

CONGRATULATIONS TO OUR 2000 GRADUATES!!

Congratulations goes out to all of our new graduates. We are all proud of your hard work and dedication. Good luck to all of you!

PH.D.

Cinzia Bellarosa, Ph.D. The roles of information consistency, accountability, and confidence on questioning strategies during the employment interview. Advisor: Dr. Morris

Mitchell W. Gold, Ph.D. Cue utilization in judges' use of the Angoff cut score method. Advisor: Dr. Morris

Tom Rogers, Ph.D. The role of transformational leadership in salesperson's motivation and performance. Advisor: Dr. Ayman.

MASTER'S LEVEL

Robert A. Cuthbert, M.S. The five factor approach to personality description relative to law enforcement officers. Advisor: Dr. Raju

Deb Davis-Lenane, M.S. An examination of selection predictors of decision-making for upper level managers. Advisor: Dr. Roch

Noelle Newhouse, M.S. The moderating effects of self-monitoring and affect on accountability in performance appraisal. Advisor: Dr. Roch

Angela Sternburgh, M.S. The effects of rating formats and ethical frameworks on perceptions of organizational justice of a performance appraisal. Advisor: Dr. Roch

MASTERS PHRD

Dan Derby, M.S.
Andrew Garman, M.S.
Liza Gitlin, M.S.
Chad Legal, M.S.
Rene Maciasz, M.S.
Rachel Moltz, M.S.
Ken Zlatoper, M.S.

PRESENTATIONS & PUBLICATIONS

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

*Antani, A., & *Zielekiewicz, J. (2000, May). Annotated Bibliography: Technical Quality of Existing Teacher Tests. Annotated bibliography presented to the National Research Council/National Academy of Science Committee on Assessment and Teacher Quality, Washington, D.C.

Ayman, R. (April, 2000). Globalization, is it a choice or is it inevitable? A perspective on a new paradigm. Lucent Technologies, Naperville, IL

Ayman, R. (March, 2000). Latest trends in leadership theory. Chicago Industrial and Organizational Psychology, Schaumburg, IL.

Ayman, R. (in press). Leadership. In E. F. Borgatta and R.J.V. Montgomery (ed.) Encyclopedia of Sociology, Revised Edition.

Ayman, R. (March, 2000). Rating women leaders. NSHCE, Chicago, IL.

Ayman, R. (February, 2000). Women and leadership. Elmhurst College, IL.

Ayman, R. (2000). Workforce Diversity: What's Next? Illinois Institute of Technology: Catalyst, Spring, 5.

Ayman, R. and *Connor, M. (2000). 24th International Congress of Applied Psychology, San Francisco: A summary report. Applied Psychology: An International Review, 49, 23-28

Ayman, R., Morris, S. B., & Korabik, K. (2000, August). Upward conflict management styles by men and women subordinates: measurement equivalence of the ROCI-II. Paper presented at the Annual Conference of the Academy of Management, Toronto, Ontario, Canada.

Bishop, D. I., Thomas*, R. W. & Peper, B. M. (2000). Levels of personal agency among academic majors. Psychological Review, 86, 221-224

Cabrera, E.F., & Raju, N.S. (in press). Utility Analysis: Current trends and future directions. International Journal of Selection and Assessment.

Collins, W.C., Raju, N.S., & Edwards, J.E. (2000). Assessing differential functioning in a satisfaction scale. Journal of Applied Psychology, 83, 451-461.

*Dembrowski, J.M., & Callans, M.C. (2000, April) Comparing computer and paper forms of the Wonderlic Personnel Test. Poster presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

*Dorenwendt, H., & Raju, N.S. (2000, April). Measurement equivalence of a translated 360 degree feedback assessment in French and UK English. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Flowers, C.P., Oshima, T.C., & Raju, N.S. (1999). Assessment of polytomous DFIT. Applied Psychological Measurement, 23, 309-326.

*Fromen, A. (2000, April). Consideration and initiating structure in a 360-degree development instrument. Paper presented at the 108th annual American Psychological Association Convention, Washington, D.C.

*Gold, M. & Morris, S. B. (2000, April). SME judgements in the Angoff procedure: The impact of content relevance and item format. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

*Henry, M. S., & Morris, S. B. (2000, April). Incumbent performance level as a predictor of job analysis ratings. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

*Jones, J.A., & Raju, N.S. (2000, April). Differential item and test functioning and cutoff scores in personnel decision making. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Morris, S. B. (2000). Distribution of the standardized mean change effect size for meta-analysis on repeated measures. British Journal of Mathematical and Statistical Psychology, 53, 17-29.

