Hello, friends!

As another semester comes to a close, we are pleased to present you with another edition of The Pulse newsletter!

There is plenty of news to share, between SIOP memories, recent graduates, a solar eclipse, and a new baby. This issues also features spotlight articles on alumna Chelsea LeNoble and Dr. Gabrenya’s research team. Finally, don’t forget to save the date for ICCM’s 2018 Cross-Cultural Management Summit!

It has been a phenomenal few months, and we hope to keep everyone on the same beat with this edition. Enjoy!

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Anthony Belluccia
Tessly Dieguez
Editors’ Note: Dr. Katie Merlini, the original founder of The Pulse newsletter, and current chair of the MA in Org Leadership program, graciously agreed to write this edition’s prelude. Enjoy!

Hi everyone and welcome to the Fall 2017 edition of The Pulse! Lisa, Anthony, and Tessly were kind enough to let me get involved this edition and I couldn’t be more excited to be back as part of the team!

Although our fearless editors have braved hellmester, comps prep panels, and a hurricane this fall, that didn’t stop them from putting together another amazing, jam-packed edition of our program’s newsletter. We have a lot in store for you! Read on to find out: Who is the newest (and adorable) addition to the I/O family? Who deserves celebratory drinks down at Hell and Blazes? What is a Goatrude? Also, you can read about the adventures of Chelsea as she and her adorable pup take on life after graduate school and see what our students were up to at SIOP last spring. Finally, I’m so excited to get to introduce “The Anthony Report” this edition, a resurrection of an old favorite column meant to shed some light (and a lot of humor) on what it’s like to be a graduate student in our program.

Enjoy!

-Katie
Alumni Spotlight: Dr. Chelsea LeNoble

Tell us a little bit about yourself, your current position, and how you got there?

At FIT, I was mainly involved in the occupational health psychology research team, SHRM, and the multiteam systems contract with the Navy. My main research interests are employee recovery from work stress and self-regulation at work. I’m currently a postdoctoral fellow at Clemson University, working as an “embedded scholar” at Greenville Health System in Greenville, South Carolina. This means that, while I am a Clemson employee, I work at the hospital to conduct research on a variety of topics. My Clemson mentor/advisor is Dr. Marissa Shuffler, who was in Jessie Wildones’ cohort at UCF. I also work with the Director of Leadership Development and the VP of Culture and Learning at GHS.

After deciding to pursue an academic career path, I applied to postdoctoral fellowship positions that were posted in October 2016. I actually interviewed for my position at Clemson the morning right before I had my dissertation defense. After receiving the job offer, I visited the university and met individuals at GHS and the I/O department at Clemson, and I felt it was a great fit! One of the reasons I wanted to work with Dr. Shuffler is because I’m interested in examining occupational health psychology topics from a groups and teams perspective—something that really hasn’t been done before.

What kind of projects do you work on at Clemson?

Greenville Health System has adopted a model of leadership development called Conscious Leadership. We look at annual employee engagement and leadership surveys to examine how engagement with the leadership development program influences things like leader burnout, employee commitment and satisfaction, and patient care quality. Other projects I’m involved with include mitigation of burnout in emergency department physicians, identification of wearable devices that can best capture stress and well-being in healthcare workers, and how performance management and team productivity variables influence the patient experience. It’s an interesting balance of applied and academic work, and I serve as a boundary spanner between the Clemson (primarily academic) and GHS (primarily applied) teams. I’m also excited that I’ll be teaching an undergrad section of Health Psychology at Clemson next semester!
How did FIT’s I/O program prepare you for the work you’re doing now?

Because of FIT’s many opportunities for applied experiences, I felt very prepared for the applied research that I’m conducting now. It can be difficult to mentally switch back and forth between focusing on academic versus applied priorities each day, but each of my experiences at FIT prepared me for this kind of task switching. Class projects and presentations help me to translate research for an applied audience. I have to conduct multilevel path analyses, for example, and then explain indirect effects in a way that resonates with them and helps them to make better decisions for their leadership development program.

