Welcome to the Penn State I/O Alumni Newsletter!

We are excited to introduce you to new faces in our program, provide updates on accomplishments, explore current lab research, discuss Practicum projects, spotlight our recent alumni, and share some of the memories made this year.

Thank you for your continued involvement and support for our I/O program at Penn State!

Follow us on Twitter! @PSU_IO
MEET THE FIRST YEARS!

David Schillinger

David was born and raised in Saugerties, NY and after receiving his BS in Psychology from Fordham University he worked for a few years as a research assistant in Providence, RI. He works with Dr. Susan Mohammed, and his research interests span team individual differences and cognition, leadership, and situational strength. In his free time, David enjoys acting, hiking, and regular doses of Dungeons & Dragons.

Danielle Tarantino

Danielle grew up in Middletown, NJ. She received a BA in Psychology from Montclair State University in 2019. She works with Dr. Rustin Meyer and is currently working on a research project aimed to help organizations better detect "faking" on personality assessments. Her main research interests are personality and assessment, with a specific focus on dark-side traits. She has a passion for movies, enjoys listening to weird podcasts and spending time outdoors.

Anthony Roberson

Anthony is a first-year graduate student under the mentorship of Dr. Kisha Jones and Dr. Sam Hunter. He is originally from Montclair, New Jersey and graduated from Albright College in 2016 with a B.A. in Psychology. After graduating, he spent a few years working with the professional soccer team called the New York Red Bulls, where he found his passion for I/O psychology. He is interested in the integrating diversity and inclusion with leadership development. One project he is currently working on focuses on the emergence of the "glass cliff phenomenon" for mid-level minority leaders. He has a passion for soccer and Hip Hop and R&B music.
We are thrilled to recognize several faculty in milestone accomplishments this academic year. Congratulations on your well deserved achievements!

Dr. Susan Mohammed has been recognized as a SIOP Fellow for her research contributions to teams and team mental models. Well done, Susan!

Dr. Alicia Grandey has been promoted to Liberal Arts Professor, an appointment in recognition of outstanding scholars and teachers in the college. Excellent job, Alicia!

Though we are disappointed that we could not celebrate the accomplishments of our amazing faculty and all of our student research contributions at SIOP 2020 in Austin, we are looking forward to seeing you at SIOP 2021 in New Orleans!
Coming Together During a Challenging Time

Like many other institutions across the world, Penn State University closed their campuses in March and shifted to virtual courses and meetings in response to the spread of COVID-19. Though this made for unprecedented challenges during a time of heightened unease, it was also a time that reminded all of us in the I/O Program what a strong support network we have in each other.

We quickly adapted to a virtual format making use of Microsoft Teams and Zoom to stay connected. The faculty and grad students came together to share academic resources and tips on conducting and participating in virtual courses and meetings, and collaborated to make continued research progress in spite of limitations. Further, we made every effort to support each other during a difficult time, including delivering supplies to one another, hosting virtual Netflix viewing parties, and always being available.

Though we have always acknowledged the collaborative nature of our program, the cooperation and support shown demonstrate the special type of people that are part of the Penn State I/O program.

Above: The first virtual Practicum meeting off to a positive start
ALICIA GRANDEY’S LAB

Workplace Emotional Labor and Diversity (WELD) Lab

Change is afoot in the WELD lab with new members, manuscripts, & milestones.

Members:
The lab welcomed new member Kristen Swigart (4th year, co-chaired with Rick Jacobs), and returning members Gordon Sayre and Anu Anantharaman (5th years), Katie England (4th year), and Vanessa Burke (3rd year). We meet biweekly to discuss projects and professional development with interested others, including Tin Nguyen, Sus Ivory, Amanda Moeller, and Terri Frasca (Social).