Morris, S. B., & *Henry, M. S. (2000, April). Using Meta-Analysis to Estimate Adverse Impact. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Morris, S. B., & *Lobsenz, R. (2000). Significance tests and confidence intervals for the adverse impact ratio. Personnel Psychology, 53, 89-111.

Morris, S. B., & Neapolitan, R. E. (2000). Examination of a Bayesian network model of human causal reasoning. In M. H. Hamza, Applied Simulation and Modeling: Proceedings of the IASTED International Conference (pp. 239-245). Anaheim, CA: IASTED/ACTA Press.

Paquin, A.R. (May, 2000) Industrial/Organizational Psychology: A Scientist Practitioner Model. Paper presented at a symposium entitled "Alternatives to



Ph.D. Clinical and Counseling Programs" at the Midwestern Psychological Association. Chicago, IL.

Paquin, A. R. (2000). Drever, James. In A. E. Kazdin (Ed.), Encyclopedia of Psychology. New York: Oxford University Press.

Paquin, A. R., *Moore, D., & Sanchez-Ku, M. (April, 2000). Establishing Anchors: An Evaluation of the Magnitude Estimation Technique. Paper presented at the 2000 meeting of the Society for Industrial Organizational Psychology. New Orleans, LA.

Penn, D. L., Combs, D., Ritchie, M., Francis, J., Cassisi, J., & Morris, S. (in press). Emotion in schizophrenia: further investigation of specific versus generalized performance deficit models. Journal of Abnormal Psychology.

Raju, N.S. (in press). APA Council of Representatives: August Report. The Score

Raju, N.S., *Laffitte, L.J., & Byrne, B.M. (2000, April). Measurement equivalence: A comparison of methods based on confirmatory factor analysis and item response theory. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Raju, N.S., Pellegrino, J.W., Bertenthal, M., Jones, L.R., & Mitchell, K.J. (Eds.). (2000). Grading the Nation's Report Card: Research from the Evaluation of NAEP. Washington, DC: National Academy Press.

Roch, S. G., Lane, J. A. S., Samuelson, C. D., Allison, S. T., Dent, J. L. (In Press). Cognitive Load and the Equality Heuristic: A Two Stage Model of Resource Overconsumption in Small Groups. Organizational Behavior and Human Decision Processes.

*Runkle, J., & Morris, S. B. (2000, April). Development and initial validation of a

measure of race schematicity. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Scott*, J. Ayman, R. & Korabik, K. (2000, July). The effect of leader's gender and conflict management styles on their own and their subordinates' stress. Paper presented at the 27th International Congress of Psychology, Stockholm, Sweden.

Speron*, E., Ayman, R., Korabik, K. (April, 2000). Self and subordinate agreement about a leader's performance: Leader's gender, organization type, and leader's self-monitoring. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Tobey*, A., Ayman, R., & Chemers, M. M. (2000, July). Leader-subordinate trait composition and subordinate satisfaction with the leader: Task structure as a moderator. Paper presented at the 27th International Congress of Psychology, Stockholm, Sweden.

STUDENT PROFESSIONAL ACTIVITIES

During the past year students have not only been busy with school, but also work. From the list of the following internships, we can see how the IIT Network really comes alive.

Susan Adams has just finished up an internship at the CTA and is currently working at Rush Medical Center's HR department. She is also working at IIT's new initiative, the Leadership Academy.

Amy Antani is working at Advocate Health Care. She worked on an annotated bibliography with **Jennifer Zieleskiewicz**, which was on the validity evidence for initial teacher licensure tests, for the National Research Council/National Academy of Science. She went to Washington, D.C. to present the results to the Committee on Assessment and Teacher

Quality.

Sharon Boslet is still working at Hewitt, but she has transferred to their Internal HR department.

Michael Collins is working full time at the Center for Research and Service.

Andy Day is currently working at Saville & Holdsworth, Ltd. (SHL).

Amy Deno is working at Stanard & Associates, Inc.

Shetal Desai has just finished up an internship at the Chicago Marriott in their HR department and is now currently interning at Saville & Holdsworth, Ltd. (SHL).

Allan Fromen has accepted a full time position at Unext.com and had been previously employed by Stanard & Associates, Inc.