Most of all, FIT prepared me to effectively manage ambiguity. We work with complex multilevel datasets that include hundreds of leaders and thousands of employees. We manage the annual leadership survey and have to fight for limited survey real estate, arguing why including a slightly longer empirical scale will benefit the system. Finally, comps made the biggest difference in my knowledge base and ability to quickly draw from the literature to answer questions on the fly and engage in scholarly discussions with medical doctors and Ph.D.s of other medical disciplines.

What is your favorite memory from the I/O program at FIT?

One of the most prominent memories I have happened during one of the first Fridays of my first year. We had a research brown bag and, unrelatedly, lots of people were waiting in line at the Clemente Center to get tickets for President Obama’s visit to campus. Rich came in to the classroom (severely disappointed about not getting a ticket) with a six pack in tow and cracked open a cold one before taking a seat. It was an excellent introduction to the culture of the program.

As you know, work-life balance in graduate school can be very difficult. What can you share with us from your OHP research that may be helpful in terms of work-life balance or self-care?

Developing healthy habits is really key to work-life balance and self-care. We know from the literature that the positive impact of things like vacations or even weekend breaks is limited. Instead of relying on those big chunks of time to recover from the stress of grad school, build in daily practices that can more proactively manage those stressors. Develop flexible boundaries for when you will and will not work on school/work assignments. Find hobbies and activities that will help you to build positive resources, as we know these will carry over from your personal life into your professional experiences. For me, that translates to protecting time to exercise, hang out with my dog, and watch a few favorite TV shows. Take momentary breaks throughout the day and make sure to reach out to professionals if the coping/recovery strategies you’re employing are having limited effectiveness. Remember that the positive experiences you have at home can also benefit you at grad school, so make sure that you’re not neglecting your non-grad school life!

What advice do you have for FIT students who might be interested in pursuing a post-doc?

If you have any interest in an academic career, or you really like doing research, a post-doc is a great way to gain new research skills and experience. They’re relatively rare in I/O compared to other disciplines, but they’re becoming more popular. Join listservs for your area of research interest, as these are likely to post openings. There are some NSF and NIH postdoc grants available, so reach out to potential mentors at different I/O programs who you might be interested in working with. Also, let me know and I can send you openings when I receive them! I’d be more than happy to talk to anyone about the benefits and challenges of a postdoc, so don’t hesitate to reach out.

What do you miss the most about Florida? What are you future career goals?

Road infrastructure. No state income tax. Temperatures that never really reach below 40 degrees. Cuban food. Can you tell I want to eventually come back to FL? I’d like to land an academic job at a balanced university! In a psych department. Somewhere in Florida ☺
FIT I/Os had a great SIOP 2017 in Orlando (an easy drive for us)! See the Spring 2017 edition of the Pulse for a full list of FIT faculty and student presenters and read below to hear about some favorite SIOP memories!

“The social aspects of SIOP were some of my favorite memories since I didn’t present this year. I got closer to my program mentor and also my cohort. Some people in my cohort got an Air BnB together and this gave us all an opportunity to get to know each other better. Kat Rau and I went to a really useful session aimed to help first year graduate students called the Do’s and Dont’s of Graduate Students. It was really informative and even presented me with a cool opportunity. We talked with the leader of the session, who is head of the Education and Training Graduate Resources sub-committee. After talking more, I am now the student representative of the sub-committee and Kat is a student advisor. This is a really cool experience I would not have gotten if I didn't go to that session. Now, this upcoming SIOP, I will be attending the same session, but as a presenter!” - Kayla Hoelzel, 2nd Year Ph.D.