Manuscripts: See our new website for links to forthcoming papers:
1. A two-study paper in Journal of Applied Psychology (Sayre, Grande, & Chi) on when and why daily emotional labor predicts drinking alcohol, with former visiting scholar Nai-Wen Chi.
2. A review in Journal of Management (Grande, Gabriel & King) on how women’s “three Ms” (menstruation, maternity & menopause) intersect with careers (see brief summary here), with former PSU undergraduate student Allie Gabriel.
3. A review in Journal of Management (Swigart, Anantharaman, Williamson, & Grande) on how liberal and conservative political views affect strategic decisions and social dynamics at work, a very timely topic these days in the U.S.!

Milestones:
In August, 2019, Vanessa defended her master’s thesis on the gender disparity in attraction to leader positions and is gearing up for comps. Since December 2019, Katie has worked as an HR Co-Op for Pratt & Whitney on a Diversity, Inclusion, and Engagement team. In February 2020, Anu proposed her dissertation on the relationship of political diversity and organizational attitudes across election years, and Gordon defended his dissertation on whether tips compensate for energy investment, and landed a position as assistant professor of OB at emlyon business school in France. Finally, Alicia has all the feels: she is pleased to have been recognized as Liberal Arts Professor, grateful to complete her 4-year term as Director of Graduate Studies for Psychology, and excited to be starting a year-long sabbatical (who-hoo!). Special announcement: she is guest editing a special issue of Journal of Occupational Health Psychology on preventing interpersonal mistreatment at work – please submit proposals by July 15!

For more frequent updates, check out the WELD lab website and on Twitter at @AliciaGrandey.

RUSTIN MEYER’S LAB

The CASA (Contextual Analysis and Situational Assessment) Lab has continued to grow, with first years Danielle Tarantino and David Schilling join the lab. The lab’s research continues to focus on the concept of “situational strength,” with the goal of better understanding how situational strength shapes employees’ behavior and experiences at work. Louis Boermerman (2nd year) is currently working on his masters’ thesis project, which looks at the ways in which situational strength impacts decision making. Louis is also doing work on the concept of “personality strength,” and developing a test to measure it. Sus Ivory (2nd year) is also working on her master’s thesis, which will look at situational strength, P-E fit, and worker well-being. Sus is also exploring the ways in which situational strength can shape people’s response to misfit at work. Danielle and Sydney Reichin (2nd year) are currently exploring how various instructions (e.g. contextualizing participants in several different selection scenarios) on self-report personality tests impact participant’s faking behaviors. They are also interested in how a number personality traits (e.g. the dark triad) interact with these instructions to predict faking.
**JAMES LEBRETON’S LAB**

**James LeBreton** continued to lead the grant funded by the Army Research Institute (ARI) which was focused on reviewing, critiquing, and integrating the various traditions for conceptualizing and measuring implicit personality and implicit processes. Last year, he published two papers discussing how to develop and validate one type of measure for implicit personality — conditional reasoning tests.

1st year, **Danielle Tarantino**, has joined the lab this year. Danielle has been working with **Sydney Reichin** (2nd year) to see if implicit and explicit aggression may interact to predict faking behaviors on personality assessments.

**Sydney Reichin** has been a research assistant on the ARI team for two years. She has also been working on a review of the need for achievement as well as various research questions related to Conditional Reasoning Tests (CRTs) including topics such as differential item functioning (DIF) across cultures and transparency/fakeability of the CR measurement system. This summer she is taking her comprehensive exams.  

**Amanda Moeller** (2nd year) has also been a research assistant on the ARI team for two years. She has also been working on a review of the need for achievement as well as various research questions related to Conditional Reasoning Tests (CRTs) including topics such as differential item functioning (DIF) across cultures and transparency/fakeability of the CR measurement system. This summer she is taking her comprehensive exams.  

**Cristina Theriault** (3rd year) has been a research assistant on the ARI team for three years. She has successfully defended her thesis investigating the CRT for aggression for DIF across gender and race. Additionally, she is also working on the review of the need for affiliation. This spring, she is taking her comprehensive exams and beginning preliminary research which will contribute to her dissertation.  

