

UH I-O Program 2024-2025 Newsletter



- 2. SIOP Reception Details
- 3. I-O Affiliate Professor Spotlight
- 5. Alumni Spotlight
- 7. Recent Publications in the Program
- 9. 2025 SIOP Presentations
- 14. Inaugural I-O Day
- 15. Ph.D. and Master's Degrees Awarded
- 17. Comps Champions
- 18. 2024-2025 Graduate Interns
- 20. Fall 2024 Brownbag Presentations
- 21. I-Os in the Wild
- 22. Interested in Giving Back to the Program?
- 23. Alumni Survey

UH I-O SIOP RECEPTION



SIOP ANNUAL CONFERENCE

DENVER, COLORADO • April 2-5, 2025

**If you will be attending SIOP this year,
please RSVP for the UH I-O Reception!**



April 3rd, 2025

From 7:00 to 9:00 PM MST

Colorado Convention Center

Bluebird 3E/F

700 14th Street, Denver, CO

I-O AFFILIATE SPOTLIGHT: ASSISTANT PROFESSOR KAYLEE LITSON



Dr. Litson is an Assistant Professor at the University of Houston, presently affiliated with the Industrial-Organizational Program. As an interdisciplinary quantitative psychologist, Dr. Litson's expertise is in the development and application of structural equation models using constructively defined latent variables. Dr. Litson engages in work intersecting quantitative psychology, education, industry, and health, prioritizing ways to appropriately apply methods to answer applied research questions in ways that are both accurate and easily interpretable. Dr. Litson earned their Ph.D. in Quantitative Psychology from Utah State University in 2019. Currently, Dr. Litson leads the Interdisciplinary Quantitative Research (IQR) Collaboratory and is co-PI on an NSF grant (2020-2025), "Collaborative Research: Impacts of Hard/Soft Skills on STEM Workforce Trajectories."

DR. LITSON'S SELECTED PUBLICATIONS

Peugh, J. L., & **Litson, K.** (forthcoming in 2025). Monte Carlo Power Analysis Using Mplus and R. Guilford Press.

Feldon, D. F., **Litson, K.**, Fields, D., Clark, H., Jessop, L., Brockbank, R., & Cahoon, B. (2024). Idiographic Measures. In Mixed Methods for Psychological Measurement (pp. 69-100). Routledge.

Jeong, S., Rague, J., **Litson, K.**, Feldon, D. F., Lawler, M. J., & Plummer, K. (2024). Effects of decision-based learning on student performance in introductory physics: The mediating roles of cognitive load and self-testing. *Education and Information Technologies*, 1-21.

Blaney, J. M., Feldon, D. F., & **Litson, K.** (2024). Tapping into early PhD aspirations to advance gender equity in computing: predicting PhD interest among upward transfer students. *Studies in Graduate and Postdoctoral Education*, (ahead-of-print).

Coffman, D. L., Dziak, J. J., **Litson, K.**, *Chakraborti, Y., Piper, M. E., & Li, R. (2023). A causal approach to functional mediation analysis with application to a smoking cessation intervention. *Multivariate Behavioral Research*, 58(5), 859-876.

Peugh, J. L., **Litson, K.**, & Feldon, D. F. (2023). Equivalence testing to judge model fit: A Monte Carlo simulation. *Psychological Methods*.

ALUMNI SPOTLIGHT: SENIOR ANALYTICS LEAD DANIELLE WICKE



Danielle Wicke is a Senior Analytics Lead on the People Science team at Owens Corning. As part of the Manufacturing Talent Council, her work is focused on the company's global frontline employees. Such work includes practical applications of job analysis, employee listening, frontline assessment, and utilizing plant and sentiment metrics to measure employee experience. Danielle has also presented at SIOP and LEAP HR Manufacturing conferences and has an article in the SIOP TIP winter edition. She graduated with her Ph.D. in Industrial-Organizational Psychology from the University of Houston in 2023.

DR. WICKE'S RECENT PUBLICATIONS

Wilson, D., Ng, V., Alonso, N., Jeffrey, A., & Tay, L. (2024). Conceptualizing “positive attributes” across psychological perspectives. *Journal of Personality*, 92(3), 683-696.

