

**Mitzi Desselles, Ph.D.**  
**University Senate Chair Award Nomination Information Packet**  
 May 2021

I am honored to be nominated for this prestigious award. Thank you for your time and consideration.

**I. Courses taught and teacher evaluation ratings**

Quarter	Course Number	Course Name	Rating	University Average
Fall	161	PSYC 740 Teams in Organizations	4.0	3.6
"	"	PSYC 750 Practicum in I-O Psychology	na	3.6
Winter	162	PSYC 523 Leadership & Decision Making	3.9	3.7
"	"	PSYC 750 Practicum in I-O Psychology	na	3.6
Spring	163	PSYC 415 Research & Statistics II	3.8	3.6
"	"	PSYC 750 Practicum in I-O Psychology	na	3.6
"	"	PSYC 760 Organizational Development	4.0	3.6
Summer	164	PSYC 714 Organizational Consulting	na	3.6
"	"	PSYC 750 Practicum in I-O Psychology	na	3.6
Fall	171	PSYC 700 Seminar in I/O Psychology	4.0	3.6
"	"	PSYC 730 Work Engagement	3.8	3.6
"	"	PSYC 750 Practicum in I-O Psychology	na	3.6
Winter	172	PSYC 523 Leadership & Decision Making	4.0	3.6
"	"	PSYC 700 Seminar in I/O Psychology	4.0	3.6
"	"	PSYC 750 Practicum in I-O Psychology	4.0	3.6
Spring	173	PSYC 415 Research & Statistics II	4.0	3.6
"	"	PSYC 700 Seminar in I/O Psychology	4.0	3.6
"	"	PSYC 750 Practicum in I-O Psychology	4.0	3.6
Summer	174	PSYC 714 Organizational Consulting	na	3.6
Fall	181	PSYC 740 Teams in Organizations	4.0	3.6
Winter	182	PSYC 523 Leadership & Decision Making	3.9	3.6
"	"	PSYC 628C Special Topics in Leadership	4.0	3.6
"	"	PSYC 750 Practicum in I-O Psychology	4.0	3.6
Spring	183	PSYC 643 Advanced Multivariate Statistics III	3.5	3.6
"	"	PSYC 750 Practicum in I-O Psychology	4.0	3.6
"	"	PSYC 760 Organizational Development	4.0	3.6
Summer	184	PSYC 714 Organizational Consulting	na	3.6
Fall	191	PSYC 310 Personality Psychology	3.4	3.6
"	"	PSYC 700 Seminar in I/O Psychology	na	3.6
"	"	PSYC 730 Work Engagement	3.9	3.6
Winter	192	PSYC 523 Leadership & Decision Making	4.0	3.6
"	"	PSYC 700 Seminar in I/O Psychology	na	3.6
"	"	PSYC 750 Practicum in I-O Psychology	na	3.6
Spring	193	PSYC 643 Advanced Multivariate Statistics III	4.0	3.6
"	"	PSYC 700 Seminar in I/O Psychology	na	3.6
"	"	PSYC 750 Practicum in I-O Psychology	4.0	3.6
Fall	201	PSYC 310 Personality Psychology	3.7	3.6
"	"	PSYC 740 Teams in Organizations	na	3.6
Winter	202	PSYC 460A Field Research in Psychology	4.0	3.6

"	"	PSYC 523	Leadership & Decision Making	4.0	3.6
Spring	203	PSYC 460A	Field Research in Psychology	4.0	3.6
"	"	PSYC 643	Advanced Multivariate Statistics III	4.0	3.6
"	"	PSYC 760	Organizational Development	na	3.6
Summer	204	PSYC 714	Organizational Consulting	na	3.6
Fall	211	PSYC 310	Personality Psychology	2.3	3.6
"	"	PSYC 460A	Field Research in Psychology	4.0	3.6
"	"	PSYC 700	Seminar in I/O Psychology	4.0	3.6
"	"	PSYC 730	Work Engagement	4.0	3.6
Winter	212	PSYC 523	Leadership & Decision Making	3.8	3.6
"	"	PSYC 700	Seminar in I/O Psychology	4.0	3.6
"	"	PSYC 750	Practicum in I-O Psychology	4.0	3.6

Note: "na" indicates that evaluation data for the course was not available.