Garth Davidson is working at Rush Medical Center.

Erica Hartman is working at the Center for Research and Service at IIT.

Sebastian Laube completed his internship this summer at Saville & Holdsworth, Ltd. (SHL).

Dana Moore is working at McDonald's Corporation.

Sandra Nelson is also working at McDonald's Corporation.

Noel Newhouse is currently teaching classes at IIT and Elmhurst College.

Chris Thompson completed his internship this summer at Bank One.

Jennifer Thompson taught at University of Memphis over the summer and she is currently teaching at Northeastern Illinois University, Chicago State University, and IIT.

Jennifer Weiss is currently working as a research associate at United Airlines.

Jennifer Zieleskiewicz, will be starting a consulting position with William M. Mercer, Inc. in their Communications Practice in Chicago.

ALUMNI PROFESSIONAL ACTIVITIES

We would like to thank all the IIT alumni for providing us with their support, resources, and feedback over the years. The following is a list of alumni activities *as far as we know*. We apologize to those whose activities are not listed.

Melanie Anderson will be presenting at the Annual HR Measurement Summit 2001 in San Francisco. The presentation is entitled "Measuring and Branding HR: Tools for Strategically Positioning Human Resources and Building Employee and Customer Satisfaction." She has also presented at the Advanced Learning Institute's National Conference on Internal Branding in Chicago. In November, she will have an article published in the Journal of Integrated Communications, entitled "Using Employment Branding to Build Employee Satisfaction and Deliver Your Company's Promise to the Marketplace."

Gene Batenga is working for Cap Gemini Ernst & Young

Russel Day is president of R.R. Day & Associates: Business Psychologists

Liza (Gitlin) Greene is currently working at RealTime Performance in Seattle, Washington.

Leah Groehler is working at Performaworks

Brad Johnson is a Senior Digital Talent Agent for Artisan for Hire, Inc. He will be involved with launching his organization's new location in London.

Joseph Jones is working at SRI International.

Chad Legal is working at I/O Solutions.

Sandra Lewis is working at Domino's Pizza headquarters in Ann Arbor, Michigan.

Renee Maciasz is working as a consultant in the Performance and Reward Practice at William M. Mercer, Inc.

Jennifer Runkle is working at Gap, Inc.

Diana Stewart is working at Nokia.

facul ty activities

Here is a look at what our faculty have accomplished over the past year. Between teaching, advising, and publishing, our faculty have been hard at work.

Roya Ayman has continued conducting Management Development training sessions at Arthur Andersen & Company (St. Charles, IL) and with Andersen Consulting and with International Orientation Resources training expatriates. She is continuing on as a member of the executive committee of International Applied Psychology, Division of Organizational Behavior preparing for the International Congress of Applied Psychology in Singapore. At IIT, Roya conducted a workshop on Women in the higher education in the field of Sciences: What is the status and what are the barriers? She has continued serving on the program committee of Society of Industrial & Organizational Psychology by reviewing papers submitted for the annual meetings. She also reviewed papers for The Academy of Management Women & Diversity Division, Personnel Psychology, Sex Role, and Personality & Social Psychology Bulletin. In addition, Roya serves on three editorial boards of journals such as The Leadership Quarterly, Applied Psychology: An International Review, and Journal of Cross-cultural Management.

In addition to her academic activities, Roya was reappointed as a member of the Education and Training Working Group of the Governor's Commission on the Status of Women in Illinois starting in the summer of 1999; and she serves on the advisory board for Trilogy (mental health rehabilitation center) working with their Program Quality committee. She did have her fifteen minutes of fame last year, when she was interviewed on the Radio by US90 on the topic of Women and Leadership.

Scott Morriss served as Secretary and Membership Chair for the Chicago Industrial Organizational Psychologists. He was recently elected to serve as Vice President and Program Chair for the 2000-2001 term. He has also served as an ad hoc reviewer for Personnel Psychology and Psychological Methods, and reviewed submissions for the annual SIOP conference.

He developed and offered a new short course in Multilevel Data Analysis.

The course covered cutting-edge statistical methods for modeling the relationships among variables at multiple levels of aggregation (e.g., individuals vs. groups).

He was involved with a number of professional activities. He worked with *Jennifer Weiss on IIT's Quality of Campus Community Life Coalition to identify issues of concern to the IIT community. They developed and analyzed the results of a university-wide survey on the quality of life at IIT.

