

UH I-O Program 2025-2026 Newsletter



WELCOME!

This newsletter comes at a time of change for the I-O Program and the University of Houston. UH will be celebrating its centennial in 2027, and the campus is a chaotic mix of construction projects. The construction has included the removal of a building on one side of Heyne to make a grand new quad and the building of a new 6 story dorm on the other side. Noise-cancelling headphones have been important!

The core faculty in the I-O program has completely turned over since 2021. Denise Reyes (see p. 4) started in 2021 while Isaac Sabat, Kaylee Litson, and Bradley Brummel (me) joined in 2023. Paras Mehta has been here to ground us in some of the program history when needed. If you want to learn more about how I am approaching our program and this field, I appeared on an episode of Richard Landers and Tara Behrend's Great I-O Get Together on the topic of The Art of Finding Your Sample: Research Methods in Action. <https://youtu.be/HXI8nmvjZII?si=5xu619w6TaVtpt4z>

As we move forward, it is my goal to build on the great legacy of the program while charting a path forward that will continue to maintain the quality and the impact of the UH I-O Program. You can see our current work throughout the rest of this newsletter. The students are doing great things!

There are a couple other parts of this Newsletter that tie into this goal. First, if you are at SIOP, please be sure to stop by our reception (p. 3) to meet with our current students and professors. Second, we have descriptions of ways you can support the program financially (p. 22). Finally, we are collecting some stories and experiences from program alum to share as part of the centennial. We would love to for you to share how UH shaped you during your time here (p. 24).

If there is anything that I should know about in my role as Director of the UH I-O PhD program, feel free to contact me at bjbrummel@uh.edu. I welcome your feedback and support!

Brad

UH I-O SIOP RECEPTION



SIOP ANNUAL CONFERENCE

NEW ORLEANS • April 29–May 2, 2026



April 30th, 2026
From 6:00 to 8:00 PM CST
Hilton, Grand Salon A
Section 3

I-O AFFILIATE SPOTLIGHT: ASSISTANT PROFESSOR DENISE REYES



My research focuses on understanding rejection in workplace settings, a universal experience that has received limited scholarly attention. I am especially interested in how professional rejection shapes motivation, well-being, and career trajectories. In my work, I define professional rejection as "the refusal of a work-related product, service, or effort, as a result of a subjective value judgment from another party" (Reyes et al., 2023, p. 100). This line of research has also opened exciting opportunities for collaboration and student mentorship. Several graduate student projects have grown from this work, including recent research with a graduate student mentee (Mehta & Reyes, 2025) that examines rejection during the job search process. I'm particularly motivated by the chance to help build a research area that supports both scientific understanding and practical strategies for helping people navigate rejection more effectively across their careers.

AWARD WINNING SCHOLARS

RECIPIENT OF THE SIOP BETH
BUCHANAN AWARD FOR STUDENTS
PURSUING EXCELLENCE IN I-O
PSYCHOLOGY!

KRISTEN JARAMILLO

**CHIA-HAO HSU
ALLY ST. AUBIN**

SESSION IDENTIFIED AS A TOP-RATED
PROPOSAL FOR THE I-O PSYCHOLOGIST
CAREER DEVELOPMENT/TEACHING
CONTENT AREA THEME TRACK!

SESSION IDENTIFIED AS A FEATURED
SIOP TOP-RATED SESSION!

**MAIANA CASTRO
ISAAC SABAT**

**CHIA-HAO HSU, IVY
GROSSBERG, NANDINI
MEHTA, BRADY REID, &
DENISE REYES**

POSTER IDENTIFIED AS A TOP-RATED
POSTER FOR THE I-O PSYCHOLOGIST
CAREER DEVELOPMENT/TEACHING
CONTENT AREA THEME TRACK!

RECENT PUBLICATIONS IN THE PROGRAM

Bajwa, N., & Ng, V. (2025). Character Virtues: Toward a Functionalist Perspective on Character Virtue Science. *Behavioral Sciences*, 15(5), 638.

Dhanani, L., Wiese, C., & **Jaramillo, K.** (2025). Holding the line: strategies for sustaining DEI amid the rising tide of opposition. *TIP: The Industrial-Organizational Psychologist*. 62(623), 9.