**Levi Shiverdecker** (5th year, ABD) is currently working on his dissertation investigating the application and relative performance of robust estimation methods versus bootstrapping approaches commonly used for mediation models. Over the past year, his work has led to publications on topics addressing the use of robust estimation for structural equation models, an introductory chapter to multilevel modeling, and implicit/explicit antagonism in the workplace. His summer will be spent continuing his dissertation work as well as keeping an eye on the job market.  

Finally, the lab had some success this year with submissions to the SIOP annual conference. **Sydney** and **James** Co-Chaired a symposium exploring how implicit motives can contribute to I-O psychology. Included in this symposium was a paper authored by **Cristina** and **Amanda** on preliminary results of the meta-analysis of the need for affiliation. Additionally, there was a paper authored by **Sydney** and **James** on a validating a Dutch version of the CRT for aggression. **Sydney** also co-chaired a symposium on how I-O can contribute to terrorism research. Within this symposium, **Amanda** and **Sydney** co-authored a paper on the implicit motives of terrorists, using LIWC to analyze terrorist speeches.

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**KISHA JONES’ LAB**

The Diversity Recruitment and Retention Lab (DRRL), led by **Kisha Jones**, seeks to understand and increase diversity and inclusion in the workplace, with a focus on how race, gender, class, and mental illness impact career/organizational entry and retention. Though Kisha’s move to Florida International University’s College of Business after the end of this academic year is bittersweet, there are plenty of other exciting developments to acknowledge. Kisha and **Katye Griswold** (6th year) welcomed first year student **Anthony Roberson**. **Katye** is finishing up her dissertation, which examines how followers perceive and interpret leader signals of inclusion. **Anthony** is working on his master’s thesis proposal, which will explore the glass cliff phenomenon among minority leaders. This year, the lab has mainly worked on projects related to understanding how the intersection of race and social class influences organizational trust, what factors impact minority leader career opportunities, how racial/gender occupational stereotypes shape career outcomes, and why majority group members support diversity policies. In addition, current and former lab members have papers out on affirmative action policy framing and group-identity threat (**Jones, Anantharaman**, & **Bhatt**, 2019) in *Personnel Assessment and Decisions*, Black-White differences in vocational interests (**Jones**, **Newman**, **Su**, & **rounds**, in press) in the *Journal of Business and Psychology*, and mental illness stigma as diversity resistance (**Follmer & Jones**, in press) in *Diversity Resistance in the Workplace (Vol. 2)*. Though the DRRL will be phasing out at Penn State, Kisha is thankful for the great students and colleagues she has been able to work with and looks forward to continued collaboration!
The Leadership and Innovation Lab welcomes two fresh faces this year: **Anthony Roberson** and **David Schilling** (1st years). In addition, **Julian Allen** and **Rachel Heinen** (4th years) have accepted jobs at PepsiCo and APT Metrics, respectively. Both students are working on their dissertations remotely.

The lab is currently working on several exciting and emerging projects on both the leadership side and the innovation side. Notably, the lab’s leadership research spans multiple levels and covers diverse forms of leadership. **Anthony** is examining whether minorities are appointed to glass cliff scenarios (i.e., women and minorities appointed to leadership positions in times of crisis) at greater rates for mid-level managerial roles than for C-suite (e.g., CEO) leadership roles. Further, he hopes to explore minority mid-level managers’ career trajectory after being appointed in glass cliff situations. **Kayla Walters** (2nd year) is currently conducting interviews with co-leaders to learn about the dynamics and composition of leader dyads, as well as working on a project exploring the CIP model of leadership in the context of leader succession. **Vanessa Burke** (3rd year) and **Kristen Swigart** (4th year) continue their work on leader gender, errors, and apologies. **Brett Neely**’s (7th year) primary research focus is completing his dissertation, a study examining the relationship between CEO facial masculinity and financial fraud, prior to starting his new role as an assistant professor at the University of Nebraska Lincoln.

