



FALL 2025 IO PSYCH NEWSLETTER

A PUBLICATION OF THE DEPARTMENT OF
PSCYHOLOGICAL SCIENCE

LETTER FROM THE PROGRAM DIRECTOR

Welcome to the 2025-2026 academic year, and the first of hopefully many UNCC I/O Psychology Master's program newsletters!

When I started as Program Director a little over a year ago, one of my goals was to enhance the sense of community within the program and the greater Charlotte I/O & OD community. To that end, we have been having regular social events at Divine Barrel Brewing. My hope is that these newsletters will also be a way to further cultivate shared community within the program and larger community.

Last academic year, our major program goal was to survive — with the departure of two beloved, long-term program faculty (Drs. Linda Shanock and Eric Heggstad), we were understaffed. We were, therefore, extremely pleased to hire two excellent new, full-time faculty members, Brent Reed and Ryan Grant, both of whom we will introduce in this newsletter. We also were lucky to hire three experienced, talented, and dedicated adjunct faculty members (Seth Osborn, Anne Pace, and Lauren Xavier Edwards). Other major program accomplishments from last year included: creation, deployment, and analysis of cohort exit interview surveys, working through some tricky budget-related issues, completing a program self-study.



The best part about last year was getting to know the current cohort of students. Our 14 current students are incredibly smart, thoughtful, and talented. Best of all, they care about each other and bring positive attitudes and an openness that makes teaching them a joy.

Now that we are out of survival mode, my major developmental goals for the program this academic year are to continue community-building and reflect on our program curriculum. I have solicited feedback from alumni and students that will factor in these discussions. I will also engage our Advisory Board and current faculty in conversations about our curriculum. In doing so, we will also ensure our course content is in alignment with SIOP's recent revisions to their Graduate Training Program guidelines for I/O Master's programs.

In this first newsletter issue, we announce events and deadlines, welcome our new I/O faculty members, and give shout-outs to our continuing and new Advisory Board members. We also briefly introduce each of our current cohort students and present interviews with a current student and alumnus.

Thank you for reading. We welcome ideas for future content — feel free to email me or Graduate Assistant Jon Gray (jgray85@charlotte.edu) with ideas!

UPCOMING EVENTS



Please join us for a **UNCC I/O program social event** in October at **Divine Barrel Brewing** in Noda from **6:00 – 8:00 pm on Wed, Oct. 15**. Local alumni and friends are welcome!



The **NCIOP Fall Conference**, sponsored by **Hogan Assessments**, is **Sept. 12** at the **Center for Creative Leadership**. It only costs \$10 for students to attend! Register online – check the NCIOP site or the LinkedIn NCIOP group.



Please plan to attend the next **Charlotte NCIOP social event** **Wednesday, October 22** at **6:30 pm** at the **Olde Mecklenburg Brewery**.



The **HR Summit at App State** is **Thursday, Oct. 9 – Friday, Oct. 10**.

<https://iohrm.appstate.edu/hr-summit/registration>



Don't forget to schedule a **Zoom check-in with Alyssa** sometime this semester if you haven't already done so. You can select a time that works for you using her **Calendly link**:

<https://calendly.com/amcgonag-charlotte>



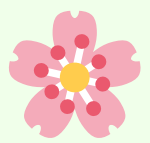
Don't forget about the **annual SIOP conference** **April 29-May 2, 2026**, in **New Orleans, LA!**

More information available here: <https://www.siop.org/events/the-annual-conference/>

NEXT SEMESTER'S COURSES



Registration for **Spring 2026** will begin on **October 27, 2025**.



The spring semester starts on **January 12, 2026**, and ends on **May 7**
(last day of classes is April 29, 2026).



Next semester's courses will include:

- ◇ PSYC 6173 **Job Attitudes**, with Ryan Grant
- ◇ PSYC 6640 **Topics in Organizational Psychology**, Occupational Health Psychology,
with Alyssa McGonagle
- ◇ May substitute PSYC 6099 Topics in Psychology (**Global Human Resources:
Argentina**), with Alyssa McGonagle
Application deadline for Study Abroad is 11/1/2025
Information available here: [Study Abroad Charlotte](#)





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STUDENT INTRODUCTIONS

CURRENT STUDENT SPOTLIGHT

How did your interest in IO Psychology grow?

