



Industrial/Organizational Psychology Newsletter

Institute of Psychology
Illinois Institute of Technology

August to August Newsletter 1995, Vol. 7, Issue 1

Congratulations

Let's applaud our recent graduates for their success and achievement.

Joseph D. Bast, M.S. *The moderating effects of gender on the relationship between transformational leadership and leader effectiveness.*

John A. Behr, M.S. *The relationship between 16PF and mental alertness with leader emergence: Self and peer ratings.*

Elizabeth Anne Bronneberg, Ph.D. *The interactive effects of psychological involvement and time spent on work-family conflict and the impact of work-family conflict on job performance.*

Nancy L. DeLay, Ph.D. *The effects of telecommuting and gender on work-family conflict and satisfaction.*

Teresa K. Emperado, M.S. *An investigation into the effect of dyadic duration and gender composition on leadership evaluation.*

Thomas Rogers, M.S. *The relationship between Type A behavior pattern and perceived control with organizational commitment, job involvement, and job satisfaction.*

Amy R. Wasserman, M.S. *Role of supervisor support in the transfer of training.*

Michael Dandridge, M.S. *Personnel & Human Resource development*

Lehnen, P.L., Ayman, R., & Korabik, K. (1995, May). *Transformational leadership, conflict management styles and subordinates' satisfaction with supervision. Paper presented at the tenth annual conference of the Society of Industrial and Organizational Psychology, Orlando, Florida.*

Morris, S.B., McDaniel, M.A., Worst, G.J., & Timm, H. (1995). *Vanity-motivated overspending: Personnel screening for positions of trust. Educational and Psychological Measurement, 55, 95-104.*

Rafilson, F.M.* (1995, April). *Legislative impact on fire service physical fitness testing. Fire Engineering.*

Rogers, T.A.* (1995, April). *Making every training dollar count. Automotive Marketing.*

Rischall, R.Y.*, Lobsenz, R.*, & Bizot, E.B. (1995, May). *Differential abilities, personality, and interests across job content categories. Paper presented at the tenth annual conference of the Society of Industrial and Organizational Psychology, Orlando, Florida.*

Wasserman, A.R.*, & Katzman, S. (1995, May). *Role of supervisor support in the transfer of training. Paper presented at the tenth annual*

Troy Sinykin, M.S. *Personnel & Human Resource Development*

Diana Stewart, M.S. *Personnel & Human Resource Development*

Student* and Faculty Presentations and Publications

Ayman, R., Chemers, M.M., & Fiedler, F. (1995). *The contingency model of leadership effectiveness and its levels of analysis. Leadership Quarterly.*

Ayman, R., Kreicher, N.A., & Masztal, J.J. (1994). *Defining global leadership in a business environment. Consulting Psychology Journal: Practice and Research, 46, 64-77.*

Baydoun, R.B., & Emperado, T.K.* (1995, May). *Equivalence of computer vs. paper-and-pencil administered attitude instruments. Paper presented at the tenth annual conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.*

Buono, A.M.*, Ayman, R., & Kunze, M.* (1995, May). *Work-family conflict: Are gender and ethnicity important? In L.B. Hammer (Chair), Work-family conflict and organizational responses. Symposium conducted at the tenth annual conference of the Society of Industrial and Organizational Psychology, Orlando, Florida.*

Joe Jones is an intern at the Ball Foundation. In addition, Joe is teaching at North Eastern Illinois University.

Garth Lengel has a new job as the Assistant Director of Institutional Research and Academic Evaluation at Chicago State University.

Russell Lobsenz is an intern at Atlantic Bell.

Eleni Speron is a Research Associate/Consultant at Ameritech.

Linnette Heatherly had an internship at the Department of Research, Evaluation and Planning, Chicago Board of Education.

Vanita Masquita is an intern at International Orientation Resources.

Mitch Gold is an intern at Atlantic Bell.

Mark Frame had an internship at Personnel Research Associates, Inc.

Jennifer Wasyliv is an intern at Personnel Research Associates, Inc.

Amy Larmore is an intern at C.I. Profiling, Inc.

conference of the Society of Industrial and Organizational Psychology, Orlando, Florida.

Wallace, T., Heatherly, L.*, Littlewood, E., & Zang, G. (In Press). *Evaluation of the M/S Mosaics Program for Limited-English-Proficient Gifted Students: Year One Fiscal, 1994.*

Student Professional Activities

Our students contribute and excel in the classroom and the workplace:

Jeff Nomoto got a new job at United Airlines.

Tom Rogers has started his own business, Managing Horizons.

Joseph Bast is an intern at Personnel Inc. He also taught an undergraduate course at North Eastern Illinois University.

Shelley Hill had an internship at Personnel Research Associates, Inc.

Carrie Jeske is an intern with the Chicago Park District.

Diana Stewart has a new job as a Training Specialist/Human Resource Representative in the Employee Training Division at People's Gas.

Faculty Activities

Roya Ayman developed and conducted two workshops for the East-West Center in Hawaii: *Diversity and Leadership: Breaking the glass ceiling*, and *Motivating the Culturally Diverse Work Force*. With the help of some of the I/O students, Roya consulted on the development and evaluation of a telecommunication program in two large corporations during 1994 and 1995.

Page 2

Scott Morris spent the last year advising and helping to develop our I/O students. Specifically, Scott supervised Joe Jones and Chris Georgeff in developing a survey for IIT regarding students' evaluations of education at IIT.

I/O Program News

During the past year the I/O program has experienced a few changes:

Steve Katzman has moved to Baruch College in New York.

Two senior faculty are being considered for Fall, 1996.

The I/O program now has two tracks: 1) Ph.D. degree and 2) terminal Master's in Personnel & Human Resource Development degree.

As of Fall 1995, the I/O program is housed within the Institute of Psychology, which is an independent unit of IIT.

The program reception held at the SIOP conference was a success, with about 40 friends, students, and alumni attending.

We welcome our visiting professors, **Dr. Paul Fleer** and **Dr. Linda Jeleniewski**.

1995-1996 Teaching Assistants

Let's welcome our new TAs for the 1995-1996 academic year. The following is a list of their names and main responsibilities:

Casey Mulqueen: Comprehensive exams, 862-1489

Shelley Hill: Newsletter and orientation, 935-5129

Amy Larmore: Newsletter and orientation, 587-1429

Mark Frame: Addresses/Phone numbers, 523-1947

New Students for the I/O Program

Congratulations to our new students and welcome to our I/O family:

Bob Cuthbert

Brian J. O'Sullivan

Laura Roof

Worapote Suthisai, M.S.

Bob Thomas

Susan Winick, M.S.

Acknowledgements

We would like to extend a warm thank you to all the individuals who supported the program throughout the past year. In particular, we want to recognize **Dr. Steve Stanard** of Stanard and Associates, Inc. for his generous donation and thank him for his continued support.

A word from the program director

"I want to stress that this newsletter is by no means all-inclusive of the activities of our program for the past year. It is simply a summary of the highlights that we knew of. It is important for all students and alumni to keep in touch to let us know what new things you are doing. Send your business card when you change positions. If you meet an I/O IIT alum, please get a business card for me, since we are trying to find our alumni and keep them informed of what is happening in the program. The I/O program takes pride in the quality of students and alumni. Drop me a line or give

me a call. Keep in touch."

Roya Ayman, Director

Page 3

[Home](#)



Last updated March 28, 1996