Research on innovation primarily focuses on the “dark side” of creativity and contextual influences on creative performance. **Tin Nguyen**’s (3rd year) is working to publish his master’s thesis, which examines how group members’ biases against originality hamper their collaborative efforts. The also continues to push the boundaries of malevolent creativity research, as **Tin and Kayla** are working with **Sam** to develop methods for deterring malevolently creative behavior. **Julian** continues to partner with Penn State and the L&I Lab on various applied research projects related to employee creativity and innovation. Finally, in addition to the lab’s meta-analysis on the effects of creative work climates, **Tin** is also collaborating with former Penn State alum **Alex McKay** (Virginia Commonwealth University) and **Melissa Gutworth** (lab alumna; Montclair State University) on a meta-analysis on the effects of time pressure on creativity.

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**SUSAN MOHAMMED’S LAB**

The Team, Cognition, and Time (TCaT) lab is hard at work rebranding and refocusing as we continue to conduct cutting edge research to benefit teams in applied and academic settings. **Susan** is working on a major review of team cognition research for the Academy of Management Annals. She is joined on this paper by recent graduate **Kent Alipour**, who is now an assistant professor in the management department at East Carolina University. Recent graduate **Alex McKay**, assistant professor of management at Virginia Commonwealth university, first authored a paper on union participation in Personnel Psychology featuring longitudinal practicum data from the Pennsylvania State Teacher’s Association. **Patty Martinez** recently defended her dissertation entitled, Syncing up or sinking down? Temporality and status in leader-follower dynamics. She is working as an organizational development specialist at Ryder System Inc. in Miami.

Fourth year **Jackie Marhefka** has been working with **Susan** and design engineers on a grant from the National Science Foundation (NSF) examining the development of psychological safety and its impact on team outcomes throughout the engineering design process. She also co-authored a paper with **Susan** on the measurement of time perspective in the Journal of Organizational Behavior. Jackie’s dissertation investigates how temporal individual differences influence affective reactions to deadlines and examines temporal strategies that may promote positive motivational and performance outcomes. Third year **Jason Williamson** spent last summer collaborating with Susan and two undergraduate research assistants to create the Penn State Team Science Toolbox featuring evidence-based team interventions to support the Clinical and Translational Science Institute community in dealing with the complex challenges of science teams. Additionally, **Jason** has been funded by Susan’s NSF grant to determine the extent to which NSF-funded, interdisciplinary teams continue to collaborate beyond the grant (subsequent grants, publications, presentations) and to identify the factors that facilitate and hinder successful collaboration in these teams. First year **David Schilling** is exploring the negative effects that action-state orientation diversity can have on team viability, as well as the mechanisms through which these effects occur.

As always, we are also busy completing other projects and exploring new research questions in this exciting and productive year!
In addition to our client projects, we had a full schedule of weekly Practicum meetings this year. Fall semester’s focus was jobs – practice job talks for our senior students going on the academic market, learning about career paths in I/O, and advice on securing (and making the most of) internships. In the spring, we had a more eclectic mix of topics – project management, executive education, Excel tips, and navigating the new world of Zoom meetings. Through it all, we learned from an all-star lineup of speakers. On top of some current students who took the time to present on relevant topics, we were also lucky to hear from various alumni (Ted Kinney, Patty Martinez, Hanna Lascano, Lily Cushenbery), friends of the program (Lauren Landon, Jazmine Boatman, Jill Gaetano), clients (USAID), and legends (Jim Farr) who all joined our meetings to share their applied experiences and advice for those entering the field.