During my undergraduate program, I went to Winthrop University and started in the music department, but I shifted over to the psychology department. In my junior year, my advisor suggested an IO psychology class because she knew my interest in statistics and numbers. The social psychology aspect of it is one of the things that really drew me into IO psychology. It became very clear to me very quickly that, “Okay, this is my lane within the psychology field.”

What drew you to UNC Charlotte’s IO Psychology Master’s Program?

The ability to work while also gaining the experience within the program was a really important thing to me. So that working professional design of the program and being able to apply the things that I'm learning in a real world setting, I think that that was one of the big drivers for me. I was also really drawn to the cohort design. I know some master's programs don't have the cohort design, but that idea of collaborating with diverse people and everyone has their own experiences and that's something that really shines through in our program.

What is your work role? What aspects of the IO program have you been able to apply?

I am a research analyst intern. In my role, I help support executive assessments. We do organizational level projects as well - some organizational health surveys, and also some executive coaching. I've been on the analysis side of it for 360 interviews and taking all that stakeholder data and transferring the qualitative data and kind of chopping it down into the themes and takeaways for those individuals. With our client facing projects, we have to take the data that we get and transform it so that it actually lands with the client. So, I think one of the things that I've learned from this program is some of how to translate those very specific details into organizational level. recommendations or giving ideas of this is how you can actually implement this.

Do you have any advice for future IO master’s students?

Figuring out how to spend your time. Really sitting down and thinking about when you are going to be dedicating time to reading research articles and figuring out the best way to approach that. A lot of people are working full-time jobs while in this program, so I think that is honestly the biggest thing. I would also definitely recommend opening up and connecting with your cohort and going out, too - whether it's to discuss projects you're working on or just creating that community. I think is a really important supporting aspect of this program as well.

FACULTY INTRODUCTIONS



Dr. Brent Reed

Hometown

Spring City, TN

Research Interests

My research focuses on how people psychologically connect to their work, and how those connections shape their thoughts, feelings, and well-being.

Why UNC Charlotte?

The people -- students, faculty, and collaborators who made this an exciting and supportive place to grow as a scholar

What do you love about IO Psych?

I love that it's a science grounded in everyday experiences and, more importantly, one that can help improve those experiences.

An interesting fact about me...

My original plan in life was to work just enough to support a career in music and graphic design.

Advice to IO Master's Students

Learning to think like a scientist and approach problems using data, theory, and critical analysis is a skill set that will set you apart as an I-O practitioner.



Dr. Ryan Grant

Hometown

Research Interests

Why UNC Charlotte?

What do you love about IO Psych?

An interesting fact about me...

Advice to IO Master's Students

FACULTY CONGRATULATIONS



Congratulations to Dr. Meg Davenport, who received the Academy of Management (AOM) Careers Division Michael Driver Best Symposium Award for the co-authored paper “Utilizing Uncertainty Regulation as a Late Career Strategy.”



Congratulations to Dr. Brent Reed, who received the Best Overall Doctoral Student Paper Award and the Best Doctoral Student Paper Award for Track 3 (Human Resources, Careers, and Development) for the Southern Management Association Meeting for his paper, “Navigating Food Autonomy: An Inductive Study of Resource Loss Across Work and Home.”



