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Industrial-Organizational Psychology Program
School of Psychology

2020 Communication on Engagement

Statement from CEO-Equivalent

“I continue to support the Xavier University industrial-organizational psychology program’s participation in the UN Global Compact, as well as their on-going and continued commitment to the initiative and its principles.”

A handwritten signature in black ink that reads "Cynthia H. Geer".

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About Us

Xavier University is a Jesuit Catholic university rooted in the liberal arts tradition. Our mission is to educate each student intellectually, morally, and spiritually. We create learning opportunities through rigorous academic and professional programs integrated with co-curricular engagement. In an inclusive environment of open and free inquiry, we prepare students for a world that is increasingly diverse, complex and interdependent. Driven by our commitment to educating the whole person, promoting the common good, and serving others, the Xavier community challenges and supports all our members as we cultivate lives of reflection, compassion and informed action.

The College of Professional Sciences prepares undergraduate and graduate students in the Catholic Jesuit tradition intellectually, morally, and spiritually for careers and professions of service by: challenging students to strive for academic excellence and life-long learning; providing applied experiences grounded in theoretical foundations; promoting collaboration and community partnerships; valuing research, scholarship, and innovation; and integrating ethical behavior and a respect for individual differences and diversity.

In keeping with the Jesuit, Catholic, liberal arts tradition, the *School of Psychology* educates students in the science of behavior and mental processes with sensitivity toward the diversity of

all people so students may use psychological knowledge and insight to address human concerns. Within this context, the *industrial-organizational (I-O) psychology Master's program* strives to educate compassionate and engaged scientist-practitioners who understand that the core goal of I-O psychology – improving work – applies to all people. Since the founding of the program in 1962, the I-O program has often sought out opportunities for pro bono projects with regional non-profits, consistent with the College and University emphasis on service to the underserved. The program is one of a small number of Master's-level programs in I-O psychology to require an empirical thesis or comparable applied project, an applied internship, and an oral comprehensive examination as part of its curriculum. As such, training for I-O graduate students strongly reflects the scientist-practitioner model.

2018-2020

Service Work

In April 2019, Dr. Morrie Mullins joined the Society for Industrial and Organizational Psychology's (SIOP) United Nations Committee. That committee serves as the "bridge" between SIOP (which was granted special consultative NGO status with ECOSOC in 2011) and the United Nations. In fall 2019, Dr. Mullins attended the committee's annual planning session at the United Nations building in New York, and has been active on the committee. He has worked on documentation for committee on-boarding and contributed to a variety of other committee projects. He has also occasionally consulted with the board of the Global Organisation for Humanitarian Work Psychology (GOHWP) in support of their efforts to communicate with members about the intersection of humanitarian work and I-O psychology.

Over the past 2 years, Dr. Dalia Diab has been involved in diversity & inclusion (D&I) efforts at the university, college, and departmental levels. At the university level, Dr. Diab has been primarily involved in work aimed at enhancing D&I particularly for faculty members. For example, she has served as a facilitator for the D&I Teaching Academy for fellow faculty colleagues. She also served on a task force that developed a guide aimed at mentoring and retaining diverse faculty at Xavier University. At the college level, she served as a member and Interim Chair of the College of Professional Sciences Committee on D&I (CPS CDI). In 2019, the CPS CDI invited Sister Simone Campbell to campus to discuss the relationship between income inequality and social justice. Finally, at the departmental level, Dr. Diab has co-chaired the School of Psychology's Diversity Advisory Committee (DAC). Over the past 2 years, the DAC organized and sponsored different service events. Specifically, the DAC held a blanket drive benefitting Cincinnati Winter Shelter, purchased holiday gifts for less fortunate children in our community through the Adopt-A-Family Program (in partnership with the Administrative Staff of the School of Psychology), organized a fundraiser to help a local, non-profit organization (Lighthouse Youth and Family Services), and held a Bahamas Relief Effort Fundraiser to help the Bahamas recover from the aftermath of Hurricane Dorian in 2019.

The I-O program's commitment to the Global Compact has been publicized in communications with alumni and shared with the larger university community. Dr. Morrie Mullins' involvement with GOHWP, and the program's commitment to the Global Compact, was highlighted in a recent article on the university website (<https://www.xavier.edu/now/2018/10/morrie-profile>).

Students in the I-O program have undertaken a number of pro bono projects with schools and other organizations in the local area. These projects have included:

Working with a local homeless shelter to design, administer, analyze, and present the results of an employee engagement survey. Survey was used to improve employee experiences, and was also used to help increase funding as survey demonstrated that employees were committed to the agency mission. (2019)

Working with Louie's Legacy Animal Rescue, a non-profit and no-kill animal rescue based in Cincinnati, OH, and Staten Island, NY, created two PowerPoint trainings for their volunteers. One training included how to properly screen applicants wanting to adopt an animal, and the other training focused on how to properly screen applicants wanting to foster animals. Developed an activity with two sample interviews, providing volunteers with the opportunity to learn how to detect red flags when screening applicants and how to leverage the applicant rubric when determining if the applicant was a good fit. Created a technical report that was presented to the company stakeholders, an implementation guide, and provided additional interview questions thought to be beneficial based on the research conducted. (Fall 2019)

