

Industrial/Organizational Psychology

August to August Newsletter 1997, Volume 9, Issue 1

Congratulations

We are proud to recognize the achievements of our recent graduates! Three cheers!

Ph.D. Graduates

Paul Brooks, Ph.D., Contextual trait measurement of leadership effectiveness: A field study of the retail industry. Advisor: Dr. Ayman.

Leah R. Groehler, Ph.D., The effects of performance appraisal system knowledge on the agreement between self- and supervisor ratings of performance. Advisor: Dr. Morris.

Mark LoVerde, Ph.D. The effects of individual's psychological needs on telecommuting's impact on performance. Advisor: Dr. Ayman.

Fred M. Rafilson, Ph.D., Variations in police officer job profiles as a result of incumbent versus supervisory ratings on task-based job analysis questionnaire. Advisor: Dr. Morris.

Master's Degree Graduates

Linette Heatherly, M.S., The moderating effects of dyad gender composition and type of organization on the relationship between dominant leader behavior and subordinate satisfaction. Advisor: Dr. Ayman.

Chris Georgeff, M.S., The Job Prototype Survey. Advisor: Dr. Morris.

Amy Larmore, M.S., The relationship between CEO empowering leadership, transformational leadership, and direct reports feelings of empowerment: A multi-level analysis. Advisor: Dr. Ayman.

Gregory G. Olson, M.S., Effect of socially desirable responding on the validity of a self-report selection instrument. Advisor: Dr. Morris.

Mindi Kogan, M.S. (Personnel and Human Resource Development).

Alumni*, Student*, and Faculty Presentations and Publications

It is always a pleasure to report the contributions of our alumni, students, and faculty. This list is complete *as far as we know*, so we must apologize to those whose work has not been mentioned.

Ayman, R. (1997) Industrial and Organizational Psychology: Leadership. In Stanley W. Sadava and McCreary (Eds.) Applied Social Psychology. New York: Prentice-Hall.

Ayman, R. (1997) Leadership and the glass ceiling. In K. Cushner and R. Brislin (Eds.), Improving Intercultural interactions: Modules for cross-cultural training programs, vol. 2. CA: Sage Publications.

Collins, W.C., Raju, N.S., & Edwards, J.E. (1997, April). Assessing DIF of a polytomously scored satisfaction scale. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

deLay*, N., Ayman, R., & LoVerde*, M.A. (1997, August). The effect of telecommuting and employees' sex on their work-family conflict and alienation. Paper presented at the annual Academy of Management meetings, Boston, MA.

Flanagan, W.J., & Raju, N.S. (1997, April). Measurement equivalence between high and average impression management groups: an IRT analysis of performance dimensions. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Flowers, C.P., Oshima, T.C., & Raju, N.S. (1997, March). The relationship between poly-DFIT and other polytomous DIF indices. Paper presented at the annual meeting of the National Council on Measurement in Education, Chicago, IL.

Jenkins, E., Kpo*, W. Davidson-Williams, D. & Barr*, M. A. (In press). Alcohol use, drug use and violence exposure of CSU students: A report to the Family Life Center. In Binkabi: Research Papers on Violence. Chicago: Chicago State University.

Presentations & Publications (continued)

Kunze*, M., & Ayman, R. (1997, July). The impact of organizational attachment on job behavior. Paper presented at the Fifth European Congress of Psychology, Dublin, Ireland.

Lezotte*, D.V., Raju, N.S., Burke*, M.J., & Normand*, N. (1996). An empirical comparison of two utility analysis models. Journal of Human Resource Costing & Accounting, 1, 19-30

Morris, S. B., & DeShon, R. P. (1997) Correcting effect sizes computed from factorial analysis of variance for use in meta-analysis. Psychological Methods, 2, 192-199.

Mulaik, S.A., Raju, N.S., & Harshman, R. (1997). There is a time and a place for significance testing. In L. Harlow and S. A. Mulaik (Eds.), What if there were no significance tests? Mahway, NJ: Lawrence Erlbaum Associates.

Mulqueen*, C. (1997, April). A multifaceted Rasch Analysis of 360 degree performance appraisal results. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Oshima, T.C., & Raju, N.S. (1997, March). Differential functioning of items and tests (DFIT) for a test with a cutoff score. Paper presented at the annual meeting of the National Council on Measurement in Education, Chicago, IL.