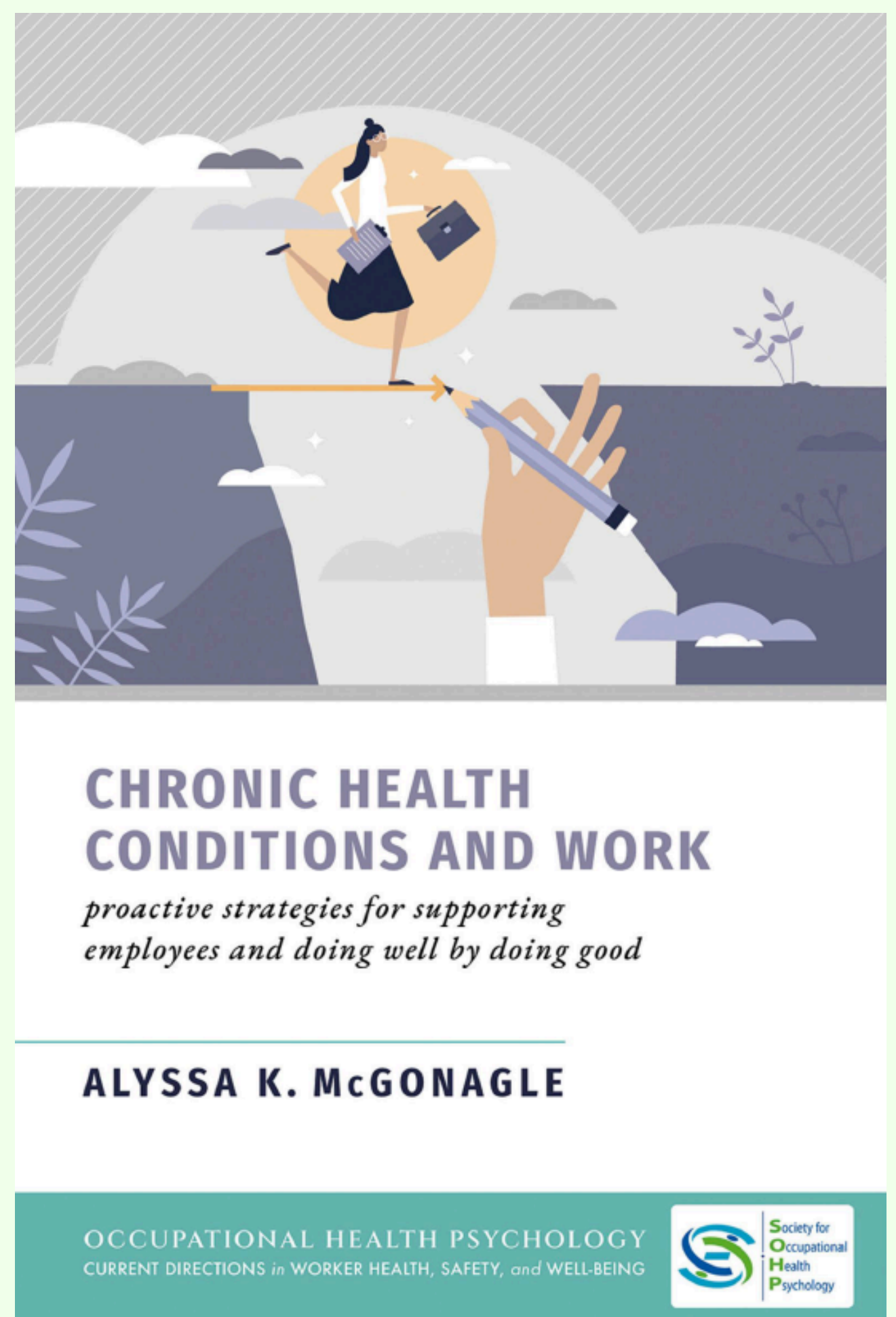
Congratulations to Dr. Ryan Grant, whose paper, “I need a vacation: A meta-analysis of vacation and employee well-being,” was selected as the Editor’s Choice article for the July issue of the Journal of Applied Psychology.



Congratulations to Dr. Alyssa McGonagle for publishing her book, “Chronic health conditions and work: Proactive strategies for supporting employees and doing well by doing good,” with Oxford University Press.



Welcome to Graduate Assistant, Jon Gray. Jon is a doctoral student in the Organizational Science Ph.D. program. We are so grateful to have his support this year!



ALUMNI SPOTLIGHT

ADVISORY BOARD MEMBERS



A big **THANK YOU** to our Advisory Board members!

✧ **Richard Louie**, Director, Leadership Development, Ally Financial

✧ **Lauren Bellich**, Vice President, Talent & Leadership Practices, Lincoln Financial

✧ **Zoa Ordonez**, Director, DE&I Strategy, Ally Financial

✧ **Heather Gordon**, Founder and CEO, HighGround Insights

HAVE A WONDERFUL FALL SEMESTER!



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