



I/O Psychology Master's Program Newsletter

Letter from the Program Director

It is tough to believe that, as I am writing this, we are already four weeks into the fall semester. We celebrated the graduation of our 2024-2026 cohort (14 students) in August. Of note, this was the first cohort to walk in the new UNC Charlotte summer graduation. It sure was hot that day, and it was exciting and rewarding to celebrate with them. We will miss them and hope they continue to connect with the program. We wish them all the best!

Our new cohort students are settling into the rhythm of working and attending classes. They are an excellent group with diverse backgrounds and experience. Be sure to check them out on page 3 of this newsletter and say hi to them at our next social event (November 4th at 6pm at Divine Barrel).

We worked on a number of program initiatives in the last year. First, based on student feedback we have changed our summer course cadence to having two concurrent full-summer classes instead of having each separately five-week sequential format. This will give students more space and time to reflect on and integrate the course material.

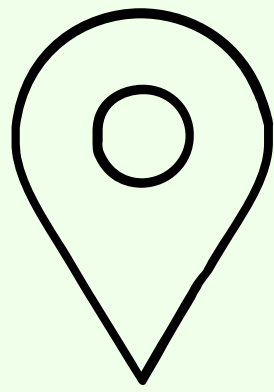
Second, we completed a skills audit, identifying the most important I/O-related and professional skills we would like students to develop while in the program. A big thanks to our Advisory Board members and faculty, particularly Drs. Blanchard, Davenport, Grant, and Reed, for their help with this! We then mapped skill development to our current course offerings. Incoming students were encouraged to complete a baseline survey of their skills at orientation, and we will revisit skill development halfway through and at the end of the program.

Advisory also assisted with responding to a request from our College's Dean, Dr. Chris Boyer, to increase our program size by admitting a cohort annually instead of bi-annually. Advisory, alongside IO faculty and current students, identified some opportunities, challenges, and strategic priorities to consider if and when we move to increase the program size. Relatedly, we have been given permission to hire a full-time I/O non-tenure track faculty member to assist with I/O program teaching and administration. We will begin recruiting soon; please keep an eye out for the advertisement and share it with folks who may be interested!

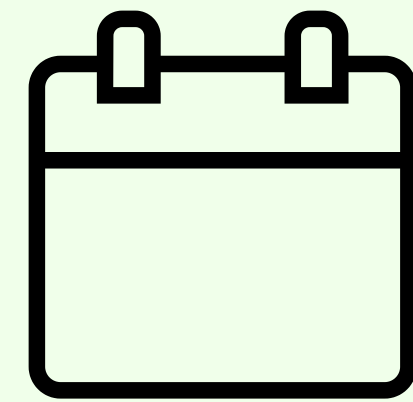
As always, thank you for your support of the program. I welcome any and all suggestions, ideas, and feedback. I am wishing everyone a wonderful fall season!

Alyssa





Upcoming Events



- The **HR Summit at Appalachian State** University is **Thursday, Oct. 15, 2026** (Live in person and on Zoom!)
- The **NCIOP** conference is **Friday October 30** at the Center for Creative Leadership located at 1 Leadership Place in **Greensboro, NC**
- Our next joint NCIOP + UNC Charlotte I/O program social event will be held **Wednesday, November 4**, from 6:00 - 8:00 pm at **Divine Barrel Brewing**, in the Barrel Arts Room. All students, alumni, faculty, advisory board members, and friends of the program are welcome to attend. We hope to see you there!
- Don't forget about the annual **SIOP conference**, which will be held on **April 15-17, 2027** in **National Harbor, Maryland**

Next Semester's Courses

Registration for **Spring 2027** will begin on **October 26, 2026**.

Alyssa will send an email when permissions have been granted and students can register!