**USAID** Beginning in Fall 2019, a group of our students began working with USAID, a government agency that works to provide development assistance to partner countries worldwide. USAID has recently implemented a brand new performance management and promotion system for their Foreign Service Officers (FSOs) in an effort to move away from annual administrative evaluations of performance in favor of a more continuous coaching process for developmental purposes. The USAID practicum team first assisted in creating a survey to assess FSO reactions to the new process. Currently, the team is working diligently to analyze quantitative and qualitative survey data to assist in identifying where further refinement of the process or related training is needed. In addition, the team is investigating novel research questions that can be answered through the survey data along with multi-source performance data, overall board-assigned performance grades, and promotion assignments. The practicum team is supervised by Dr. Susan Mohammed and Dr. Rick Jacobs, with Cristina Theriault (3rd year) and Louis Boemeran (2nd year) serving as student leaders. Rounding out the team is Jason Williamson (3rd year), David Schilling (1st year), and finally Amanda Moeller (2nd year), who is graciously assisting on two practicum projects this year.

**PSEA** In 2018, a U.S. Supreme Court ruling (Janus v. AFSCME) eliminated the requirement that public employees pay their “fair share” of union membership dues. In the year before this ruling, a practicum team worked with the Pennsylvania State Education Association (PSEA) to develop a predictive model identifying PSEA members who were likely to stop paying union dues. Once members began to leave the union in the two years following the ruling (luckily less than anticipated!), efforts were made to validate the original model. Continuing our enduring history working with PSEA, a new team, consisting of Vanessa Burke (3rd Year), Tin Nguyen (3rd Year) and Danielle Tarantino (1st Year), under the supervision of Dr. Rustin Meyer, was tasked with validating the existing model, determining whether it still predicts those who leave the union after a second year. The PSEA practicum team also hopes to design an improved model, training the model to predict actual leaving behavior from last year as opposed to intentions to leave from 2017. Further, the team is investigating the effectiveness of interventions that PSEA used (e.g., one-on-one, small or large group interventions) to retain members around the time of the Supreme Court case. Finally, the team plans to explore the individual characteristics of people who were originally predicted to stay in the union, but actually left.
Starting in Fall 2019, a group of our students began working with The BB&T Leadership Institute, an organization specializing in leadership development for BB&T Bank and external companies. In addition to leadership development, the BB&T LI also focuses on team building, talent management, change management, and employee engagement. Our practicum team was specifically tasked with validating BB&T’s new employee engagement survey. A goal of the BB&T LI is to be recognized as an organization that values scientific rigor. Thus, a goal for them was to publish this survey in a peer reviewed, scientific outlet. A first version of this was submitted to and accepted at the annual Academy of Management Meeting, to be presented in August, 2020 in Vancouver, CA. A second version is currently being drafted for publication. The practicum team is supervised by Dr. Sam Hunter, with Sus Ivory and Sydney Reichin (2nd years) serving as student leaders. Rounding out the team is Kayla Walters (2nd year), Anthony Roberson (1st year), and finally, Terri Frasca (2nd year visiting us from Social Psychology)!

Huck The Huck Professional Development System (HPDS) -- an assessment process designed to provide leadership & soft-skill competency feedback to PhD students in the Huck Institute for the Life Sciences -- is in its fourth year as a Practicum project. The project is supervised by Dr. Sam Hunter and led by second-year Amanda Moeller. The HPDS graduate assessors include first-year Anthony Roberson, second-years Sus Ivory and Syd Reichin, third-year Cristina Theriault, fourth-year Jackie Marhefka, and second-year Social Psychology graduate student Terri Frasca. In addition to these graduate team members, our team also includes two undergraduate research assistants, Amber Kovacik and Abdallah Khalifa. This year, the HPDS team completed seven assessments for the program. During the fall semester, our team faced challenges with recruiting participants and cancellations. Our focus during the spring semester was to recruit more students and see them through the assessment process from beginning to finish. We believe these efforts were successful. While we completed two assessments in the fall, we were able to complete five during the spring semester. Although we had to end the program early this semester due to current social distancing guidelines, four students who were scheduled to complete an assessment this semester have indicated their interest in rescheduling with us next semester. We’re looking forward to returning to campus and continuing to collaborate with the Huck Institute for the Life Sciences!