## II. Statement of beliefs concerning the importance of teaching, research, and community / university service to the overall mission of the University

The scientist-practitioner model drives everything I do as a faculty member at Louisiana Tech. In my area of specialization, industrial-organizational psychology, we describe ourselves as scientists working for a smarter workplace.

I teach students (undergraduate and graduate) about psychological theory as well as how to produce and evaluate evidence relating to theory. I also help them apply their skills and knowledge to solve applied problems. In my course on leadership, for example, I integrate cases from Harvard Business Review and academic journal articles with lessons from a traditional textbook. Tech students are energized by this exposure to real-world issues, in all its messy complexity. Reading original research keeps them firmly grounded in the science and develops a vigorous understanding of fundamental concepts.

Much of my service links directly back my role as a teacher. I serve as Coordinator of AROS (Applied Research for Organizational Solutions). AROS is a non-profit consulting group within our doctoral program. AROS provides students the opportunity to apply their classroom knowledge to solve real-world problems faced by organizations. As AROS Coordinator, my role is to select and manage projects that leverage the energy, enthusiasm, knowledge, and creativity of our students. Students meet with clients to formulate a scope of work, design and implement interventions, lead project teams, deliver the project, and communicate with clients via written reports and oral presentations. Students receive feedback on their performance from faculty early and often throughout each project. Recent graduates tell us that the skills and experiences gained from AROS projects set them apart from graduates from other universities. Their AROS experience played a major role in securing positions for them at Google, Hewlett-Packard, Medtronics, Johnson & Johnson, Dell, Toyota, Frito-Lay, and other major firms.

The goal of my research is to demystify why people do what they do. Starting from the premise posited by reversal theory that people are essentially paradoxical beings, my work aims to help organizations tap into both the rational and emotional factors that underlie behavior. My research designs typically involve experience sampling methods, in which participants are "pinged" via smartphone to answer a very brief survey several times a day over the course of several days. The hypothesis being tested is that motivational richness will, all things being equal, lead to better to outcomes. I am employing this approach across a range of populations and criteria, including work engagement and effectiveness of Solution Architects in a technology firm, undergraduate persistence in STEM-related curricula, leadership skills of coaches, self-compassion among the visually disabled, and employee reactions to performance feedback. In

many of these projects, I have been fortunate to collaborate with faculty in other disciplines on campus in submitting grants and obtaining external funding for research.

In summary, I strive to instill in my students a passion for thinking and doing. Once they know how to think and how to apply what they know, they can be agents for positive change in the world.

### III. A selected list of publications, grants, and similar activities

#### Peer-Reviewed Articles – Past 5 Years

Apter, M. J., & Desselles, M. L. (2019). Response to commentaries on “Understanding the motivation to fight: A reversal theory perspective”. *Peace and Conflict: Journal of Peace Psychology*, 25(4), 357-359.

Apter, M. J., & Desselles, M. L. (2019). Understanding the motivation to fight: A reversal theory perspective. *Peace and Conflict: Journal of Peace Psychology*, 25(4), 335.

Ehlert, K., Rucks, M., Martin, B., Desselles, M., Grigg, S. J., & Orr, M. K. (2019). Expanding and refining a decision-making competency inventory for undergraduate engineering students. *Proceedings of the IEEE Frontiers in Education Conference (FIE)*, Cincinnati, OH.

Evans, K., & Orr, M. K., & Hall, D. E. , & Desselles, M. (2018), S-STEM summer scholarship for a sophomore bridge: Year 1 in review. *Proceedings of the American Society of Engineering Education Annual Meeting*, Salt Lake City, UT. <https://peer.asee.org/30020>

Orr, M. K., Ehlert, K. M., Rucks, M., & Desselles, M. (2018). Toward the development of a revised decision-making competency instrument. *Proceedings of the American Society of Engineering Education Annual Meeting*, Salt Lake City, UT. <https://peer.asee.org/31149>

Gurupur, V., Shettian, K., Xu, P., Hines, S., Desselles, M., Dhawan, M., Wan, T. H., Raffenaud, A., & Anderson, L. (2017). Identifying the readiness of patients in implementing telemedicine in northern Louisiana for an oncology practice. *Health Informatics Journal*, 23(3), 181-196. doi: 10.1177/1460458216639740

Apter, M. J., & Desselles, M. L. (2018). Zigzag and zeitgeist: Motivation in organizations. *Development and Learning in Organizations: An International Journal*. 5

#### International Conference Papers – Past 5 Years

Desselles, M. L. (2017, July). *Real time, real challenges: Adventures in experience sampling*. Invited keynote address at the Eighteenth International Reversal Theory Conference, Swansea, Wales.

