

2016 Communication on Engagement

Statement from CEO-Equivalent

“I continue to support the Purdue Industrial-Organizational Psychology program's participation in the UN Global Compact, as well as their ongoing and continued commitment to the initiative and its principles.”

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About Us

The mission of Purdue University is to serve the citizens of Indiana, the United States, and the world through discovery that expands the realm of knowledge, learning through dissemination and preservation of knowledge, and engagement through exchange of knowledge.

Purdue's Health and Human Sciences (HHS) College prepares scholars, develops leaders, translates theory to practice, and advances knowledge of human behavior, health, and quality of life. It is characterized by an interdisciplinary environment for discovery, learning, and engagement; faculty and graduates who are leaders in the health and human sciences; research that advances knowledge and is responsive to ever-changing conditions; applications of knowledge to improve people's well-being; engagement with diverse constituencies and communities to address a broad spectrum of human needs. It's vision is to have an increasingly positive impact on the behavior, health, and quality of life of people through exemplary interdisciplinary education and research; independent researchers and collaborative groups who conduct internationally recognized basic and applied research; talented and creative students who achieve great success in their educational pursuits; highly effective training of leaders to meet current and future global challenges; entrepreneurial initiatives that deliver lasting benefits to people; engagement and partnerships that strengthen our educational programs and increase our contributions to people locally and globally; an academic community that is exemplary in its understanding and appreciation of intellectual and cultural diversity.

HHS's Department of Psychological Sciences is home to distinguished researchers, students, and teachers committed to HHS's mission and vision. The department is known throughout the world, consistently ranked among the top psychology programs, and has hundreds of award-winning alumni making use of their training in psychology. The department's Industrial and Organizational (I-O) Psychology training program is among the oldest in the world, conferring its first degree in 1939. The program has graduated more PhDs, and produced more SIOP Fellows, than any other I-O program, and is among the top ranked programs in the world. The program consists of five active research laboratories focused on advancing knowledge of the psychology of work. Faculty research largely takes a person-centric perspective focused on employee psychological experience and the impact of such experience on employees, employers, and society at large. Graduate training is based on a science-practice model, where students are trained both as researchers as well as applied scientists equipped to work with organizations on human resource issues.

2015-2016 Activities Aligning to the Global Compact 10 Principles

Service Work

Our program listed our participation in the Global Compact, including links to the Global Compact website and 10 Principles on the program website:

http://www.purdue.edu/hhs/psy/graduate/graduate_training_areas/industrial/index.html

Our program shared all application materials, a pitch presentation, and internal documents to the Society of Industrial-Organizational Psychology for use in their Toolkit for I-O Psychology Programs to Join the United Nations Global Compact:

<http://www.siop.org/GlobalCompact/>

Faculty and students launched the Purdue Identities Project (PIP)--a broad diversity and inclusion initiative aimed at increasing and retaining diversity on Purdue's campus. With a special focus on social identities that might not be known until they are disclosed, PIP is helping to promote a campus climate where everyone feels included, safe, and acknowledged. The program touches the campus on a wide scale, and includes training, media, and academic curricular components. See www.purdue.edu/PIP

Faculty and students have joined the recently launched Purdue Acceptance and Inclusion Research Consortium--a research consortium operating within the College of Health and Human Sciences. This new interdisciplinary group will advance research on issues related to the psychology of inclusion vs. exclusion, acceptance vs. rejection, and validation vs. marginalization. Topic areas include the basic science and neuroscience of exclusion; marginalization in organizational, political, and/or academic settings; relationship functioning and well-being; and the origins of aggressive or socially threatening behavior. Faculty members are members of the consortium. A program graduate student is serving as consortium coordinator.

Program graduate student serving on the executive board of the Global Organization for Humanitarian Work Psychology.

Program faculty member serving as a Society of Industrial-Organizational Psychology Representative to the United Nations.

Ongoing Research

Dr. Louis Tay's Happiness and Measurement Lab (<http://hml.louistay.com/>) continues to carry out research on well-being in general, different types of worker well-being, and prosocial behavior and its relation to well-being. This includes research on character and its sensitivity to contextual factors, character and its relation to health behaviors and well-being, how leisure time influences worker well-being, and how to best model virtue. Project recently completed on inequity and well-being in societies. Project underway on gender inequality and well-being in the workplace.