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.

Hickman, L., Kuruzovich, J., **Ng, V.,** Arhin, K., & **Wilson, D.** (2023). Oversampling Higher-Performing Minorities During Machine Learning Model Training Reduces Adverse Impact Slightly but Also Reduces Model Accuracy. arXiv preprint arXiv:2304.13933.

RECENT PUBLICATIONS IN THE PROGRAM

Masters-Waage, T., Spitzmueller, C., **Edema-Sillo, E., St. Aubin, A.**, Penn-Marshall, M., Henderson, E., ... & Madera, J. (2024). Underrepresented minority faculty in the USA face a double standard in promotion and tenure decisions. *Nature Human Behaviour*, 8(11), 2107-2118.

Jaramillo, K. N., Sabat, I. E., Nault, E., Kostecki, T. P., & Guzman, H. (2024). Not All of Me Is Welcome Here: The Experiences of Trans and Gender Expansive Employees of Color in the US. *Sex Roles*, 90(12), 1891-1911.

Jaramillo, K., Sabat, I., & Dray, K. (2024). The Choice to Confront: The Antecedents, Outcomes, and Moderators of Confronting Discrimination in the Workplace. *Diversity, Equity, and Inclusion (DEI) Management*, 6, 77-99.

Granillo-Velasquez, K. E., Musemeche, N. P., & **Reyes, D. L.** (2024). Mapping the modern workforce: An overview of workforce competency demands. *The Career Development Quarterly*.

Granillo-Velasquez, K. E., Hoff, K. A., Hanna, A., Oswald, F. L., & Morris, M. L. (2025). Comparing methods of measuring interest fit: A large prediction study with career choice satisfaction. *International Journal of Selection and Assessment*, 33(1), e12506.

Hoff, K. A., **Granillo-Velasquez, K. E.**, Hanna, A., Morris, M. L., Oswald, F. L., & Rounds, J. (2024). Interest gaps in the labor market: Comparing people's vocational interests with national job demands. *Journal of Business and Psychology*, 1-22.

RECENT PUBLICATIONS IN THE PROGRAM

Traylor, A. M., Dinh, J. V., Ng, L. C., **Reyes, D. L.**, Cheng, S. K., Croitoru, N. C., & Salas, E. (2024). It's about the process, not the product: A meta-analytic investigation of team demographic diversity and processes. *Organizational Psychology Review*, 14(3), 478-516.

Follmer, K. B., **Sabat, I. E.**, Jones, K. P., & King, E. (2024). Under attack: Why and how IO psychologists should counteract threats to DEI in education and organizations. *Industrial and Organizational Psychology*, 17(4), 452-475.

Osborn, S. A., **Brummel, B. J.**, & Walton, H. R. (2024). Trainer perspectives on personality-based group training: Learning objectives, training outcomes, and best practice recommendations. *Consulting Psychology Journal*, 76(2), 197-223.

Winterberg, C. A., Osborn, S. A., & **Brummel, B. J.** (2024). 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.

Wilson, D., Ng, V., Alonso, N., Jeffrey, A., & Tay, L. (2024). Conceptualizing “positive attributes” across psychological perspectives. *Journal of Personality*, 92(3), 683-696.

Jeong, S., Rague, J., **Litson, K.**, Feldon, D. F., Lawler, M. J., & Plummer, K. (2024). Effects of decision-based learning on student performance in introductory physics: The mediating roles of cognitive load and self-testing. *Education and Information Technologies*, 1-21.