“My favorite part of SIOP was getting to see the amount of the support the field has for the LGBT community and it's commitment to diversity overall. It was awesome getting to see how much research is being done in the area and having the opportunity to talk with researchers who have similar interests and backgrounds to my own.” - Jesse Caylor, 2nd Year Master's
"I was the 3rd author on a poster for the Give and Take study validation (part of Sara Trané’s dissertation). It was kind of intimidating at first, but it got easier as the poster session went on. It was a great networking opportunity and I passed out quite a few business cards. It was nice to have Sara as the leader to watch her interactions and listen to her explanations to individuals who came up to see the poster. I went to a few sessions on assessments (gamified, SJT, and Faking) and machine learning. I think that they were interesting sessions and I came up with a few ideas based on the sessions, but I haven’t been able to act on them fully yet. It did help spark an interesting topic/idea in Pat’s motivation lab and we are working on developing that project. My favorite SIOP memory was the Picabu cafe! I went there too many times to count. My favorite memory of the place was when I was eating dinner with Collin and Tim and Tim put too much hot sauce on his burrito bowl (note: I did not put any hot sauce on mine because I’m a baby when it comes to hot things). The hot sauce he put on was insane even at a teaspoon level, but he put probably like 5 tablespoons in it... There’s way too much to do at SIOP! You can’t possibly do it all, but you want to do it all. Advice for first years: Go outside your comfort zone maybe attend a social event during SIOP or go to a session in a topic area that you don’t completely understand but are interested in.”

- Nick Moon, 2nd Year Ph.D.

“It was my first time attending SIOP and I really enjoyed it! My favorite memory was actually meeting Robert Hogan and talking with him for a bit. I also enjoyed the IO-P party at the restaurant one night and meeting with the faculty and past alumni. A session that stood out to me was the one presented on personality by Hogan. They talked about grit and the dark side of personality. I also liked the session on leadership and bringing back storytelling backed with data of course to organizations because those are the leaders that stand out. It was a great experience because I got to see how SIOP was like and see all the new research out there. The energy was dynamic and exciting and I can’t wait until next year’s conference in Chicago!

- Lida Ponce, 1st Year Master’s
Monday, August 21st was the first day of the fall semester, and in a great celestial effort to lessen this blow, it was also the solar eclipse. Several FIT students coalesced in front of Harris Commons to partake in witnessing the eclipse, sharing protective glasses and laughter in what marked the first solar eclipse visible across the entire contiguous United States in 99 years. The sky darkened incrementally, as a subtle haze sat atop the Harris Commons parking lot, and around 2:00, a partial solar eclipse was visible from Melbourne, Florida. “I was really excited, because you don’t really get to witness too many astrological events,” remarked second year student Collin Latham. “It’s definitely worth it to be out here in the heat.” While some Melbournians decided to venture up to South Carolina, one of the 14 states in the path of totality, most caught a good glimpse of it here in the sunny Space Coast.

A solar eclipse is a type of eclipse that occurs when the Moon passes between the Sun and Earth, and when the Moon fully or partially blocks the Sun. We now know that an eclipse is an astrological phenomenon; however, in some ancient and modern cultures, solar eclipses were attributed to supernatural causes and seen as bad omens. “The solar eclipse used to be a symbol of anger from God in ancient Chinese culture, however, most people now view it as a natural phenomenon,” explained second year student Yadi Yang. While most of us are discerning enough to adopt a scientific attitude about the eclipse, not all of us are discerning enough to purchase eclipse glasses ahead of time. Those who did not plan ahead could expect to do one of two things: 1) shoot quick glances at the sun, risking a lifetime of blindness and remorse or 2) get creative. Yadi commented, “Some people who did not make a plan to watch made tools with paper and scissors [to view the eclipse] at the very last minute since they did not prepare with the glasses!”
While many students were busy asking friends of friends for eclipse glasses and sneaking out of their Statistics class for a peek, one student found herself in a unique predicament. Vivian Liu, a fourth year student in the I/O program, recounted, “I thought the town would go dark, like midnight, so I planned to go to the post office during the period of solar eclipse --because in my culture, exposure to sunshine is bad for the skin. Apparently, the town didn’t go dark, and my plan to go to the post-office failed. But hey, I got to see what solar eclipse really is and that’s a fantastic experience!” Students encountered the solar eclipse in a myriad of different ways, each through their own unique cultural lens, which is a testament to the array of cultural backgrounds and perspectives that make up FIT’s I/O Psychology program.