Sylvia Roch has been heavily involved in the development and implementation of an undergraduate assessment center for psychology majors in the Institute of Psychology. She is also involved in redesigning the undergraduate curriculum for psychology majors.

Nambury Raju has been recognized as one of the most published authors in Journal of Applied Psychology and Personnel Psychology in the 1990s. His research activities center on meta-analysis/validity generalization, utility of organizational interventions, and differential item functioning (item bias). He is currently serving on the following editorial boards: Journal of Applied Psychology; Journal of Educational Measurement; Educational and Psychological Measurement; Applied Psychological Measurement; Journal of Human Resource Costing and Accounting (a Swedish Journal); NCME News Letter; Journal of Applied Measurement

He has also reviewed manuscripts for the following journals: Multivariate Behavioral Research, Psychological Methods, Personnel Psychology, British Journal of Mathematical and Statistical Psychology, and Organizational Research Methods. Psychological Report: Perceptual and Motor Skills, and Measurement Evaluation in Counseling and Development.

He is a member of the following organizations: The APA Council of Representatives (1998-2000), representing Division 5: Evaluation, Measurement, and Statistics; Research Advisory Committee, The Ball Foundation; Technical Advisory Panel, the State of Georgia Department of Testing and Assessment; PACTS National Advisory Committee, Board of Regents of the University System of Georgia.

He is currently working with *Michael Collins, *Erica Hartman, and Bruce Fisher on a test development project for the National Restaurant Association.

Anthony Paquin has been involved in a number of efforts to improve the undergraduate psychology program at IIT. The most significant was chairing the Undergraduate Assessment Subcommittee. As acting chair of this committee he was involved with all aspects of the initiative (e.g., development, implementation, and evaluation). As part of this endeavor, he also served as an assessor at an assessment center for Valparaiso University's School of Business, and presented the results of the Institute of Psychology's assessment center with his co-committee members to the IIT Leadership Council.

He made significant contributions to the Center for Research and Service. These included serving as an assessor for 2 different series of assessment centers for CNA, coordinating a large training initiative for the Office for Institutional Advancement at IIT, and developing and delivering a series of training modules for ISPAT Inland Steel. He also served as a reviewer for a undergraduate statistics book to be published by the Sage Publishing Company.

2000-2001 Teaching Assistants

This was an interesting year for teaching assistants. Not only do we have full-time and part-time teaching assistants, but we also have two first year students in this position. Congratulations to all of this year's teaching assistants. It is going to be a great year!

Andy Day is working with Dr. Paquin and is responsible for Orientation and is the contact person for Comprehensive Exams.

Amy Deno is working with Dr.

Sebastian Laube is working with Dr. Morris and is responsible for Orientation.

Jason Michniewicz is working with Dr. Roch and is responsible for the Newsletter.

John Skinner is working with Dr. Raju and is responsible for the Newsletter.



new students

We are very excited to welcome our new wave of *bright* students to the I/O program.

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

David Blitz, M.S.
Brooke Glover
Jason Michniewicz
Stacey Porter, M.S.
John Skinner

PERSONNEL & HUMAN RESOURCE DEVELOPMENT

Isis Garcia
Joowon Hong
Patrick McLinden
Nisreen Pedhiwala
Helen Velesiotis
Azah Widati

program news

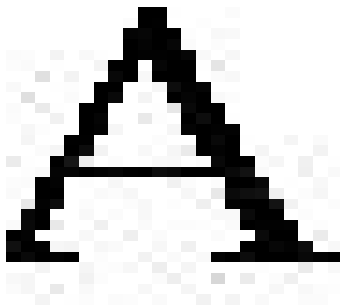
We would like to thank particular individuals who have assisted us over this past year:

Dr. Dan Lezotte, Principal at Organizational Strategies, Inc., is currently teaching Compensation and Benefits. We appreciate his attention and time.

Dr. Bruce Fisher is the Director for Research and Service at IIT. He has had years of experience in conducting Assessment Centers for selection and developmental purposes in corporate America. He taught a course on

The IIT reception at SIOP was supported by the donations to the I/O program and continued support of Dr. M. Ellen Mitchell, Director of the Institute of Psychology.

We are always indebted to those who continuously support and provide opportunities for the advancement of our program and students. We would like to express our sincere gratitude to those who have contributed to our program!



