dr. Ashburn-Nardo for her thesis. She is also involved in Dr. Ashburn-Nardo, Dr. Pietri, and Dr. Stockdale's research labs. During her free time, she enjoys cooking, movies, video games, and Orangetheory fitness. She also speaks three languages: Spanish, English and Italian.

**Brad Wolfred** is a first-year master's student in the I/O program and received his bachelor's in Psychology from the University of Dayton in Ohio. He is working on his thesis with Dr. Jane Williams, investigating supervisors' organizational commitment in order to predict the degree to which they engage in performance appraisal systems demands. Other research interests that he is bringing to Dr. Ashburn-Nardo's lab include feedback, as well as teams and leadership in organizations. He is happy to be back in his hometown of Indianapolis, is a big fan of old music, and enjoys podcasts on road trips.
Getting to know our current students

**Brittney Amber** is a third-year student in the program. She just finished the I/O master's program and is now a doctoral student in the ASOP program. While completing the master's program she was a Kabat Fellow, and spends a majority of her time doing research on a variety of applied topics. Her primary research interests center around understanding and improving how people work together. She currently works with Dr. Peggy Stockdale, Dr. Dennis Devine, and is a lab manager and primary research assistant for Dr. Christopher Porter in the Kelley School of Business - Indianapolis. She likes to spend her free time with her cats and husband, watching too much TV, having game nights, and finding new favorite restaurants.

**Jasmine Beeham** is a Presidents Diversity Fellow and second-year doctoral student in the ASOP program. Her research interests include diversity and bias in the workforce, and her thesis is looking at illegal interview questions and applicant reactions. She is a currently working on research with Dr. Eva Pietri and Dr. Dennis Devine. She is involved in the Graduate Writing Program and Underrepresented Professional and Graduate Student Organization (UPnGO). She likes movies, board games, art, reading, and intersectional feminism.

**Dominique Burrows** is a Kabat Fellow and second-year master's student in the I/O program. She works with Dr. Leslie Ashburn-Nardo on her thesis and studies examining the dehumanization of voluntary child-free people and meta-perceptions based off of social media. She also works with Dr. Eva Pietri and Dr. Christopher Porter in the Kelley School of Business, Her general research interests include national origin bias, discrimination against immigrants in the workplace, and discrimination and incivility in the tourism industry between native and expat workers. When she's not conducting research, she enjoys drinking tea, reading books, and FaceTiming her dog.

**Montana Drawbaugh** is a second-year master's student in the I/O program. She is completing her thesis on implicit person theory and performance appraisal effectiveness with Dr. Jane Williams, and is also helping her write a chapter on the same topic. She is a lab manager for, and is working on multiple projects with Dr. Eva Pietri and Dr. Leslie Ashburn-Nardo. She is also collaborating on a project with Dr. Devine about jury decision making and faultlines. Her main research interests are performance management, feedback, and emotional labor, as well as leadership and stress. She likes reading, mentoring students, and watching soccer on occasion.
Getting to know our current students

**M. Fazuan (Faz) Abdul Karim** is a second-year doctoral student in the ASOP program. He works with Dr. Leslie Ashburn-Nardo on this thesis and other research projects, as well as with Dr. Dennis Devine. His primary research interests converge around the topics of interpersonal and intrapersonal relationships, such as how Black targets who engage in resume whitening may be perceived negatively by their fellow ingroup members. The ultimate goal of his research is to promote more inclusive and diverse environments - especially in an organizational setting - for everyone, irrespective of their social identities.

**Matt Grabowski** is a second-year doctoral student in the ASOP program. He completed his MA in I/O Psychology at Xavier University, where he completed his thesis, entitled *The Relationship between Organizational Democracy and Job Satisfaction*. His areas of research interest are broadly associated with issues related to diversity and inclusion topics, bias and discrimination, and social justice. He is currently engaged in research projects with Dr. Leslie Ashburn-Nardo, who he is also a lab manager for, and Dr. Dennis Devine. Outside of school he enjoys reading, hiking, and playing games.

**Virginia Rhodes** is a second-year master’s student in the I/O program. Her general research interests include STEM, diversity, and allyship. As such, her thesis, under the mentorship of Dr. Eva Pietri, examines allyship’s role in increasing belonging and trust for Black women in STEM-related fields. She is a research assistant at the STEM Education Innovation & Research Institute where she is currently investigating the relationship between empowerment and student peer-leaders in STEM classrooms. She enjoys spending her free time watching movies, learning about different cultures, and traveling.