Dinh, J., **Reyes, D.**, Rodriguez, W., Shah, S., **Gutierrez, A.**, **Hsu, C.**, Landon, W., & Wilder, L. D. (2025). Sustaining good samaritans: Evaluating volunteerism after crisis. *Public Organization Review*. <https://doi.org/10.1007/s11115-025-00931-z>

Edema-Sillo, E., **Mehta, N.**, **Reyes, D.**, Santos M., **Sabat, I. E.** (2025) Diversity washing: does authentic diverse representation speak louder than words? *Equality, Diversity and Inclusion*, 1-21.

Fezzey, T.N.A., Harms, P. D., & **Brummel, B. J.** (2025). Everybody's doing it: A review of academic counterproductive behaviors. In R. Dalal, S. Lim, and J. Jensen (Eds.). *Handbook of Counterproductive Work Behavior*. (Ch. 28, pp. 504-524). Edward Elgar Publishing. <https://doi.org/10.4337/9781035306671>

Harms, P. D., & **Brummel, B. J.** (available online first). A commentary on Kiazad et al. (2025): How the dark side can reveal not just the why for BSing, but also the when and how. *Group & Organization Management*. <https://doi.org/10.1177/10596011251410684>

RECENT PUBLICATIONS IN THE PROGRAM

hernandez, T. R., **Nault, E., Sabat, I. E.**, & Kostecki, T. P. (2025). Doing and undoing gender: examining nonbinary and cisgender expression at work in the US. *The International Journal of Human Resource Management*, 1-32.

Hsu, C., & Brummel, B. J. (In press). Proactive development of ethical leader identity. *Industrial and Organizational Psychology*.

Hsu, C., & Li, C. H. (2026). The relationship between getting off work on time and organizational commitment via work-life balance and perceived organizational support: Workaholism as a moderator. *Current Psychology*, 45(2), 186. <https://doi.org/10.1007/s12144-025-08783-y>

Jaramillo, K., Bogart, S., & Dhanani, L. (2025). Policy and prejudice: the impact of Trump-era executive orders on transgender employees. *Industrial and Organizational Psychology*, 18(3), 355-362. DOI:10.1017/iop.2025.10022

Masters-Waage, T., Madera, J. M., **Aubin, A. S., Ash, J., Edema-Sillo, E.**, & Spitzmueller, C. (2025). Women advocates and men critics: How referees' gender influences candidates' likelihood of receiving a promotion. *Research Policy*, 54(5), 105217.

Masters-Waage, T. C., Madera, J., **Edema-Sillo, E., St. Aubin, A.**, Lindner, P., Gaytan, M., Yu, H., & Spitzmueller, C. (in press). Evaluating multiple candidates simultaneously reduces racial disparities in promotion and tenure. *Nature Communications*.

RECENT PUBLICATIONS IN THE PROGRAM

Mehta, N., & Reyes, D. (2025). Persevering through stress: An examination of professional rejection during the job search. *Current Psychology*.

Nault, E., Sabat, I.E., Yimin, H., Zhou, Yaxuan, & **Jaramillo, K.** (in press). The antecedents, outcomes, and moderators of diversity climate in the workplace: a meta-analytic review. *Human Resource Management Review*.

Nault, E. & Sabat, I. E. (2025) The mediating effects of borderline personality disorder stigma on work stress and precarity. *Personality and Mental Health*.

Papa, J., Choi, Y., **Nault, E.,** Nelson, S., Fineberg, S. K., & Tusiani-Eng, P. (2026). Processes and Early Lessons From a Peer-Designed Recovery-Oriented Borderline Personality Disorder Online Support Group. *Personality and Mental Health*, 20(1), e70057.

Rizzuto, T. E., Manongsong, A. M., **St. Aubin, A.,** Jeong, S., Spitzmueller, C., & Madera, J. M. (2025). Measuring leadership language: Faculty leadership LIWC dictionary validation study. *Frontiers in Education*, 10. <https://doi.org/10.3389/feduc.2025.1572933>

Sabat, I. E., Castro, M., Jaramillo, K., Nault, E., & Jones, K. (Accepted). The price of performativity: how abandoning DEI efforts undermines long-term success. *Research on Social Issues in Management*.