Oshima, T.C., Raju, N.S., & Flowers, C. (in press). Development and demonstration of multidimensional IRT-based internal measures of differential functioning of items and tests. Journal of Educational Measurement.

Oshima, T.C., Raju, N.S., Flowers, C.P., & Slinde, J.A. (in press). Differential bundle functioning using the DFIT framework: Procedures for identifying possible sources of differential functioning. Applied Measurement in Education.

Raju, N.S. (In press). Review of Maintest. In J.I. Impara and B. Plake (Eds.), The Mental Measurement Yearbook. Lincoln, NE: Buros Institute of Mental Measurements of the University of Nebraska.

Raju, N.S. (In press). Review of Ramsay Corporation Job Skills -- Reading Prints & Drawings. In J.I. Impara and B. Plake (Eds.), The Mental Measurement Yearbook. Lincoln, NE: Buros Institute of Mental Measurements of the University of Nebraska.

Raju, N.S., Anselmi*, T.V., Goodman, J.S., & Thomas, A. (In press). The effects of correlated artifacts and true validity on the accuracy of parameter estimation in validity generalization. Personnel Psychology.

Raju, N.S., Reyhan*, B., Edwards, J.E., & Flee*, P.F. (1997). Methodology Review: Estimation of population validity and cross-validity, and the use of equal weights. Applied Psychological Measurement, 21.

Raju, N.S., Reyhan, B., Edwards, J.E., & Flee, P.F. (in press). Accuracy of population validity and cross-validity estimation: An empirical comparison of formula-based, traditional empirical, and equal-weights procedures. Applied Psychological Measurement.

Roch, S. G. & Samuelson, C. D. (in press) Social value orientation and environmental uncertainty in resource dilemmas. Organizational Behavior and Human Decision Processes.

Roch, S. G., & Woehr, D. J. (1997, August). The effect of rater motivation on the accuracy of performance appraisal: An NPI approach. Paper presented at the annual meeting of the American Psychological Association, Chicago, IL.

Runkle*, J., & Ayman, R. (1997, April). Relationships between ethnic stereotypes and requisite management characteristics: The role of respondent's ethnicity. Paper presented at the annual meeting of Society of Industrial and Organizational Psychology, St. Louis, MO.

Student Professional Activities

Melanie Anderson completed a summer internship at Arthur Andersen World Wide Organization.

Michael Barr is teaching at Chicago State University. During the summer, he worked on a Total Quality Management project for Trilogy, Inc. He is also on the Program Committee of the Chicago Industrial/Organizational Psychologists.

John Behr is a training consultant for the Chicago Housing Authority.

Deborah Davis is at London House, and is working with the Center for Research & Services.

Ken Elliott is now with SPSS.

Brad Johnson completed a summer internship as Human Resource Manager with the East Bank Club.

Linette Heatherly is at United Air Lines.

Joe Jones is at the Ball Foundation.

Amy Larmore is teaching at Northeastern University.

Casey Mulqueen is a Job Analyst at United Air Lines.

Brian O'Sullivan is at the Ball Foundation.

Jennifer Runkle is now with Arthur Andersen World Wide Organization

Ming-Hong Shih completed a summer internship for the Government of Taiwan, and a project on client satisfaction for Trilogy, Inc.

Bob Thomas completed an internship at Ameritech and is now at World Color.

Jennifer Zieleskiewicz is at Organizational Resources.

Alumni Professional Activities

Russ Barcelona is working with Hyde & Lichter, Inc.

Dan Dahower is Research Program Manager at Case Western Reserve University.

Russell Day served a term as President of the Chicago Industrial/Organizational Psychologists.

Chris Freiburger served a term as Program Director of the Chicago Industrial/Organizational Psychologists.

Carrie Jeske is specializing in recruiting and placement at Excell.

Mark LoVerde is now Manager of Selection Services at Inland Paperboard & Packaging in Indiana.

Russ Lobsenz is now with the Federal Bureau of Investigation.

Teresa Pappas is now a Training Specialist at the Federal Reserve Bank of Chicago.

Fred Rafilson is President and CEO (and owner) of Industrial/Organizational Solutions, LLC.