**Chelsey Skipton** is a second-year master’s student in the I/O program. Her thesis investigates the composition of informal roles and the effects on team performance. She is interested in research on diversity and inclusion in the workplace, with one of her studies investigating gender differences in negotiation for higher pay in order to provide insight on (and hopefully diminish) the gender pay gap. She is currently getting applied work experience as an intern in a human resources department. In her free time, she likes to read or be active outside.
Getting to know the 2018 graduates

Mentioned above is Brittney Amber, an August 2018 graduate of the I/O Master’s program. She is continuing on to our Applied Social and Organizational Psychology PhD program this year.

Declan Gilmer is a recent graduate of the master’s program. They were a University Fellow and worked with Peggy Stockdale. Their thesis explores the existence and effects of chronotype bias (e.g., “early birds” and “night owls”) against flexible scheduling in the workplace, and their research interests include work schedules, work stress/recovery, identity management, and occupational health psychology topics in general. They worked as a TA and RA and helped start the School of Science Multidisciplinary Graduate Student Committee. In their spare time they enjoy exploring, staying active in the queer community, hanging out with friends, and learning new things.

LeClaire Teets graduated from the I/O master’s program in August 2018. Her research interests pertain to discrimination in the workplace, specifically towards individuals with disabilities. She completed her thesis under the guidance of Dr. Leslie Ashburn-Nardo, and is interested in improving retention of both employees and volunteers in nonprofit and volunteer organizations. She recently accepted a job at Eli Lilly and Company as a Senior Associate of Global Organizational Surveys.

Ellen Smith is a 2018 graduate from the Master’s program. Her research interests include work/life balance and gender discrimination in the workplace. Her thesis examined employee’s use of flexible working arrangements in relation to organizational support at both the institutional and managerial levels. Ellen served as the lab manager for Peggy Stockdale’s lab, and worked as a TA for several undergraduate psychology courses. Ellen can often be found fueling her caffeine addiction at a local coffee shop, expanding her record collection, or planning her next road trip.

Jacob Wolfarth graduated from the Master's program in May of 2018. His primary research interests are understanding and improving team effectiveness, particularly in studying sports team effectiveness. In his free time he plays the horn in a community band and loves reading classic British and Russian literature. Since graduating, he has been working at TechPoint as an Independent research consultant on several research initiatives. Primarily, he works to analyze and distill the main jobs in tech, giving university students and career changers a resource they can use to help understand the knowledge, skills, and abilities required to succeed in various tech job families.
LABS LEADING THE WAY

ASPIRe Lab

Dr. Leslie Ashburn-Nardo

Ashburn-Nardo’s Stereotyping, Prejudice, and Intergroup Relations (ASPIRe) Lab has the goal of documenting how minorities and underrepresented groups (i.e., women, African Americans) are stigmatized. Much of our research involves subtle biases as well as those that are unexpected or counterintuitive. In addition, we investigate individual strategies (e.g., confrontation) that stigmatized individuals and their allies can use to reduce prejudice and foster inclusivity.

This past year we have focused on two streams of research:

• Examining how people perceive scientific research and the scientists who conduct the research.
• Examining how people imagine and form impressions of voluntarily childfree working women.

For more information about the lab and for recent lab news, see: www.ashburn-nardo.com
We have also been quite active at conferences! Here are some recent highlights:

SESP
- In it, the paper she is a part of: Nittrouer, C. L., Hebl, M. R., Ashburn-Nardo, L., Trump-Steele, R., Lane, D. M., & Valian, V. V. (2018, October). The influence of gatekeepers: Gender disparities in colloquium speakers at top universities. Paper to be presented at the Society for Experimental Social Psychology, Seattle, Washington.

SPSSI

MPA
- Dom (current I/O MS student) and Faz (current ASOP PhD student) were selected as recipients of the 2018 MPA Diversity Travel Award.

SIOP
PSIA Lab

Dr. Eva Pietri

In Pietri’s Social Intervention & Attitudes (PSIA) lab, we seek to investigate how attitudes and social cognition processes influence a variety of domains relevant to real-world issues. Our lab’s research is guided by theories and research from the field of social psychology to develop successful and impactful interventions. Much of our current research has the overarching goal of reducing biases and promoting diversity in science, technology, engineering, and mathematics (STEM) fields.