GDP The Gully Development Program (GDP) continued into its second full year. The GDP, named in honor of Stan Gully, is a developmental assessment program for graduate students in the School of Labor and Employment Relations. In total, we assessed and provided feedback to ten students on the competencies needed to succeed as HR professionals. Although we faced some challenges with recruitment, we received positive feedback from students who completed the program and found it to be a valuable experience. The project was supervised by Dr. Sam Hunter and led by Kayla Walters (2nd year), but this year was really a group effort – almost everyone on the Practicum team participated in at least one assessment!
It feels weird to be writing this as an alumnum of the program - feels like just yesterday I was there. Now, I'm working in New York City for Culture Amp, an employee feedback software platform. We are a tech company providing software for capturing everything from employee engagement, diversity & inclusion, and wellbeing, to job performance evaluations, leadership and team development, onboarding, and exit. My role is "Senior People Scientist", which is to say that, first and foremost, I coach our biggest company clients to design the ways they collect employee data that will help them take action to improve their culture and experience. Second, I'm brought into sales demos and pitches to prospective clients as the IO subject matter expert, which has been an incredible learning experience for me. Sales is hard! Third, I create public-facing content, like webinars, courses, and blogs about using IO psychology principles at work; and I host events, like workshops and executive-focused networking, and present at HR conferences around the country.

I've done a lot of reflecting, and here's just a few of many ways the training at PSU has set me up for success:

1. What I love about my job is getting to immediately impact workplaces by coaching HR teams to be more sophisticated with data and strategic in their thinking about how to use it. Practicum was a great preparatory experience for this.
2. I also enjoy the variety of things I get to do, but it can be challenging having to switch between them constantly. Grad school was like body building for this muscle (imagine what I'd look like if it really was?), and thankfully each IO thing I do usually informs another.
3. Stories, stories, stories! One of the most helpful aspects of PSU PhD training (please take my advice and do as learn as much of it as you can) has been the power of creative storytelling - just as creative writing is necessary for publishing articles, creative storytelling has been perhaps the most important element to all the selling, coaching, and educating I've done.

Greetings from Richmond, VA! Over the past two years, I've enjoyed being a part of the faculty here in Virginia Commonwealth University's Management and Entrepreneurship Department. I joined a great faculty group and have the luxury of teaching a creativity and ideation course, which aligns perfectly with my research interests. It's enjoyable for me to teach the application of creativity theory and research to students through in-class activities, out-of-class experiential activities, and an invention project. Plus, it's fun to catch students off guard when I bring edible crickets to class for my lecture on personality and openness to experience! Aside from my job, my wife and I love Richmond! The city has such an amazing culture of arts and food. There are all types of events and festivals nearly every weekend during the spring, summer, and fall. It's hard to choose among all the options. We live near the river so we get to enjoy a fair amount of nature here within the city limits, which both us and our two dogs enjoy. Overall, we love it here! We miss everyone at Penn State and hope that everyone is doing well! If you are ever passing through Richmond, let us know!