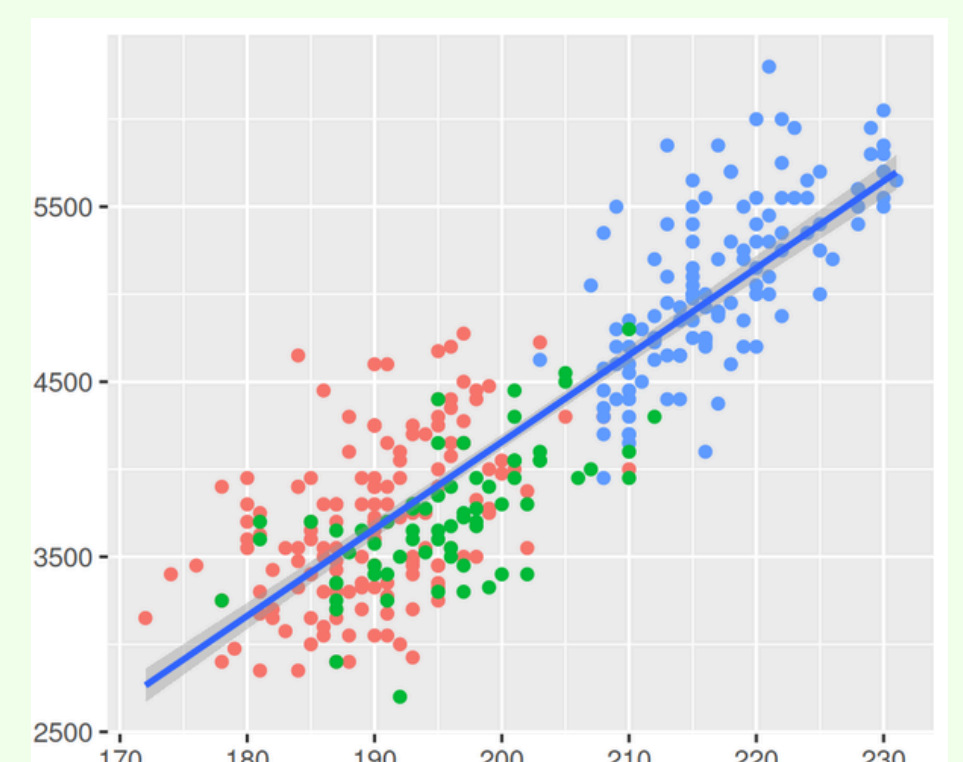
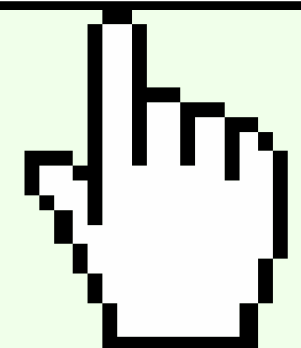
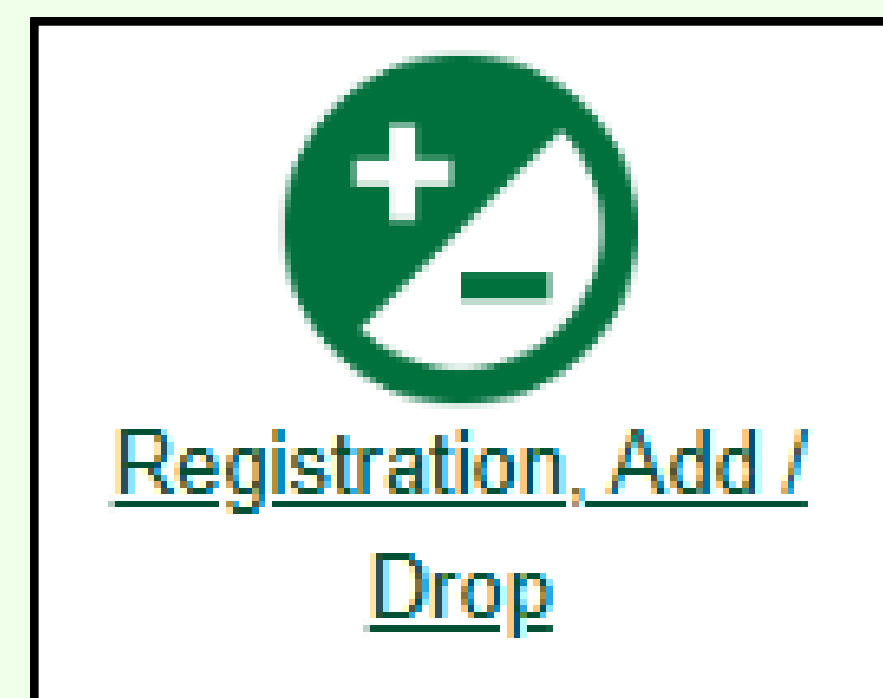
The **spring semester starts on Monday, January 11, 2027**; Spring Final Exams begin April 30, 2027. Next semester's courses will include:

✧ **PSYC6205 – Field and Lab Based Quantitative Research Methods** (Dr. Alyssa McGonagle)

✧ **PSYC6207 – Measurement in Organizations** (Dr. Brent Reed)

qualtrics

$$p < 0.05$$



Meet our Talented 2024-2026 I/O MA Student Cohort!

- ✧ **Owen Bruce**, Senior Operations Analyst, Bank of America
- ✧ **Lauren Bryant**, Recruiter/Account Manager, Bryant Staffing Solutions
- ✧ **Maggie Castine**, Coordinator of Satellite Facilities, University of North Carolina at Charlotte
- ✧ **Ryan Edmunds**, Open to work!
- ✧ **Taylor Elkins**, Project Manager, CMS Teaching Residency, Charlotte-Mecklenburg Schools
- ✧ **Caesar Grandinetti**, Assistant Manager, Windsor Fashions
- ✧ **Adam Granger**, Strategic Engagement Officer, Cooperative Baptist Fellowship
- ✧ **Mia-Simone Green**, Associate Recruiter, Lowe's
- ✧ **Mone't Holmes**, Assistant Director, InReach
- ✧ **Ian Matchett**, Senior Change Management Consultant, Piedmont Natural Gas
- ✧ **Amina Mughnee**, Talent Program Manager, IBM
- ✧ **Sydney Price**, HR Business Partner - Talent Development, Reinhausen Inc.
- ✧ **Mark Scott**, Lead HR Business Partner, Scout Motors
- ✧ **Reagan White**, Open to work!



Current Student Spotlight: Amina Mughnee



How did your interest in I/O Psychology grow?

In undergrad, I majored in sociology—so all things people—and I was kind of training my brain to think systematically and institutionally about things. I was trying to focus my coursework on applying that to a future job so I ended up doing a project about diversity in the workplace, and that kind of sparked my interest into going into HR. After landing an internship in talent management I really admired and looked up to my coworkers who had I/O degrees. Like, they knew their stuff. And I saw them shine. So that opened my eyes to where I could strengthen myself and grow in my career.

What drew you to UNC Charlotte's I/O Psychology Master's Program?

This program at UNCC is very, very robust compared to other programs I was researching, from the curriculum to the professors. Looking into the research that my professors have done, they are truly experts in their field. So that was something that really mattered to me. Talking about that breadth, I feel like all the professors have a lot of breadth in this field. And then also the application of it all, like the science practitioner model is about actually taking the theory and translating it to everyday language or applying it to everyday problems. That all takes skill and UNCC is known for that in this program!

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

I do performance management right now. So I lead our quarterly performance reviews, which include developmental feedback, goal setting, and all of that good stuff. And then recently, I have started leading our program evaluation exercises. So, all of that is purely based in I/O concepts. Recently in class we were talking about job analysis and the topic of skill versus competency came up, and my company is moving to a skills model from a competency model. So it was interesting to hear the difference between a skill and a competency, and how they're measured differently, and how one better applies to business goals. So, it was just kind of like "Oh, that's the context of why this is happening at my job!"