Faculty Activities

Roya Ayman has been busy during the 1996 - 1997 period. She has acted as Consultant to International Orientation Resources (in Northbrook, IL), where she conducted sessions to prepare expatriate managers in adjusting to their assigned localities. Working as a trainer for Arthur Andersen & Company and Andersen Consulting (Chicago/St. Charles, IL), Roya trains accountants and computer consultants in team dynamics and effective team development, interpersonal communication, interviewing, listening, and supervisory skills. She has served on a team to review and update a leadership training session for the National Fire Academy. Again, as a trainer, Roya

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Faculty Activities (continued)

Nam Raju was named a **Distinguished Professor** by the IIT Board of Trustees. Most of his research activities continue to center around meta-analysis, utility of organizational interventions, and

developed and conducted a half day workshop entitled Diversity and Multiculturalism in the Work Place for the Western Society of Engineers.

Roya was invited to attend a conference at Technion, Haifa, Israel on the future of the Business school in Israel. She is the Newsletter editor for the Organizational Psychology division of the International Association of Applied Psychology. Roya also serves on the Editorial Board of The Leadership Quarterly. Dr. Ayman has been an ad hoc reviewer for various associations and journals, including SIOP, the Academy of Management, and Personnel Psychology.

Roya and Marguerite Kunze attended the 5th European Congress of Psychology in Dublin, Ireland, and were also presenters (see above).

Scott Morris is representing IIT working on a multidisciplinary project on causal reasoning in artificial intelligence, in cooperation with computer science faculty from Northeastern Illinois University. A grant to fund the research is currently under review at the National Science Foundation.

Scott has consulted on several projects for the **Center for Research and Service**. He is a member of IIT's IRB (Human Subjects) Committee, and has served as an ad-hoc reviewer for Psychological Methods, Journal of Applied Psychology and the SIOP conference. He was also a guest speaker for the Chicago Industrial/Organizational Psychologists' symposium on Careers in I/O Psychology.

differential item functioning (item bias). This year, new procedures were developed and implemented in the utility area, and the results so far are very encouraging.

Mandated by the Congress, the National Academy of Sciences has put together a Committee of professionals to evaluate the National Assessment of Educational Progress (NAEP). Nam continues to serve as a member of this Committee, and the Committee's work is scheduled to be completed in 1998.

Nam has spent a great deal of time developing the **Center for Research and Service**. We have worked on several funded projects, including the evaluation of a multimedia training program for Ameritech, test validation for the University of Chicago Hospitals, and test development for the Massachusetts Department of Police. Several I/O graduate students and faculty participated in these projects.

Nam serves on five editorial boards, including the Journal of Applied Psychology and Educational and Psychological Measurement, and Applied Psychological Measurement, and was elected to the APA Council of Representatives (1998-2000), representing Division 5 (Measurement and Evaluation).

Nam also does ad-hoc reviewing for Psychometrika, Personnel Psychology, and the British Journal of Statistical and Mathematical Psychology.

New Students for the I/O and PHRD Programs

Let's make a special effort to welcome our great group of first year students!

Industrial/Organizational Psychology

Susan Bootay
Michael Collins
Michelle Conner
Allan Fromen
Andrew Garman, M.S.
Michael Henry, M.S.
Donhwa Lee
Sandra Lewis

Dana Lee Moore
Noelle Newhouse
Linas Orentas, MS
Daniel Spizzuco, MS
Angela Sternburgh
Jenny Thompson
Norberto Valbuena, MS

Personnel & Human Resource Development

Thohir Afandi
Marina Magid
Jana Szostek
Kenneth Zlatoper

1997-1998 Teaching Assistants

Michael Barr (Statistics and Newsletter)
Deborah Davis (Comprehensive Exams and Center for Research & Service)
Donhwa Lee
Rebecca Romano
Jennifer Zieleskiewicz (Center for Research & Service)

I/O Program News

We would like to thank particular individuals who have assisted us last year:

Dr. Ann Moeller, Senior manager, Andersen World Wide taught our training course last Spring and we appreciate her attention and care.

Dr. Linda Jeleniewski, Managing Partner, Organizational Resources, taught the compensation seminar last fall and we are very thankful for her continued support for the program and for her assistance to the Center. She is offering a short course on compensation this coming year, which starts in October.