2025 SIOP PRESENTATIONS

Presentation Name	Presentation Type	Date & Time (MST)	Location	Authors
The Call is Coming From Inside the House: Exploring the Underrepresentation of Diversity Research in I/O Journals	Poster	April 3rd 8:00 - 8:50 AM	Mile High Ballroom	Evan Nault, Kristen Jaramillo, Garam Kim, Isaac Sabat
Do We Practice What We Preach? An Honest Discussion of How We Use Differing Selection Methods in I/O Graduate Admissions	Panel	April 3rd 8:00 - 8:50 AM	Room 601	Jose Rodríguez, Olabisi Atoba, Bradley Brummel, Timothy Huelsman, Lisa Kath, Elliot Lasson., Patrick McCarthy, Jessica Sim
Personality Development in the Workplace: An Interactive Science-Practice Discussion	Alternative Session Type	April 3rd 10:30 -11:20 AM	Room 304	Bradley Brummel, Brian Connelly, Katherine Frear, Peter Harms, Samantha Paustian-Underdahl, Elena White, Bart Wille
A Leadership and Management Combinations Framework	Poster	April 3rd 1:00 - 1:50 PM	Mile High Ballroom	Ally St. Aubin, Heidi Pincock, Josh Ash, Chizoomu Ayika, Bradley Brummel

2025 SIOP PRESENTATIONS

Presentation Name	Presentation Type	Date & Time (MST)	Location	Authors
Perceived Needs and Outcomes from Coaching for Female Leaders in Global Development	Symposium	April 3rd 1:00 - 1:50 PM	Rooms 405/406	Heidi Pincock, Bradley Brummel, Kathryn Bean, Fiona Macaulay
Invited: COI - Responding to DEI Backlash in Organizations	Alternative Session Type	April 3rd 1:00 - 1:50 PM	Room 702/704/706	Isaac Sabat, Kristen Jones, Kayla Follmer, Megan Korsak
A Taxonomy of Team Developmental Intervention Outcomes	Poster	April 3rd 2:00 - 2:50 PM	Mile High Ballroom	Seth Osborn, Bradley Brummel
Identity-Response Option Incongruence in Demographic Measurement	Poster	April 3rd 4:00 - 4:50 PM	Mile High Ballroom	Seth Osborn, Bradley Brummel

2025 SIOP PRESENTATIONS

Presentation Name	Presentation Type	Date & Time (MST)	Location	Authors
Effects of Borderline Personality Disorder Stigma on Work Precarity	Poster	April 3rd 4:00 - 4:50 PM	Mile High Ballroom	Evan Nault, Isaac Sabat
Beyond the Binary: Gender Expansive Careers Research Incubator	Panel	April 3rd 5:00 - 5:50 PM	Room 405/406	Ahleah Miles, Abbey Salvas, Hayden DuBois, Kristen Jaramillo, Evan Nault
Exploring the Effects of Organizational Information Security on Trusts and Commitment	Poster	April 3rd 5:00 - 5:50 PM	Mile High Ballroom	Hsiao-Feng Li, Chia-hao Hsu, Kuo-Yang Kao, Li Pan
Using TICLB in Health-Related Trauma	Poster	April 4th 8:00 - 8:50 AM	Mile High Ballroom	Ivy Grossberg
Using Collective Autoethnography to Pilot Test a Boundary Management Intervention	Poster	April 4th 1:00 - 1:50 PM	Mile High Ballroom	Haley Cobb, Candice Thomas, Bradley Brummel, Destiny Castro, Ryszard Koziel, Andrew Woodworth, Ava Richard