Castille, A R., Desselles, M., Castillo, M. & Taylor, L. H. (2019, July). *Exploring the effects of performance feedback on motivational state*. Paper presented at the Nineteenth International Reversal Theory Conference, New Mexico Highlands University, Las Vegas, NM.

Desselles, M., Taylor, L. H., Crum, B., Evans, K., & Orr, M. (2019, July). *A multi-method examination of metamotivational state*. Paper presented at the Nineteenth International Reversal Theory Conference, New Mexico Highlands University, Las Vegas, NM.

Evans, K.A. , Apter-Desselles, M., & Orr, M. K. (2019, June). *Year 2 of an S-STEM Summer Scholarship for a Sophomore Bridge Program*. Executive Summary accepted to NSF Grantee's Poster Session, 2019 ASEE Annual Conference & Exposition, Tampa, FL. Paper ID #25749, <https://peer.asee.org/32357>

Simmons, C., Blazo, **J.**, **Desselles, M.**, Taylor, H., & Crum, B. (June, 2018). *Coaching behaviors and athlete motivation: A test of psychological safety*. Paper presented at the North American Society for the Psychology of Sport and Physical Activity, Denver, CO.

Allen, D. B. & **Desselles, M. L.** (July, 2017). *Understanding the appraisal of job demands from a reversal theory perspective*. Paper presented at the Eighteenth International Reversal Theory Conference, University of Swansea, UK.

#### External Funding and Grants -Past 5 years

Air Force Global Strike Command FAR Fellows Program-Focus Area 2: Knowledge Management via CIC and LTRI, internal grant number 32-2205-59326B; Project Period: 6/1/20 to 5/31/21

- PI: Sumeet Dua; Co-PI: Marita **Apter-Desselles**
- Award Amount: \$171,730

Sophomore Fast-Forward: A Summer Bridge Program to Support Retention in Engineering, NSF Award # 1564768; Project Period: 4/1/16 to 3/31/21

- PI: Katie Evans; Co-PIs: Marita **Apter-Desselles**, David Hall, Marisa Orr, Heath Tims
- Award Amount: \$999,234

#### **IV. A selected list of service activities to the profession, university, and community**

##### Service to the Profession

- Invited Panel Reviewer, National Science Foundation, 2017, 2018
- Research mentor for Marisa Orr, funded by NSF CAREER Grant, Empowering Students to be Adaptive Decision-Makers, Award # 1554491, 2016 to present
- *Journal of Motivation, Emotion, and Personality*
  - Editorial Board, 2012-2016
  - Editor, 2017 to present
- Society for Industrial and Organizational Psychology (SIOP)
  - Teaching Award Selection Committee Member, 2015-2017
- *Ad hoc* reviewer for the following blind, peer-reviewed journals and conferences:
  - *Journal of Managerial Psychology*, 2021 to present
  - *Personality and Individual Differences*, 2017 to present
  - Society for Industrial-Organizational Psychology Annual Conference, 2012 to present
  - The Academy of Management (2015 to present)

##### Service to the University

- iChange, ASPIRE: The National Alliance for Inclusive and Diverse STEM Faculty; Co-author, Executive Committee; 2020 to present
- Louisiana Tech Leadership Institute; Content Developer and Facilitator, 2019-present
- Louisiana Tech Student Leadership Institute; Content Developer and Advisor, 2020-present
- College of Education, PBS Faculty Search Committee Chair, 2016-2017
- Office of Vice-President for Student Advancement
  - Recruitment and Retention Projects, 2013-2017

##### Service to the Community

- ES Lead: Leadership Development Program for Easter Seals of Louisiana; Content Developer and Facilitator, 2020 to present