Winterberg, C. A., & **Brummel, B. J.** (2025). The future of the legal profession. In T. Behrend (Ed.). *The Future of Human-Technology Partnerships at Work*. (Ch. 10, pp. 173-190). Cambridge University Press. <https://doi.org/10.1017/9781009348157>

2026 SIOP PRESENTATIONS

Presentation Name	Presentation Type	Date & Time (CST)	Location	UH Contributors (Speakers in bold)
Lead the World: Global Perspectives on Personality and Effective Leadership	Symposium	Thursday 10:30 am - 11:20 am	211/212/213	Alyssa Ortega
Finding the Right Workplace Support for Cancer Patients: Job Insecurity and Well-Being	Poster	Thursday 10:30 AM - 11:20 AM	Exhibit Hall	Ivy Grossberg
From Ideology to Action: Cultivating Allyship and Inclusion in Diverse Workplaces	Symposium	Thursday 2:00 PM - 3:20 PM	218/219	Joshua Ash Lawrence Houston
Examining the Structure and Temporal Stability of a Compensatory Behavior Measure	Poster	Thursday 2:00 PM - 2:50 PM	Exhibit Hall	Chia-hao Hsu Brady Reid Bradley Brummel

2026 SIOP PRESENTATIONS

Presentation Name	Presentation Type	Date & Time (CST)	Location	UH Contributors (Speakers in bold)
Nudging Leaders Forward: Interventions to Enhance Organizational Decision-Making	Panel	Friday 9:00 AM – 10:20 AM	203/204	Nandini Mehta Alyssa Ortega Bradley Brummel
A Systematic Review of Intersectionality Theory in Workplace Literature	Poster	Friday 10:30 AM – 11:20 AM	Exhibit Hall	Kristen Jaramillo Evan Nault Maiana Castro Isaac Sabat
The Critical Role of Context in Counterproductive Work Behavior Research	Symposium	Friday 1:00 PM – 1:50 PM	214	Bradley Brummel
From Exchange to Commitment: Gift Giving and Group Identity in Nursing	Poster	Friday 1:00 PM – 1:50 PM	Exhibit Hall	Nabira Adnan Denise Reyes
lavaan Will Fit It, But Should We? Rethinking Fit, Judgment, and Responsibility in SEM	Panel	Friday 2:00 PM – 3:20 PM	R4	Kalifa Thomas, Navrose Bajwa Kaylee Litson

2026 SIOP PRESENTATIONS

Presentation Name	Presentation Type	Date & Time (CST)	Location	UH Contributors (Speakers in bold)
Invisible Beginnings: Hidden Processes of Family Building at Work (Top Session)	Alternative Session	Friday 2:00 PM – 3:20 PM	220/221/222	Maiana Castro
Beyond Checkboxes: Practicing Intersectionality Through Roleplaying and Reflexivity	Alternative Session	Friday 2:00 PM – 3:20 PM	R5	Kristen Jaramillo Evan Nault
Effects of Situational Rejection on Food Bank Donations	Poster	Saturday 8:00 AM – 8:50 AM	Exhibit Hall	Nabira Adnan Denise Reyes
One Thing After Another: Interdisciplinary Perspectives on Federal DEI Policies and Law	Panel	Saturday 9:30 AM – 10:20 AM	R5	Kristen Jaramillo Evan Nault
Future of I-O: Training the Next Generation of I-Os in the Age of AI (Top Session)	Panel	Saturday 9:30 AM – 10:20 AM	B2-1	Ally St. Aubin Chia-hao Hsu

2026 SIOP PRESENTATIONS

Presentation Name	Presentation Type	Date & Time (CST)	Location	UH Contributors (Speakers in bold)
AI Usage at Work: The Interplay of Personality Characteristics and Manager Status	Poster	Saturday 9:30 AM - 10:20 AM	Exhibit Hall	Ebenezer Edema- Sillo
Person-Organization Fit: Espoused- Personal Value Alignment and Applicant Attraction	Poster	Saturday 10:30 AM - 11:20 AM	Exhibit Hall	Kalifa Thomas Cam Hazzard
Is the Promotion and Tenure System Broken? A Research Incubator for Sharing Findings	Alternative Session	Saturday 2:00 PM - 2:50 PM	202	Juan Madera Joshua Ash
When Work Follows You Home: A Cross- Cultural Study of the Work-Family Interface (Top Rated)	Poster	Saturday 2:00 PM - 2:50 PM	Exhibit Hall	Ivy Grossberg Chia-hao Hsu Nandini Mehta Brady Reid Denise Reyes Kaylee Litson
From in the Closet to in the Office: Experiences of LGBTQ+ Employees at Work	Symposium	Saturday 3:00 PM - 3:50 PM	220/221/222	Evan Nault Kristen Jaramillo Maiana Castro Isaac Sabat

I-O DAY

This fall, our program kicked off our second annual I-O Day! Undergraduate students had the opportunity to learn more about our field, current research in the department and interact with faculty and grad students.