2025 SIOP PRESENTATIONS

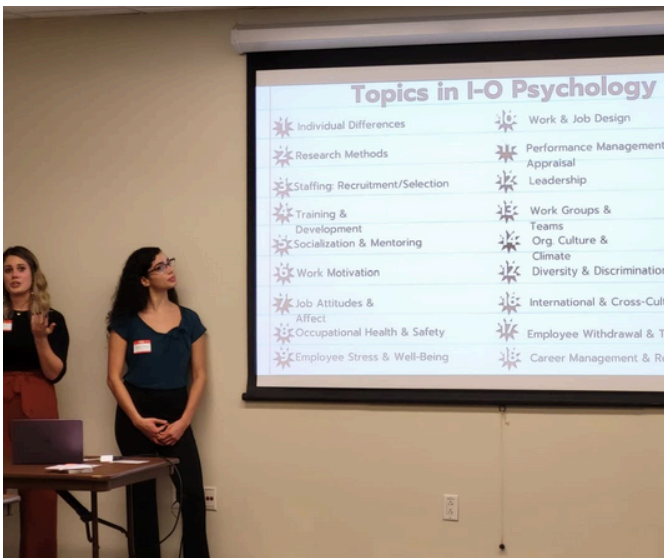
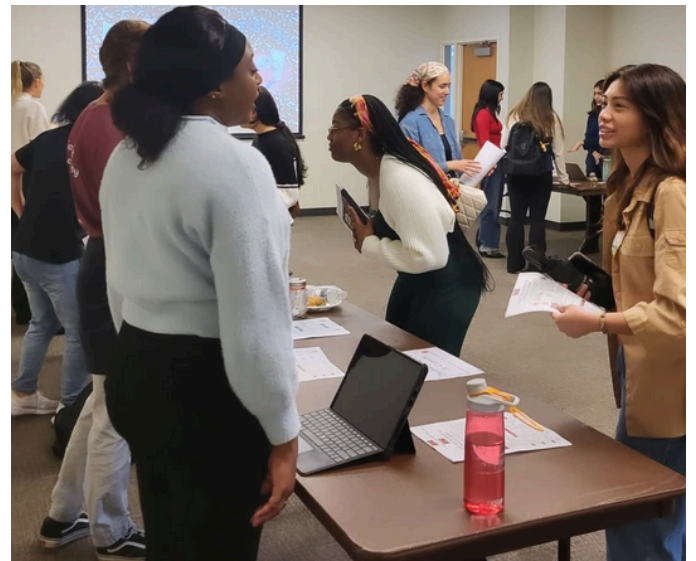
Presentation Name	Presentation Type	Date & Time (MST)	Location	Authors
Occupational Health or Illness Psychology: Analyzing an Emerging Field	Poster	April 4th 1:00 - 1:50 PM	Mile High Ballroom	Chia-hao Hsu, Navrose Bajwa, Vincent Ng
The Path from Surviving to Thriving: Navigating the Workplace After Trafficking	Poster	April 4th 4:00 - 4:50 PM	Mile High Ballroom	Kalifa Thomas, Nandini Mehta, Denise Reyes, Nabira Adnan, Julie Dinh
The Power of Psychological Safety in Asking for Help: A Personality Perspective	Poster	April 4th 4:00 - 4:50 PM	Mile High Ballroom	Jessica McDuffie, Meaghan Tracy, Nandini Mehta, Deidre Hall
Identifying Key Personality Traits in Leadership Effectiveness	Poster	April 4th 5:00 - 5:50 PM	Mile High Ballroom	Kenneth Granillo-Velasquez, Alyssa Ortega, Kalifa Thomas Denise Reyes
Suite Disposition: Identifying Personality Profiles in Executive Leaders	Poster	April 4th 5:00 - 5:50 PM	Mile High Ballroom	Jerod White, Ebenezer Edema-Sillo, Nadine Maliakkal, Matt Lemming

2025 SIOP PRESENTATIONS

Presentation Name	Presentation Type	Date & Time (MST)	Location	Authors
Challenging Gender Stereotypes: Executive Leadership Personality and Performance	Poster	April 4th 5:00 - 5:50 PM	Mile High Ballroom	Ebenezer Edema-Sillo , Jerod White, Alise Dabdoub, Anne-Marie Paiement
Development of the Supervisor Satisfaction Questionnaire	Poster	April 5th 10:30 - 11:20 AM	Mile High Ballroom	Michael Tapia, Alexander Paterson-Roberts , Seth Osborn, Bradley Brummel
Exploring Equity in Academia: Uncovering Biases for Marginalized Faculty	Symposium	April 5th 12:30 - 1:50 PM	Room 304	Ally St. Aubin , Vincent Ng , Juan Madera, Christiane Spitzmueller
Emerging Technologies in the Future of Work: Which Industries are We Neglecting?	Panel	April 5th 3:00 - 3:50 PM	Room 207	Lauren Moran, Layla Dang, Sophia Houston, Bradley Brummel , Stephanie Payne, Jennifer Rineer, Christopher Wiese
Why Some Creatives Learn to use Generative AI (and Others Do Not)	Poster	April 5th 3:00 - 3:50 PM	Mile High Ballroom	Navrose Bajwa , Kevin Askew, Michael Bixter

INAUGURAL I-O DAY

On December 4th, 2024, we had our inaugural I-O Day where undergraduate students got the opportunity to learn more about our field, as well as interact with faculty and grad students.



