ORGANIZATIONAL SCIENCE GOOD NEWS!

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, Loralee 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:

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

esearch Interests: occupational

stress & outcomes



Clemson University
Research Interests: belonging,
satisfaction, work environment



Serena Zhou

Davidson College

Research Interests: org structu

leadership, teams



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*.

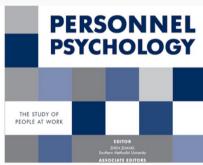
Recent Publications

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 <u>Fortune</u>, titled: "Ultra-wealthy heterosexual couples are living like the 1950s never ended, according to research of 30 years of data".







Business and Psychology





of Management

Perspectives



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 <u>articulating the business value of psychological safety</u> for Fortune 500 client organizations and designing organizational interventions grounded in generative Al, 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 Woeh**r) and other committee members, **Drs. Nicole Strah and Laura Stanley.**