And although to some students, this solar eclipse represented the last hurrah of Summer 2017, there is a bigger and better eclipse on the horizon. Mark your calendar for August 12, 2045, when a solar eclipse puts Melbourne, Florida in the direct path of totality. Whether you are still here finishing your dissertation, or hearing the story from your FIT freshman granddaughter, it will be a time for us to collectively look up and appreciate the universe we live in. Until that date, we will remember the 2017 solar eclipse that was, and continue to celebrate each others’ differences, including our cultures, our histories, our perspectives and our dreams- everything that goes into experiencing an event such as the solar eclipse so uniquely and beautifully.

Collin Latham & Anthony Belluccia
The Culture Research Group (CRG), led by Dr. Gabrenya, focuses their research on expatriation – the process of working in a foreign country. What kind of challenges do individuals face when working overseas? How does the pressure of conforming to unfamiliar social norms affect one’s work performance?

Another topic of interest is repatriation – the process of returning home after an extended period of time in a foreign culture. People who have spent a long time away from home may experience some culture shock when they return to their home country. The CRG looks at how individuals have different ways of adjusting to these changes.

This team’s current research focuses on the emotions of overseas workers and emotional labor. When navigating an unfamiliar cultural environment, expatriate workers can be put under much more stress than their native counterparts, which leads to fatigue. The CRG conducts experiments to see how affect and emotion can influence overseas adjustment and performance.

This group places an emphasis on experimentation as opposed to correlational methods of studying human behavior. The CRG, which meets every week, is composed of students from many different cultural backgrounds who all share a common goal: achieving a better understanding of the psychology of the expatriate worker. These students include Xiaowen Chen, Yumiko Mochinushi, Jungah Kim, Sherif Al-Qallawi, Yuer Peng, Gaoyue Rong, Mia Falzon Sant Manduca, and Zach Glover. The research they conduct should be able to help organizations train employees for successful overseas assignments.

Gaoyue Rong, Yuer Peng, Xiaowen Chen, Zach Glover, Sherif Al-Qallawi, Mia Falzon Sant Manduca, & Dr. Gabrenya

Not Pictured: Yumiko Mochinushi, Jungah Kim

2 Truths and a Lie

Introducing a SIOP-themed edition of “2 truths and a lie” (because Murphy and Cleveland need a break from traveling the world)! 2 of the below statements are true, and one is false. The first person to email Lisa and correctly identify which statements are which (truth or lie) the wins a prize! To be considered, the winner must be a current FIT student or faculty member, and must email the correct answer to Lisa at lsteelma@fit.edu.

1. This year, SIOP had an official app named Whova, that allowed you to track your events.
2. 2017 was the first time SIOP has ever been in Orlando.
3. SIOP membership dues must be paid by June 30th of each year.
The Anthony Report:  
A Day in the Life of an I/O Student  

There’s never a typical day in the I/O program.  
Your day begins with your alarm shrieking at you to wake up. If you had a dream about multiple regression, you’re doing it right. If your dream about multiple regression was actually a nightmare, you’re still doing it right. You grab your keys, and make your way down Babcock Street to “work hard, be cool” for another day of graduate school.

The day begins at Harris Commons, where most of your days begin. It’s called Harris Commons, and others have called it Florida Tech Commons, but everyone knows the accurate name of the building is “Suzie’s Domain” considering that Suzie Philbeck runs the place, and without her, we would all be doomed. You see Pat Converse walking down the hall and give him a subtle, yet assuring head nod, that says I’m doing the Personnel Selection readings tonight. Bet. Then you wonder if Pat has ever worn Converse sneakers. If he has, what would he look like in them? Cool, probably.

That thought is interrupted by a few friends talking about the mentor event going this weekend. If graduate school is a wrinkly shirt, the mentor program is an iron. The mentors in FIT’s I/O program are a diligent group of second year super heroes who polish out the kinks in the graduate school transition process. They are trained for dismantling anxieties, and are there for you even when you pretend to know what you’re doing.