IS THERE A DOCTOR IN THE HOUSE?

Congratulations to DOCTOR Kenneth Granillo-Velasquez who successfully defended his dissertation!! Dr. Granillo-Velasquez has also started working at Modern Executive Solutions as a Human Capital & Data Analytics Consultant. Best of luck!!



**Kenneth
Granillo-Velasquez**

Dissertation Title:
The Impact of Professional
Rejection on Affectivity and
Willingness to Perform

MASTER'S DEGREES AWARDED

Congratulations to Ivy Grossberg & Nandini Mehta for defending their theses and earning their MA's!!!



**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

COMPS CHAMPIONS!!!

A warm congratulations to Kalifa Thomas, Kristen Jaramillo, Ebenezer Edema-Sillo, and Ally St. Aubin for passing their comprehensive exams back in August!!



2024-2025 GRADUATE INTERNS



**Lucy
Schoolfield
Hogan Assessment
Systems
Solutions Partners
Intern**



**Ebenezer
Edema-Sillo
Hogan Assessment
Systems
Product Innovation
Intern**

2024-2025 GRADUATE INTERNS



Nandini Mehta
Hogan Assessment
Systems
International
Distributors Intern



Ivy Grossberg
Aktum Group
Management
Consulting Intern

FALL 2024 BROWNBAG PRESENTATIONS

Presentation Name	Date	Presenter
Interdisciplinary Quantitative Research (IQR) Collaboratory	September 4th	Dr. Kaylee Litson
Zotero Tutorial	September 19th	Ally St. Aubin
Unlocking Leadership: Nudging Through Psychological Barriers	September 19th	Alyssa Ortega
Navigating a Business School Academic Career with an I/O Psychology Ph.D.	October 10th	Dr. Sara Perry
The Call is Coming From Inside the House: Trends in (Published) Diversity Research in Top IO Journals	October 24th	Evan Nault
Racial Match in Executive Coaching	October 24th	Joshua Ash
An I-O Psychologist's Serendipitous Career Journey	November 7th	Dr. Vicki Vandaveer
Gender at Work: The Perils of Gender Blindness, Body Politics, and the Work-life Interface for Mothers	November 21st	Dr. Candice Thomas
Proper and Ethical Use of Generative AI	December 5th	Dr. Kenneth Granillo-Velasquez
The Importance of Occupational Health and Safety Research, Especially Among Marginalized and At-Risk Populations	December 5th	Lucy Schoolfield
Redesigning Work for Enhanced Employee Wellbeing	December 5th	Ivy Grossberg

I-OS IN THE WILD



A lil' grad student get-together to kick off the school year.



Faculty and students enjoying the White Elephant gift exchange.



The grad students surprised Dr. Brummel by showing up to class in their Halloween costumes.



Faculty and students at the final Houston I-O happy hour of 2024.

INTERESTED IN GIVING BACK TO THE PROGRAM?

1. Navigate to the UH Secure Giving donation portal
 - a. <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
 - a. I/O Grad Students Fund
 - i. Used to fund I-O graduate student conference travel and support professional development
 - b. Bart Osburn I/O Psychology Scholarship Fund
 - i. Used to provide scholarship funding to support I-O graduate students
 - c. James E. Campion Endowed Scholarship for I/O Psychology
 - i. 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

ALUMNI SURVEY

Greetings UH I-O Psychology Program Alumni!

We are gathering information on our program alumni and would like to hear from all alumni. Please note, this survey was originally administered in 2024. We request you take the survey if you did not complete it in 2024, or if your responses have changed since you last took the survey (e.g., new position, new internship opportunities, donation interest, new contact information).

Survey Link