We would like to welcome our visiting professor, **Dr. Tony Paquin**, who joins us from Texas A & M University. Tony is teaching several undergraduate courses this year. Tony's research interests are in cross-cultural differences in attempts to improve productivity/organizational effectiveness in traditional and nontraditional organizations, work motivation, and psychometric issues in the design of instruments and interventions used to improve organizational effectiveness.

symposiums to attend. Once I outlined my plan of attack, I attended symposiums on subjects that represented the organizational side of the field. I was thrilled with the opportunity to meet the "storybook" characters I had read about: people such as Locke, Erez, Kanungo, and Triandis. Listening to the presentations, I felt satisfied that my IIT education had the depth and breadth that I would need to become a competitive human resources professional. But perhaps the most gratifying aspect of attending SIOP was that I came away knowing that I had chosen the right field (and the right school) for my graduate studies.

The Annual I/O Picnic

Student Perspectives

Many thanks to **Dr. M. Ellen Mitchell**, Director of the Institute of Psychology, for her financial support of our reception at SIOP.

Notes on SIOP

by Deborah Davis:

Industrial/Organizational program students who attended the 12th Annual SIOP meeting were rewarded with the opportunity to listen to lectures from many of the authors of journal articles that are required I/O reading. Discussion participants included Frank Landy, Harry Triandis, Robert Hogan, Miriam Erez, and Wayne Cascio. Topics discussed included competencies, item response theory, personality instruments, cross cultural issues, executive selection, integrity testing, and the future of I/O psychology. Students were able to network with both scientists and practitioners employed in major consulting firms which helped to broaden their understanding of opportunities in I/O psychology.

by Melanie Anderson:

As a first year student, the idea of a national conference sponsored by the Society for Industrial Organizational Psychology was initially overwhelming, but every question and apprehension was soon alleviated as I walked into the conference at the Adam's Mark Hotel in St. Louis. The most difficult part of the conference was deciding which

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Several of our alumni have helped in guiding our students to be more effective interns. These individuals sacrificed their valuable time to meet with students at our monthly internship meetings: **Russell Day** (V.P. Vernon, Roche and Hodgson, Inc.), **Nancy deLay** (Andersen World Wide), **Margarite Kunze** (AMOCO), and **Steve Steinhaus** (Ameritech).

This year several individuals were very generous and made financial contributions to IIT earmarked for the I/O Program. We would like to express our sincere thanks to them by acknowledging them by name: **Jaci Maszta** (Managing Director, Burke Strategic Consulting Group) **Chris Freiburger** (Organizational Psychologists), **Jonathan Dehlinger** (President, Vernon, Roche and Hodgson,

by Andrew Garman

The annual picnic for alumni, faculty, students and friends of the industrial/organizational psychology program was held on August 19, 1997. The event was hosted by the new class of T.A.'s, who provided a splendid spread including beer, brats, and many trimmings. The special guest of the hour were the incoming class, a very sharp group of students from whom we expect nothing but great things in the years to come. A relaxing and enjoyable time was had by all and, despite the inclement weather, the event stretched well into the night. In short, it was the kind of experience usually only reserved for people who are pure of spirit. We hope to see everyone again next year, and hope that those of you who if you missed all the fun this year will feel properly left out and otherwise shamed and decide to attend the next time around.

Notes from the Program Director

From the desk of Roya Ayman:

Through the years, the I/O Family of IIT has always been there to support the program. The alumni and advanced students have provided our more junior students with many opportunities for internships and research. On behalf of the faculty, I would like to thank all who have been instrumental and supportive in advancing our program, and helping us to meet the goal of excellence in training and research.

Inc.), **Russell Day** (V.P. Vernon, Roche and Hodgson, Inc.), **Andrew Falcon**(Program Director, Applied Measurement Professionals, Inc.), **Mark LoVerde**:(Manager of Selection Services, Inland Paperboard & Packaging) and **Karen Gates** (V.P. Lakin Associates). **THANKS TO ALL WHO CONTRIBUTED!**

And on a personal note:

As in years past, this newsletter only reflects those activities, publications, and career changes that our alumni and students have told us about. To keep our "family and friends" informed and our network of professional friendships up to date, **send me your new business card when you change positions.** Since we are trying to locate all of our alumni and keep them informed of what is happening in the program, please **get a business card for me** if you meet an I/O or PHRD alumni. The I/O and PHRD programs take pride in the quality of our students and alumni. Drop me a line, or give me a call. Keep in touch.

Roya Ayman, Director

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