

SEPTEMBER 2023 | ISSUE 1

# ORGANIZATIONAL SCIENCE GOOD NEWS!

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*The monthly e-newsletter for the Charlotte Org Sci  
Community*



## Welcome Class of 2028!

Org Sci welcomes 7 new students to the PhD program! From Left to right: Jon Gray, Serena Zhou, Lorelee Hoffer, Gabrielle Origlio, Terryn Witherspoon, Cydnei Meredith, Matt Gerson

## Welcome New OS Faculty!

Org Sci welcomes new faculty member, Meg Davenport (Psychology Dept) and new affiliate faculty member Dr. Nate Hayes (Management)

## Also in the September Issue:

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## Recent Publications & Accomplishments

# 2023-34 COHORT

## MEET *the* 2023-24 COHORT



**Cydnei Meredith**

***Univ. of LA at Lafayette***

Research Interests: career development, worker identity



**Gabrielle Origlio**

***George Mason University***

Research Interests: well-being, leadership, training



**Matt Gerson**

***The College of Saint Rose***

Research Interests: workplace discrimination



**Jon Gray**

***Temple University***

Research Interests: occupational stress & outcomes



**Terryn Witherspoon**

***Clemson University***

Research Interests: belonging, satisfaction, work environment



**Serena Zhou**

***Davidson College***

Research Interests: org structure, leadership, teams




**Lorelee Hoffer**

***Virginia Tech***

Research Interests: occupational health, work environment



# Recent Publications



**Banks, G. C.** & Aguinis, H. (in press). Improving management theory and policymaking through innovative methods and data. *Academy of Management Perspectives*.

**Gooty, J., Banks, G. C., McBride, A.,** van Knippenberg, D. (in press). Is authenticity a “true self,” multiple selves, behavior, evaluation, or a hot mess? Response to Helmuth et al. *Journal of Organizational Behavior*.

**Janaki Gooty,** Enrica N. Ruggs, Herman Aguinis, Diane M. Bergeron, Lillian T. Eby, Daan van Knippenberg, Corinne Post, Deborah E. Rupp, Sherry M. B. Thatcher, **Scott Tonidandel,** and Francis J. Yammarino. “Stronger Together: A Call for Gender-Inclusive Leadership in Business Schools,” published by the Journal of Management in late June, offers actionable solutions to three systemic challenges in business schools.

**Jason, Kendra** (Ed). 2023. *Race and Social Justice: Building an Inclusive College Through Awareness, Advocacy, and Action*. UNC Press. [This book is a FREE download and based from work done at UNC Charlotte written by CLAS faculty and staff ]

**Jason, Kendra,** Sonyia Richardson and Kimya Dennis. 2022. “Relieving the Burden of Self-Reliance: Centering the Experiences of Black Women Graduate Students in Predominantly White Institutions” *Journal of African American Women and Girls in Education*. 2(3), pp. 8-33. <https://doi.org/10.21423/jaawge-v2i3a95>

Koenig, N., **Tonidandel, S.,** Thompson, I., **Albritton, B.,** Koohifar, F., Yankov, S., Speer, A., Hardy, J., Gibson, C., Frost, C., Liu, M., McNeney, D., Capman, J. F., Lowery, S. B., Kitching, M., Nimbkar, A., Boyce, A., Sun, T., Guo, F., Min, H., Zhang, B., Lebanoff, L, & Newton, C. (in press). Improving measurement and prediction in personnel selection through the application of machine learning. *Personnel Psychology*.



# Recent Publications



Thompson, I., Koenig, N., Mracek, D., & **Tonidandel, S.** (2023). Deep learning in employee selection: Evaluation of algorithms to automate the scoring of open-ended assessments. *Journal of Business and Psychology*, 38, 509-527. <https://doi.org/10.1007/s10869-023-09874-y>

**Williams, C.E., Shumski, J.,** Bennett, A.A., **Banks, G.C., Toth, A.A., Dunn, A.M., McBride, A., & Gooty, J.** (in press). The role of discrete emotions in job satisfaction: A meta-analysis. *Journal of Organizational Science*

**Jill Yavorsky's** research brief was published in Fortune, titled: "Ultra-wealthy heterosexual couples are living like the 1950s never ended, according to research of 30 years of data".

**JAAWGE**  
Journal of African American  
Women and Girls in Education

**PERSONNEL  
PSYCHOLOGY**  
THE STUDY OF  
PEOPLE AT WORK  
EDITOR  
ZHEN ZHANG  
Southern Methodist University  
ASSOCIATE EDITORS

**JOM**  
Journal of  
MANAGEMENT

Journal of  
**Business  
and Psychology**

**FORTUNE**

Journal of  
Organizational  
Behavior

Academy  
of Management  
**Perspectives**

**UNC  
PRESS**

# Recent Accomplishments



**Krista Engemann** successfully defended her dissertation, "Safety, Reliability, and "That Magic Second": A Grounded Practical Investigation of Dilemmatic Talk in Pit Crews' Post-Competition Debriefs." Special thanks to **Dr. Cliff Scott** for serving as her chair, and to **Drs. Joe Allen, Anne-Kathrin Kronberg, Steven Rogelberg,** and Martha Kropf for serving as committee members.

In addition to articulating the business value of psychological safety for Fortune 500 client organizations and designing organizational interventions grounded in generative AI, Krista now delivers multi-level analytic/visualization tools as a founding member of Accenture's Asset Engineering Hub.

Congratulations to **Kailey Meyer** for successfully passing her Qualifying Exam. Big thanks to her chair, **Dr. Alyssa McGonagle** and Kailey's committee members, **Drs. Linda Shanock, Cliff Scott,** and Shani Pindek. Well-done, Kailey - congrats!!

**Emily Redler** has successfully passed her qualifying exams! Many thanks to her chair (**Dr. David Woehr**) and other committee members, **Drs. Nicole Strah and Laura Stanley.**