I am happy to report that I am continuing my streak of being "not dead yet". Life at PwC is somewhat frenetic, but never boring. You will find that the world of external consulting moves much more quickly than grad school does. I do both external and internal consulting in my role (which is to say that sometimes, my client is PwC) and I love having the opportunity to do both. No two projects are ever the same. I'm using my quantitative skills doing predictive analytics for flight risk, and even the occasional k-means cluster or LPA in addition to the bread and butter correlations and regressions we all know and love. There's also plenty of opportunity to flex my measurement design/psychometrics skills, assessment & job analysis, as well as helping clients stick to the science on topics like Diversity & Inclusion. Right now, much of our work is focused on helping organizations orient themselves as they transition large portions of their workforce to virtual work. If you use your time wisely, Penn State has everything you need to get you ready to take on work in whatever specialized area you choose or you can set yourself up to be a jack of all trades, which has its merits too! I'm very grateful to have benefited from the scientist-practitioner style of teaching that Penn State offers. Sadly, I won't be "seeing" you all at SIOP this year - but I'm looking forward to a time when we can see each other again! I love New York and my job, but do miss my Penn State family... and Waffle Shop & Finelli's!
Each year Centre Safe (formerly Centre County Women's Resource Center) runs a Holiday Sponsorship Program and our program has participated as sponsors several consecutive years. This program aims to help survivors celebrate the holidays in a way that is empowering for them and their children. To achieve this, sponsors purchase a $50 gift card for each person in the family and wrapping paper so the family can purchase presents for each other and wrap their own gifts. The sponsor also puts together a holiday gift basket for the family, consisting of small items for each person.

This year, our I-O family raised enough money to sponsor a family of five: a mother with her three sons and one daughter. The basket contained items related to building, puzzles, and bouncy balls for the boys, hair and nail related things for the girl, and candles and pampering products for mom.
This year’s first year party was inspired by Roald Dahl’s classic story, *Charlie and the Chocolate Factory*. We began by distributing whimsically mysterious invitations with language imitating that on Willy Wonka’s golden tickets. Cohort costume assignments were written as veiled character descriptions, such as instructing the Mike Teevees to wear their favorite gamer clothes, or the Veruca Salts to dress like they bought their outfit using daddy’s credit card. The party-planning 1st years dressed as Willy Wonka, 2nd years were Charlie Bucket, 3rd years were Mike Teavee, 4th years were Veruca Salt, 5th years were Violet Beauregarde, 6th years and above were Augustus Gloop, and faculty were Oompa-Loompas.

Dr. Alicia Grandey graciously hosted, and when guests arrived they were greeted with a foyer dressed in cotton candy and colorful candy garlands. Bright peppermint floor decals led the way to the kitchen and dining room, serving a variety of candies both traditional and unconventional (such as pickle-flavored hard candies or jellybeans shaped like cupcakes) as well as chocolate fondue with plenty of dipping options. Guests had fun experiencing the effects of Miracle Berry Tablets, which turned their taste buds upside down by replacing the typical bite of salt and vinegar chips or lemon wedges with a delectable sweetness. A candy-themed playlist helped maintain the upbeat ambiance and included tracks from the films as well as such hits as The Chordettes’ *Lollipop*, The Jackson 5’s *Sugar Daddy*, and Bow Wow Wow’s *I Want Candy*.

We gave guests an opportunity to document their amazing costumes with a photo booth including candy-themed props, a sprinkles-decorated backdrop, and a ring light to make them really glow. The evening concluded with a costume contest, won by 4th year Kristen Swigart, whose elegant dress, silk gloves, and fur shawl impressed the crowd and captured the spirit of the wealthy Veruca Salt. We would like to thank Dr. Grandey and her family for lending us their home for the evening, the faculty for their donations, and all the attendees for helping to make this a night to remember!
Penn State Football & More
THANK YOU!

We hope you enjoyed this update on all that is currently happening in Penn State I/O, and hope you have reflected on fond memories you made during your time in the program as well. Our network of alumni is one of the great strengths of our program. We appreciate your continued interest and support as part of the Penn State I/O family!

We would be delighted if you would consider making a donation to support Penn State I/O program, which we use for activities such as our annual SIOP reception.

- Direct - Mail in check made out to: Penn State University with I/O Gift Fund in the subject line to any of our esteemed faculty at 140 Moore Building, University Park, PA 16802
- Indirect - Electronically: Though there is not a direct link to donate to the I/O program, see https://www.la.psu.edu/alumni/make-a-gift and contact Geoff Halberstadt to designate your gift

Hope to see you in New Orleans for SIOP 2021!