You review your notecards a few more times before that daunting exam, depending on your interpretation of Rich Griffith’s spiel that “grades don’t matter”. How does that make sense? you ask yourself while absently flipping through your notes. What is life? Who am I? Existential hiccups outnumber the bowties in Jim Gallo’s closet, that is to say there are a lot of them. And that’s ok.

It is important to note, dear reader, that on any given day in the I/O program, eating lunch is a choice. If you do eat, it will impact you when you sprint to the room across the street for an inconveniently timed lab meeting. If you don’t, you’ll be hungry. And nobody wants to be hungry. Thankfully, there is usually a friend whose toe is still dipped in the undergrad lifestyle and has a cruel and unusual amount of flex bucks to spend. They can buy you something at the cafeteria if you ask nicely.
On the way back to your car, it starts raining- a sobering reminder that in the fall, a hurricane could always be a few days out. But don’t let this discourage you. Hurricane parties are nearly on every block, and the students in our program selflessly open their doors, and their beers, for each other in these situations. We weren’t ranked #1 in program culture by mistake, and the big hearts of the students and faculty in our program make this evident.

You spend the rainy afternoon at the Sun Shoppe, which feels like an island for lost Melbourne hipsters, to finish your class readings. Your eyes scan across the café for the most interesting haircuts. Eventually you see a familiar face, like you always do. This time it is associate professor and emotions research aficionado Erin Richard. She is probably grading papers or re-watching the end of Inside Out, but you will probably never know which one. You finish your readings and shuffle past her table with a wave.

The professors here, it goes without saying, are wise and truly compassionate individuals. Each professor is equipped to sharpen your thought process regarding science and practice; they are invested in you realizing your potential. The classes promote open discussion, and the professors have a knack for making you feel competent even if your input was a bit off the mark. While it may be profoundly awkward to run into a professor while out-and-about, it is important to remember that they are still exceptional resources and future colleagues who are earnest about our education.

There are a couple things about graduate school that maybe aren’t as evident: 1) it will challenge you to do things that you would never dream you could do and 2) it’s actually really fun. At the end of the day, if your brain isn’t an omelet of beta weights and citations, you decide to make it out to the kickball game. Participating in the I/O kickball team, affectionately named Control Group, is a great way to get involved and have fun on Thursday evenings. The kickball team was spearheaded by mentor program grandma and upper-year-student-you-sometimes-see-on-campus-but-not-really Allyson Pagan, and it is always brimming with spirit. What we lack in grace we make up for in pink shirts and improbable victories.

The kickball game was the last thing in your busy day, and you spill yourself onto your bed, sending out a few emails before hitting the lights- ready for another exciting day at FIT. The I/O program here is a different kind of program. There are over 9 research teams and ample opportunities through the Center and ICCM to get involved with practice. The unique blend of science and practice offers the students a well-rounded and captivating graduate school experience.

Can’t wait to see you here!
ZZZZZzzzzzz.
Good night!
Save the Date!

2018 CROSS CULTURAL MANAGEMENT SUMMIT
GOING BEYOND GLOBAL

SAVE THE DATE: MARCH 22-24, 2018
ORLANDO, FL • CARIBE ROYALE

KEYNOTE SPEAKERS:
HONORABLE DR. BUZZ ALDRIN
Lunar Pioneer, Global Space Statesman, Gemini XII, Apollo XI, Col USAF Ret.

Dr. Buzz Aldrin is an American pioneer and former astronaut on the Gemini 12 and Apollo 11 missions, where he was one of the first humans to land on the Moon. He is a vital advocate for the continuing quest to push the boundaries of the universe as we know it. With his pioneering spirit, he has set a vision and mission to take humans to Mars by 2035.

FONS TROMPENAARS
Partner People and Change – KPMG

Fons has 25 years of experience helping Fortune 500 leaders solve cultural dilemmas and increase global effectiveness. Fons has authored thirteen books, including best seller and book of the year, Riding the Waves of Culture. Fons has been voted one of the top 20 Most Influential International Thinkers and is ranked in the Thinkers50 as one of the most influential management thinkers.