IS THERE A DOCTOR IN THE HOUSE?

Congratulations to Doctor Frankie Torres who successfully defended his dissertation. He will be continuing his work as a consultant for I/O Solutions. We wish you the best of luck Dr. Torres!



Dr. Frankie Torres

Dissertation Title:
State-Level Healthcare Quality
and Access Mitigates the
Impact of Precarious Work on
Ill-Being

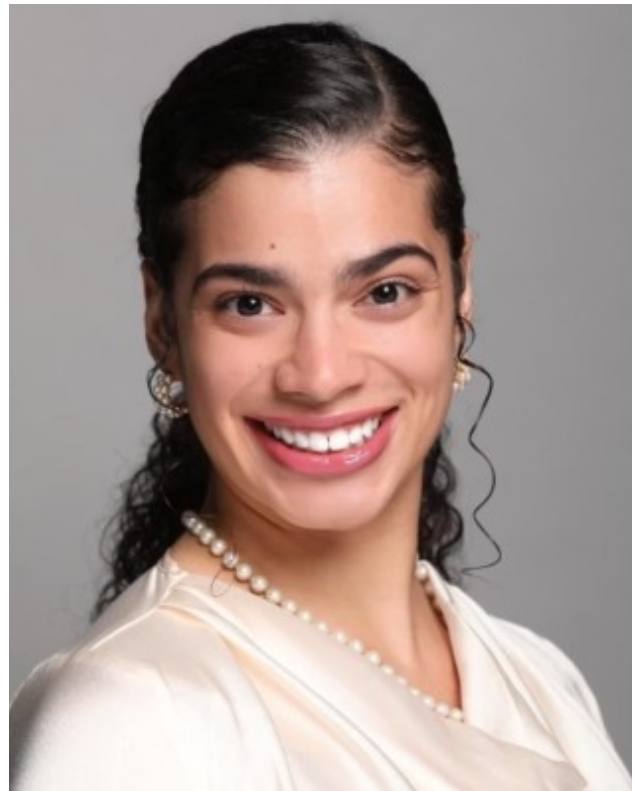
MASTER'S DEGREES AWARDED

Congratulations to Evan Nault & Alyssa Ortega for defending their theses and earning their MA's!



Evan Nault

Thesis Title:
The Moderating
Effects of Disclosure
on BPD Personality
Pathology Severity
and Workplace
Interpersonal
Mistreatment



Alyssa Ortega

Thesis Title:
Right Place, Right
Personality: Uncovering
Personality
Characteristics for
Leadership Effectiveness
Across Leader Level

PROPOSED DISSERTATIONS

Congratulations to the many members of the program who have successfully proposed their dissertation!



Kristen Jaramillo

Title: The Pronoun Predicament: Pronoun disclosure decisions for Binary and Nonbinary Transgender Employees in the U.S.

Committee Members: Isaac Sabat (chair), Bradley Brummel, Kaylee Litson, and Juan Madera

Ivy Grossberg

Title: Coping under pressure: A longitudinal field study of personality, coping strategies, and workplace outcomes

Committee Members: Bradley Brummel (chair), Kaylee Litson, Denise Reyes, and Sara Perry



PROPOSED DISSERTATIONS

Congratulations to the many members of the program who have successfully proposed their dissertation!



Ally St. Aubin

Title: Technology Implementation and the Job Demands-Resources Model: A Dynamic Consideration of Adjustment Trajectories

Committee Members: Bradley Brummel (chair), Kaylee Litson, Paras Mehta, and Elizabeth Rodwell

Kalifa Thomas

Title: Person-Organization Fit: Espoused-Personal Value Alignment and Applicant Attraction

Committee Members: Denise Reyes (Chair), Bradley Brummel, Kaylee Litson, and Kevin Hoff



PROPOSED MASTERS

Congratulations to Nabira and Joshua on proposing their theses!