Working with Epilepsy Alliance Ohio on a Group Home Direct Staff new hire training. Revamped their onboarding training with the goal of helping people retain more information and making the training shorter and more meaningful. (Fall 2019)

Working with a local high school to design a training around using data to make changes to curricula, lesson plans, and other facets of the educational experience. More specifically, they will train teachers how to use data from the state-driven end-of-course exams (ECAs) to highlight bright spots and deficiencies in their teaching material. (Fall 2018)

Working with the Archdiocese of Cincinnati and another local high school to create a training program to help teachers, faculty, and staff learn about the LatinX student experience in the Price Hill community as well as best practices for interacting with these students in a school setting. The teachers will also receive training on how to be culturally responsive with their curriculum to make it more inclusive for LatinX students. (Fall 2018)

Publications and Scholarship

The following listing includes publications, including non-refereed publications, that help raise awareness of issues related to the Global Compact. Unpublished Master's theses are included if their content is consistent with one or more of the SDGs.

Publications

- Mullins, M., McWha-Hermann, I., & Berry, M. O. (accepted for publication). A macropsychology perspective on humanitarian work psychology. In M. MacLachlan & J. McVeigh (Eds.), *Macropsychology: A Population Science for Sustainable Development Goals*. New York: Springer (to be published). [SDG 1, 3, 5, 8, 10, 15]
- Mullins, M., & Poteet, M. L., (2019, October). Volunteering at the United Nations (without leaving home!) (Feature article). *The Industrial-Organizational Psychologist*, 57(2). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/3168> [SDG 17]
- Nagy, M. S., & Curl-Nagy, D. (2019). Workplace civility training: An antidote to traditional sexual harassment training. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12(1), 93-95. [SDG 5, 8]
- Madera, J., Wilson, K., & Nagy, M. (2019). D&I initiatives: Best practices and lessons from the field. *The Industrial-Organizational Psychologist*, 57(1), 27-33. [SDG 10, 16]
- Heischman, R. M., Nagy, M. S., & Settler, K. J. (2019). Before you send that: Comparing the outcomes of face-to-face and cyber incivility. *The Psychologist-Manager Journal*, 22(1), 1-23. [SDG 8]

Conference presentations

- McCord, K., & Mullins, M. (2020, April). *Factors influencing career advancement potential for mothers at work*. [Poster accepted for presentation]. The Thirty-Fifth Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX. [SDG 5]
- Kost, A., & Mullins, M. (2019, April). *Acceptance of accommodations for mental disabilities*. Paper presented at the Thirty-Fourth Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD. [SDG 10]
- Quijada-Crisostomo, A. L., & Mullins, M. (2019, April). *Interracial romances in the workplace*. Paper presented at the Thirty-Fourth Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD. [SDG 10]

Master's theses

Bostelman, B. (2020). *Policy and climate: Effects on perceived organizational tolerance for sexual harassment*. Unpublished Master's thesis, Xavier University, Cincinnati, OH. [SDG 5, 8, 10]

Lender, T. (2020). *Volunteerism, empathy, and mindfulness-based stress reduction*. Unpublished Master's thesis, Xavier University, Cincinnati, OH. [SDG 3, 8]

Singer, S. (2020). *Ethics education: The impact of ethics training engagement on unethical decision-making in the workplace*. Unpublished Master's thesis, Xavier University, Cincinnati, OH. [SDG 4, 8]

Campbell, C. (2019). *My coworker, WALL-E: Identifying employees' negative attitudes and anxiety toward robots*. Unpublished Master's thesis, Xavier University, Cincinnati, OH. [SDG 8, 9]

Settler, K. (2019). *Know the enemy: Mediating roles of rivalry, instigated incivility, and competition*. Unpublished Master's thesis, Xavier University, Cincinnati, OH. [SDG 8]

Zito, E. (2018). *Exercise and self-reported workplace stress*. Unpublished Master's thesis, Xavier University, Cincinnati, OH. [SDG 3]

Course Content Taught

Psychological Science Perspectives: Brief overview of humanitarian topics in applied psychology

Proseminar in Applied Psychology: Readings on humanitarian work psychology, prosocial psychology, and the sustainable development goals; discrimination and prejudice in the workplace; issues related to diversity in the workplace integrated throughout.

Assessment Techniques in I-O Psychology: Legal issues and ethical issues in employment situations; issues related to diversity and inclusion in the workplace integrated throughout.

Advanced Research Design and Analysis: research examples drawn from NGO environments integrated into the course and course readings; cross-cultural research challenges and issues.

Advanced Statistics: statistics and public policy; issues related to measurement and reporting of diversity-related information/demographics.

Organizational Psychology: organizational justice and equity theory as applied to the workplace.

Personnel Psychology: fairness and discrimination in employment practices; international issues in human resource management.

Performance Appraisal: legal, ethical, and equal employment issues as related to performance evaluation and related activities

Professional Development Issues: I-O Psychology: ethical behavior, civility and incivility, and diversity in organizations.