TARGET AUDIENCE:
• International executives & representatives
• Management consultants
• Academics from organizational, cross cultural, personnel, or work psychology, international business, or related fields
• Spaceflight researchers & practitioners
• Students

ACTIVITIES:
• Expert talks on theme-based topics
• Opportunities to meet our speakers & network with professionals
• Engaging & thought-provoking exercises
• Cross cultural management workshops

THEMES:
Culture & stress
Culture & problem solving
Culture & innovation

WHERE GLOBAL CHALLENGES MEET SCIENCE, REAL WORLD SOLUTIONS, & EXPERIENCE

Institute for Cross Cultural Management
Florida Institute of Technology

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Congratulations to Associate Professor Jessie Wildones and her husband Steve Wildones for welcoming their first child! Their baby daughter, Inara Hazen Wildones, was born July 23rd, 2017.

We are so excited to welcome another member to the FIT I/O family!

Congratulations to FIT’s most recent I/O grads!

Ph.D.
Dr. Christa Bupp
Dr. Jim Gallo
Dr. Matt Pita
Dr. Sara Trané

Master’s
Xiaowen Chen
Tessly Dieguez
Julie Fischer
Dakota Fraley
Mina Milosevic
Kyi Phyu Nyein
Nick Rosemarino
Jennica Sergio
Aten Zaandam

You’ll have to ask newly-minted doctors Christa Bupp & Jim Gallo the story behind the loaf of bread
Shoutouts!

Congratulations to Vivian Liu and Julie Fischer, who received the I/O program’s Student of Year awards at the Honors Convocation on April 13th, 2017!

Vivian works tirelessly on both research and consulting projects with several high potential, high impact projects underway. She currently serves as ICCM’s Resource Director and a research assistant on ICCM’s ARI 3CAS Validation project. She is also involved with the OHP research lab and Alice’s research lab.

As ICCM Operations Director, Julie has made strong contributions to ICCM’s mission and streamlined operations and processes. Julie is also involved with the Emotions research lab. Additionally, Julie accomplished the rare feat of completing her Master’s thesis in December of 2016.

Congratulations to both of you on the well-deserved recognition!

Shout out to Lida Ponce and Anesia Rolle! These first year I/O students put together a video that won honorable mention for the 2016-17 Noba + Psi Chi Student Video Awards. Their video, titled “Person vs Situation” covers the person-situation debate with a focus on the Big 5 factor model of personality. Feel free to check it out on YouTube! https://www.youtube.com/watch?v=xjJDn2Sz12g&feature=youtu.be

Congratulations, you two!
I/O Adventures!

FIT I/O’s live up to our “work hard, be cool” motto!

Check out this photo gallery to see what everyone has been up to!

Anna Saelinger, Hairong Jiang, Vivian Liu, Jesse Caylor, Ryan Armenti, Kayla Hoelzel, Xiaowen Chen, and Vicki Vola perfecting their pumpkin carving skills!

Lily Kerr, Kayla Hoelzel, Mara Hesley, Nisha Quraishi, and Tessly Dieguez taking a study break at a local pumpkin patch!

Hairong and Vivian picked a giant pumpkin!

Ryan’s finished product!

Xiaowen's first pumpkin carving!
Vivian Liu, Trevor Fry, Allyson Pagan, Josh Bush, and Ann Li celebrating the end of comps. Congrats!!!

Albert and Rich playing an intense game of Jenga at an ICCM social!

Chè Albowicz, Leah Ellison, and Christa Bupp celebrating Mary Margaret Garza's wedding!

I/Os meeting Julie's goats, Rebel and Goatrude!

Allyson Pagan and Leah Ellison visitng Josh Bush as he interns at P&G in Cincinnati!

First years Yuer Peng, Lily Kerr, Alex DeChurch, Lee Duong, Anesia Rolle, Garret Kilmer, and Aaron Martes getting to know each other!