Nabira Adnan

Thesis Title:

Beyond Reciprocity:
Culture and Individual
Values Motivating
Helping Exchanges in
Teams



Joshua Ash

Thesis Title:

The Pen as a
Gatekeeper: How
Stereotypes in Review
Letters Stall Promotion
of Women of Color

COMPS CHAMPIONS!

A warm congratulations to Ivy Grossberg, Chia-hao Hsu, Nandini Mehta, and Evan Nault for passing their comprehensive exams!



2025-2026 BROWNBAG PRESENTATIONS

Presentation Name	Date	Presenter
Student Research Talks	September 11th	Kristen Jaramillo
When Biases Collide: How Employee Blackness and Beauty Impact Customer Patronage.	September 25th	Dr. Derek Avery
Student Research Talks	October 9th	Nabira Adnan & Nandini Mehta
Advice and Reflections from Senior Students	October 23rd	Ally St. Aubin & Ivy Grossberg
Student Research Talks	November 6th	Alyssa Ortega & Alexander Paterson-Roberts
Student Research Talks	November 20th	Kalifa & Navrose
The Compleat Academic	January 22nd	Dr. Mikki Hebl
Unhelpful Help: Introducing an Under-Examined Interpersonal Stressor in the World of Work	February 5th	Dr. Cheryl Gray
From Academia to People Analytics	February 19th	Dr. Kelly Dray
Student Research Talks	March 5th	Ebenezer & Evan
Student Research Talks	April 2nd	Chia-hao Hsu & Josh
SIOP Practice Talks	April 16th	Graduate Students

I-OS IN THE WILD



Dr. Litson and lab members after saving the city during their escape room



Faculty and students enjoying the White Elephant gift exchange



Our wonderful first-year students: Tong, Cam, and Maiana at our Fall student kick-off



Students in our Consulting Psychology seminar with guest speaker Dr. Ryan C. Warner

INTERESTED IN GIVING BACK TO THE PROGRAM?

Navigate to the UH Secure Giving donation portal and select your gift amount:

<https://giving.uh.edu/gift>

There are three options to support UH IO through the link:

1. The **I/O Graduate Students Fund** is used to support graduate student travel, research, and socialization. Gifts designated to this fund are used as they are available.
2. The **Bart Osburn Endowment** and the **James E. Champion Endowed Scholarship** are used to recruit and provide financial support to PhD students in their first year of graduate school. Gifts designated to these funds support the principle on the endowment.
3. If you are interested in supporting the I/O program or UH in other ways, you can connect our Assistant Director of Development, Conor Glenn ('19, '20) crglenn@central.uh.edu

INTERESTED IN GIVING BACK TO THE PROGRAM?

We greatly appreciate your donations! Here's how UH's program helps students to **thrive**:

“Through rigorous training in honing my research abilities, I developed the necessary soft & hard skills to thrive in my internship. I feel confident that I will be a competitive applicant when the time comes to taking on the applied job market.”

“UH, and particularly the UH I/O program, has great faculty mentors that have guided me and mentored me throughout my PhD. They have provided me a solid foundation of knowledge, guidance through the countless stressors of graduate school, and opportunities to research, publish, intern, and grow. It is the professors that truly make the program, and make me feel ready for my professional career.”

Navigate to the UH Secure Giving donation portal and select your gift amount:

<https://giving.uh.edu/gift>

I-O HISTORY

Do you remember the thirst for knowledge and the sleepless nights?
The search for purpose and the sacrifice?
The teachers and mentors through which you learned it?
The friends and faces who made it worth it?
We'll never forget the dues we paid,
For greatness is **in our DNA**.

To celebrate the University of Houston's upcoming centennial, we are launching the I.O DNA project. The purpose of **I.O DNA** is to reveal and preserve the rich history of the I.O program as told by the program's past faculty and alumni. We are interested in collecting stories of triumph and success, failure and struggle, laughter, connection, and community. We want to know what the program means to you and how it has shaped you into the person you are today.

If you are an alumnus or past faculty member who is interested in sharing your experiences with us. Please consider filling out our brief survey, linked below, and sharing it with your fellow Coogs. The data you provide will contribute to a publication that highlights the significance and impact of the I.O program and inspires generations of Coogs to come.

Thank you for giving back to our program and for considering participation in this project.

Sincerely,
Alexander Paterson-Roberts, 2024 cohort member.



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