Dr. Rong Su's Fit, Interests, and Thriving (FIT) Laboratory (www.rongsu.org) has several ongoing research projects that focus on gender and racial equality in the labor force. These projects have examined both equal access to various occupational fields (e.g., scientific and engineering occupations) and equal representation across various ranks within organizations, particularly in leadership positions.

Dr. Sang Woo's Laboratory for Careers and Individual Differences (LUCID; <http://www1.psych.purdue.edu/~sewoo/>) has several ongoing research projects focusing on the roles of personal and situational characteristics -- as well as the dynamic interplay between the two -- in predicting various well-being outcomes in the workplace (e.g., satisfaction, motivation, perceived social support).

Dr. Deborah Rupp's Lab has a number of projects underway focused on corporate social responsibility, as well as the plight of workers with invisible disabilities.

Course Content Taught

Introduction to Industrial-Organizational Psychology: Coverage of equal employment opportunities; organizational justice and fairness; diversity in the workplace; work stress, emotions at work, worker well-being; and inclusivity in the workplace.

Work Motivation: Coverage of equity and justice theories as they related to employment.

The Science of Happiness. Emphasizes the cross-national importance of well-being across different nations/cultures (including within organizational settings).

Courses Taken

Graduate students and faculty participated in the webinar "United Nations Organizations and the SDGs: Why Doing Good is Good Business," sponsored by OrgVitality.

Graduate student on internship attended a Googler2Googler course at Google entitled Transgender 101: Gender Identity in the Workplace.

Invited (or co-Sponsored) Colloquia Speakers

Bauer, T. (April, 2015). Organizational Socialization: Relationships Matter.

Eagly, A. (April, 2015). Observations of Groups' Social Roles Shape their Stereotypes.

Malaterre, A. O. (September, 2015). Adopting Work-Life Policies around the World: What Motivates Employers?

Kossek, E. E. (October, 2015). Organizational Interventions, Work-Family Change Perspectives and Psychological Health: Evidence from the Work Family Health Network.

Finkelstein, L. (October, 2015). Age Stereotypes in the Workplace: New Directions.

Schulz ,N. (March, 2016). Gender Differences in Leadership Interests across Generations: A Meta-analysis.

Zhang, Q. (March, 2016). Understanding Person-Supervisor Fit through Communication Frequency, Quality and Relationship Satisfaction.

Wille, B. (April, 2016). Effective Career Management and the Crossover Between Personal and Professional Development.

Mallory, D. & Rupp, D. (April, 2016). Purdue Diversity Transformation Award: The Purdue Identities Project (PIP).

Grants Awarded

Social Sciences and Humanities Research Council of Canada. *Corporate social responsibility in employee ability, motivation, opportunity, and performance*. 2016-2018.

National Science Foundation. *The micro-process of social responsibility in organizations: A bottom up perspective*. 2015-2016.

Purdue Diversity Transformation Award. *Building a positive campus diversity climate through the inclusion of individuals with concealable identities: A trifold curricular approach*. 2015-2016.

Presentations Given

Woo, S. E. (2015, January 19). Positive organizations and flourishing employees: The intersection between industrial-organizational psychology and positive

psychology/ Organizaciones positivas y empleados florecientes: La intersección entre la psicología industrial-organizacional y la psicología positiva. Lecture presented at *Towards greater social welfare: The science of happiness and success in the XXI century* in Colombia, Bogota.

- Rupp, D. E. (2015). *Industrial-organizational psychology: A story of workplace justice & corporate social responsibility*. In *Stories for Research to Reality: How the Social Sciences Change the World*. Social Science Speakers Forum presented at the Hart Senate Office Building, Washington, D.C.
- Cropanzano, R., Rupp, D., Thornton, M., & Shao, R., (2016). *Organizational justice and organizational citizenship behavior*. Paper presented at the annual conference of the Academy of Management, Orlando, FL.
- Foster, L.F., Gloss, A., Osicki, M., Rupp, D.E., Saari, L., Mallory, D., & Sall, E. (2015). *Industrial-Organizational Psychology and the United Nations Sustainable Development Goals*. Panel presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Shao, R., Rupp, D. E., & Paddock, E. L. (2015). *The role of uncertainty avoidance and individualism in the relationship between CSR and OCB*. Paper presented in symposium entitled *New Perspectives on Corporate Social Responsibility* (G.B. Schmidt, K. W. O'Connor, chairs). Annual meeting of the Academy of Management, Vancouver, BC.
- Schulz, N., & Su, R. (2016). Gender differences in leadership interests across generations: A meta-analysis. Annual conference of the Society for Industrial and Organizational Psychology. Anaheim, CA.
- Thornton, M.A. & Rupp, D.E. (2015). Everyone has needs: The experience of delivering unfairness in organizations. Paper presented in M. Lensges, S.S. Masterson, & J. Koopman (symposium chairs), *Exploring alternative questions: Established vs. emerging issues in justice research*. Annual meeting of the Academy of Management, Vancouver, BC.
- Rupp, D. E. (2015). *A journey from employee justice to corporate social responsibility*. Presented at the OB/HRM Speaker Series at Wilfred Laurier University.