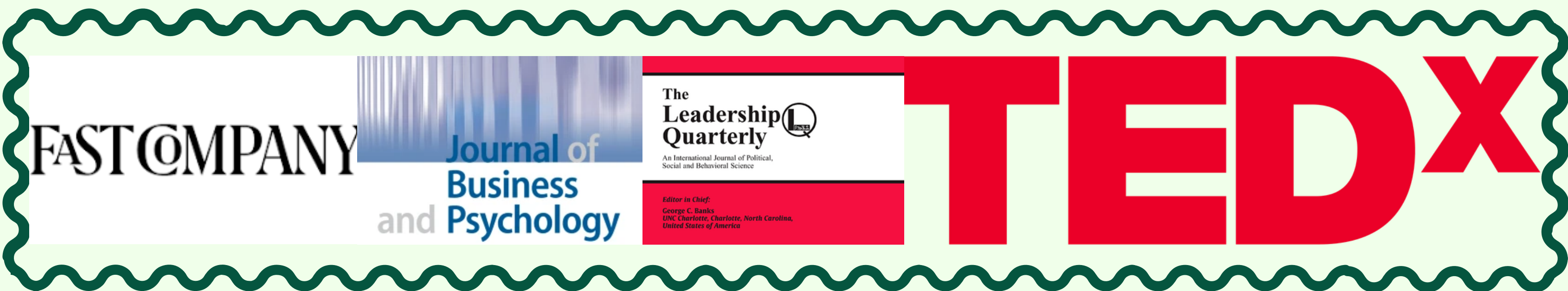
Do you have any advice for future I/O master's students?

I'm honestly looking forward to getting to know my cohort a lot better and building connections with them. I feel like we're all going to be juggling a lot throughout our two years together! So it's a good time for bonding. I'm also looking forward to understanding their interests and how they intersect with mine while becoming a better researcher and becoming better at my job. I'm excited to have that breadth and diversity of work and experience that I can then bring to my company and beyond.

A Moment to Celebrate Recent Faculty Accomplishments In...

Media:

- **Dr. Ryan Grant** and **Dr. Brent Reed** were quoted in a Fast Company Article: J. Lindzon (2026, August 2). The after-hours advantage: Why your life outside of work matters.
- **Dr. Alyssa McGonagle's TEDx talk** was selected as an **Editor's pick**, released online September 4, 2026.
- **Dr. Alyssa McGonagle** was featured in the HR Scoop podcast by WebMD on September 7, 2026.



Publications:

- Allen, T.D., Shockley, K.M., **Grant, R.S.** (in press). Toward a better understanding of job performance when working remotely: Evidence, boundaries, and tradeoffs. *Annual Review of Organizational Psychology and Organizational Behavior*. <https://doi.org/10.1146/annurev-orgpsych-031325-094513>
- **Davenport, M. K.**, & Pfrombeck, J. (in press). Work as a function of time. *Industrial and Organizational Psychology*, 21. 10.
- Forcina, J., **Davenport, M. K.**, Fitzpatrick, K., & Outlaw, K. (2026). Beyond the headlines: The hidden RN workforce in North Carolina. *North Carolina Medical Journal*, 87(2). <https://doi.org/10.18043/001c.162602>
- Ruffin, M. A., **Davenport, M. K.**, & Beier, M. E. (2026). Trajectories of attitudes, threat appraisal, and self-efficacy during ineffective enterprise resource planning technology implementations at work. *Behaviour and Information Technology*. 1-17. <https://doi.org/10.1080/0144929X.2026.2638916>
- Endacott, C. G., **Reed, B. N.**, & Steltenpohl, C. N. (2026). Enacting Open Science values in qualitative leadership research: Existing practices and future directions. *The Leadership Quarterly*, 37(5), Article 101977. <https://doi.org/10.1016/j.leaqua.2026.101977>
- **Reed, B. N.**, & **McGonagle, A. K.** (2026). Rethinking food at work: An examination of structural and social constraints and resource loss across the work-home interface. *Journal of Business & Psychology*. Advance online publication. <https://doi.org/10.1007/s10869-026-10145-9>