This past year, in particular, we conducted a few in-lab studies as well as a multitude of online studies. Here are a few of our current research streams:

-Exploring how teaching about constraining stereotypes for men (i.e., masculinity biases relating to modest and fatherhood) influences women’s identification with male role models in STEM

-Exploring video vs. written interventions to improve attitudes towards stigmatized groups (i.e., women in STEM)

-Exploring who acts a role model for women with multiple stigmatized identities

For more information about the lab and for recent lab news, see: www.pietrilab.com
PSIA Lab

Eva also gave multiple invited presentations, disseminating research conducted in her lab:


Eva also received a few grants with other I-O faculty to support the labs’ work:


We’ve also presented at many conferences:


*indicates a student from the lab
LABS LEADING THE WAY

WOW Lab

Dr. Peggy Stockdale

In the WOWmen and Work (WOW) lab, Dr. Peggy Stockdale and her students are currently working on research relating to women in the workplace, including topics such as sexual harassment, women in STEM, and the effects of social movements like Me Too on women in their workplaces' and on workplace policies. The WOW lab is currently coordinating several conference submissions on topics relating to sexual harassment to continue address this long-standing workplace issue and bring the conversation to the forefront of public discussion at academic conferences.

Current research streams include:

- Power and sexual harassment, a project that examines the effects of different types of power on proclivity to sexually harass and why those who feel other-focused power may still be more inclined to exert that power through sexual harassment.
- "The Trump Effect", a multi-part research stream that looks at how over the past two years multiple high-profile cases of "calling-out" sexual harassment appearing frequently in the news impacts women.
- Think Scientist - Think ?, an ongoing study that is building on classic "Think Manager, Think Male" paradigms to investigate if students have different stereotypes about male and female faculty members, specifically scientists.
- The W2RN (Working Women Research Network) is a network built by Peggy, in partnership with the Integrating Women Leaders Foundation, of Indianapolis area working women. This network will help us answer questions relevant to working women and women leaders. In particular, we are interested in what organizations have done over the past two years in response to the Me Too movement and heightened public discussion about sexual harassment.
A few recent highlights of publications and conference presentations for our lab: (*Designates students from the WOW lab)

"I like that Indy is large enough to explore, but small enough that you are unlikely to feel lost here. I like to ride my bike around town or on trails, visit farmers' markets, community garden, cook vegan food, read, and work out. There are volunteer opportunities of all sorts, plenty of local concerts, a million breweries, and so many great and kind people." - Declan G.

"Since coming to Indy, I have only scratched the surface in terms of exploration but have enjoyed checking out various bars, shops, and restaurants in different areas of the city such as Speedway, Mass Ave, Fountain Square, and Broad Ripple. I'm excited to continue to explore the city over the next few years of the program." - Matt G.

"I like that IUPUI is right downtown, and I think Indy is a great sized city - you can always find something to do and everything you need is easy to find. I love the people I'm around in this program, the faculty, staff, and especially the other students. The people are the best part of this program. We have game nights and movie nights together, or go out for drinks or to our favorite restaurants together - I love spending my time with these people." - Brittney A.

"I love walking/hiking, biking, going to movies and hanging out with friends, and there are plenty of opportunities to do any of that within a 20 minute drive." - LeClaire T.

"There are plenty of great options for food (check out The Eagle for some of the best fried chicken you've ever had), coffee (the pistachio latte at Coat Check Coffee is a must), and music (The Old National theatre is an awesome venue). If you are into the outdoors be sure to check out Eagle Creek park, White River State Park, or the Monon Trail!" - Ellen S.

"What I like about Indy is the affordability and the walkability of downtown. I love the city vibe and the ability to have almost anything at you finger tips, but the prices are much more affordable compared to Chicago, New York, or other big cities. For fun around Indy, I like to try new restaurants or run along the canal." - Chelsey S.

"I'm new to city living so I'm trying to explore the opportunities more. So far I enjoy going to the mall a few minutes from campus to watch movies, walk along the Canal downtown during the day, play games with people in the program, and join with other school of science students to play Ultimate Frisbee." - Jasmine B.
Impact Impressions: Recognizing Faculty Work


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Williams, J. R. (April, 2015). Leading from a Justice Perspective. The Department Chair. 5-6.


Thank you!!

Thank you for reading and supporting us.

Join us next time for:
Why IUPUI
Alumni Updates
Alum of the Year Award
Conferences and poster presentations
And Q&A

If you would like to contact the newsletter editor, you may contact Jasmine Beecham by email at jasbeech@iu.edu