Publications

- Cropanzano, R., Rupp, D. E., Thornton, M. A., and Shao, R. (in press). Organizational justice and organizational citizenship. In Podsakoff, P., MacKenzie, S., & Podsakoff, N. *Oxford Handbook of Organizational Citizenship Behavior*. Oxford Press. Oxford, UK.
- Grandey, A., Rupp, D. E., & Brice, W. (2015). Emotional labor threatens decent work: A proposal to eradicate emotional display rules. *Journal of Organizational Behavior*, 36, 770-785.

- Farooq, O., Rupp, D. E., & Farooq, M. (in press). The Multiple Pathways through which Internal and External Corporate Social Responsibility Influence Organizational Identification and Multifoci Outcomes: The Moderating Role of Cultural and Social Orientations. *Academy of Management Journal*.
- Hoffman, A. J., Mallory, D. B. (in press). Review of humanitarian work psychology and the global development agenda: Case studies and interventions. *International Journal of the Red Cross*.
- Jones, D. A. & Rupp, D.E. (in press). Social responsibility IN and OF organizations: The psychology of corporate social responsibility among organizational members. In Anderson, Ones, Sinangil, & Viswesvaran (Eds.), *Handbook of Industrial, Work, and Organizational Psychology*, 2nd Edition. Sage.
- Mallory, D. B. & Rupp, D. E. (in press). Humanitarian work psychology and the global development agenda (review). *Personnel Psychology*.
- Mallory, D. B. & Rupp, D. E. (2016). Focusing in on the emotion laborer: Emotion regulation at work. In R. Baumeister & K. Vohs, *Handbook of Self-Regulation: Research, Theory, and Applications*, 3rd Edition, pp.323-342, New York: Guilford.
- Mallory, D. B. & Rupp, D. E. (2015). "Good" leadership: Using corporate social responsibility to enhance leader-member exchange. In T. N. Bauer & B. Erdogan (Eds.) *The Oxford Handbook of Leader Member Exchange*. Oxford University Press: New York, NY (pp. 335-350).
- Mallory, D. B., Shao, R., & Rupp, D. E. (in press). Corporate Social Responsibility. *Oxford Bibliographies in Management Studies*.
- Monteith, M., Burns, M.D., Rupp, D.E., Mihalec-Adkins, B. (2015). Out of work and out of luck? Layoffs, system justification, and hiring decisions for people who have been laid off. *Social Psychological and Personality Science*, 7, 77-84.
- Porter, C. M., Parrigon, S., Woo, S. E., Saef, R., & Tay, L. (in press). Cultural and intellectual openness differentially relate to social comparisons with potential work partners. *Journal of Personality*.
- Rupp, D. E. & Mallory, D. B. (2015). Corporate social responsibility: Psychological, person-centric, and progressing. *Annual Review of Organizational Psychology and Organizational Behavior*, 2, 211-236.
- Rupp, D. E., Wright, P. M., Aryee, S., Luo, Y. (2015). Organizational justice, behavioral ethics, and corporate social responsibility: Finally the three shall merge. *Management and Organization Review*, 11, 15-24.

Rupp, D.E., Shapiro, D. L., Folger, R., Skarlicki, D. S., & Shao, R. (in press). A critical analysis of the conceptualization and measurement of organizational justice: Is it time for reassessment? *Academy of Management Annals*.

Tay, Pawelski, & Keith (in press). The role of the Arts and Humanities in human flourishing: A conceptual model. *Journal of Positive Psychology*.

Thornton, M. A. & Rupp, D. E. (2016). The joint effects of justice climate, group moral identity, and corporate social responsibility on the prosocial and deviant behaviors of groups. *Journal of Business Ethics*, 137, 677-697.