Not to Mention... Faculty Presentations

- Beier, M. E., Ruffin, M. A., **Davenport, M. K.**, & McSpedon, M. R. (2026, May). *The person-centered imperative: Adult learning at work*. Talk given at the Motivation and Self-regulation at Work Conference at Georgia Tech. Atlanta, GA.
- **Davenport, M. K.**, Meredith, C.**, Oliveira e Silva, J.**, Patel, S.**, & Zhou, S.** (2026, May). *Self-directed work-relevant learning with generative AI tools*. Poster presented at the Motivation and Self-regulation at Work Conference at Georgia Tech. Atlanta, GA.
- **Davenport, M. K.** (2026, May). *Choosing what to learn: A lifespan development perspective on jobseekers' training motivation*. Invited talk at the Motivation and Self-regulation at Work Conference at Georgia Tech. Atlanta, GA.
- Harris, A., **Davenport, M. K.**, & Fasbender, U. (2026, August). Too tired to stay or still valued to stay on? Understanding transit drivers' retirement intentions. In Gioba, I., Pfrombeck, J., & Xu, N. (Chairs), *Drivers and Deterrents of Inclusive, Age-diverse Workplaces: New Perspectives and Insights*. Paper presented at the 86th Annual Meeting of the Academy of Management. Philadelphia, PA.
- **Dr. Ryan Grant** will present his research with co-author **Dr. Brent Reed** on mastery experiences funded by Purdue University Daniels Business school in November at Purdue University. Dr. Grant would like to thank the members of the previous and current cohort who participated in this study for their support!



Alumni Spotlight: Andrea Santiago



How did your interest in I/O Psychology grow?

I think I/O psychology is especially fascinating because anyone can approach it. Everyone has some sort of experience working with others as soon as you lean into a sense of curiosity to ask, well, why did that work? Or why did that not work? Then you're already in I/O psychology territory. I was fortunate enough in my first job out of college to have access to people who worked in talent management or employee experience who had I/O backgrounds. Getting to pick their brains and see applied I/O psychology in action was exciting.

What drew you to UNC Charlotte's I/O Psychology Master's Program?

After graduating from Chapel Hill, I moved to Charlotte. I had a wonderful opportunity to do a rotational program and I connected really well with an alum of the program, and she was just everything that I wanted to be at work. She was diligent, curious, and applied and I was like "I want to do that! I want to have that background!". UNCC really stood out to me because of the practitioner-focused program. I was working full-time so the in-person evening classes were really important to me. I also was really drawn to the faculty and the research topics that they had been published on. So, Mondays and Thursdays were my happy evenings. Because where else can you be in a room full of people with so much experience and an interest to ask questions, learn, and absorb!

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

I am currently an account manager at Hogan Assessment Systems. So it's been really exciting to me to step into a role that's so directly at the intersection of psychology, business, and talent. I actually learned about Hogan in a deeper way because of the program; they provided support to go to the SIOP conference and I met Hogan there. It was really cool to see their work because they would often be referenced during class as leaders in organizational measurement. The program has given me the tools to communicate the value of the assessments and the science behind them, translating reliability or validity into something that's meaningful and practical to more people.

Do you have any advice for future I/O master's students?

Don't feel like you need to have your entire career figured out right now! I/O is a field that is applicable at many levels, and it may take time to discover what resonates most with you! That being said, lean in and be curious. You get out what you put in to the program, so be present, ask questions. During class, sit somewhere that facilitates your focus and learning, take ownership of what feels good to you, and invite any challenges with it with open arms. Connect and embrace the people around you, because you're all living this experience together! Do your readings, get engaged, and embrace challenge.

Congratulations Graduates!
And Have a Wonderful Fall Semester!