The Center for Research and Service at IIT has had another great year. A number of students and faculty have had the opportunity to work along-side the director of the Center, Dr. Bruce Fisher, on many projects. Recently, Dr. Fisher was interviewed by the editor of the newsletter about the ways in which the Center and the I/O program interact:

In the last year, on average, how many students have assisted you in various projects at the Center?

Approximately twenty students.

What types of project work have they been involved in?

There have been a wide variety of projects that students and faculty have participated in: assessors for the Center, statistical analyses, 360-degree feedback surveys, test development, design of training programs, and training evaluation.

What type of impact does the Center have on the I/O program?

The Center gives the students applied experience in a practical setting. They are able to take what they have learned in the classroom and apply it in a professional way. They receive hands on experience on client service and get to practice their consulting skills.

The Center enables the students to get applied experience on both the Organizational and Industrial side of the field. They get a diverse experience and are able to use a wide span of skills.

Not only does the Center provide opportunities for the students, but also the faculty. This enables the faculty to bring their experiences to the classroom to share with the students.

There is a strong mutually beneficial relationship between the Center and the I/O program. An undergraduate psychology student was even able to get some experi

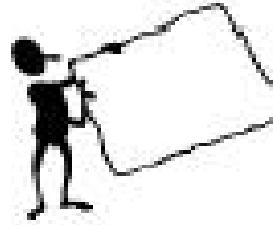
STUDENT PERSPECTIVES

Notes on SIOP

This past year's annual Society for Industrial and Organizational Psychologists (SIOP) was held in New Orleans, Louisiana.

Erica Hartman

As a first year graduate student last year, I heard so many stories from older graduate students about their wonderful experiences at SIOP, I decided this was something I could not miss. As I was preparing to leave for New Orleans I was quite nervous because I had no idea what the next three days would actually entail. Needless to say, I don't think anyone could have prepared me for what I was about to experience. Throughout the weekend I was able to attend lectures given by top names in the Industrial/Organizational field. Not only that, I was able to meet some of these people and have insightful conversations with them. I was exposed to many different aspects of I/O, many of which I had no clue even existed. In addition, I was able to spend time outside of the classroom with many of the other students in the program. We were able to go to speakers and posters together, attend nightly social events, and explore the wonderful city of New Orleans. In addition, I was able to meet many IIT alumni throughout the course of the weekend, especially at the annual IIT gathering. Talk about a wonderful networking experience! These are just a few of the many reasons that I would highly recommend attending SIOP to any I/O graduate student. This year is sure to be just as wonderful as we will heading to sunny San Diego, CA...see you there!!



Amy Antani

The city of New Orleans could not have been a better backdrop for another successful SIOP conference! Everyone was excited not only for the sessions of their choice, being able to rub elbows with all the big names, but also a chance to explore the infamous city of New Orleans. Going as a second year student was definitely a different experience than going in my first year, allowing me to be more relaxed, a little more comfortable standing next to people like Cascio or Hunter and Schmidt - well, maybe not completely unfazed! The conference is a time where we go from sitting in the classroom to sitting in the audience of a symposium, as colleagues. With just that one additional year behind me, I felt that not only did I understand more of the numerous symposium topics, but I also felt more of a part of the big I/O network we constantly hear about. I can only imagine what it will be like going to San Diego - can't wait!

Notes on Roya's Open House

Each year after midterms, students and faculty start to feel a bit tired, and maybe even a little stressed-out about the upcoming events. A good cure for these types of feelings is a party, and that is one of the reasons why Roya holds her annual I/O area autumn get-together.

Amy Deno

Last year was my first year to attend Roya's annual gathering. I was excited about it, as I heard from the older students that it is a fun event. I have to admit that they were right. It was a night filled with eating, drinking, and some great conversation. I met many alumni who were anxious to

hear how my classes were going and how I was doing in the program so far. This really made

me feel that the people in our program really care about each other. I was introduced to many of the older students who I had not yet met, and they had some great advice to offer about my course of study. I left Roy's house that night feeling very comforted and excited (not to mention very full from all of the wonderful food!) about my future at IIT.

Notes On Orientation

Rain seems to be a common occurrence to our Orientation, as our picnic was again held inside. The rain did not spoil our fun, though. Here is what two new students thought about their experiences at orientation.

David Blitz

Orientation was a very positive experience. I got to meet my fellow first-year students, a few of the second-year students, and the faculty. Erica, Amy, Sebastian, and Andy were great in getting everything organized for us and explaining what to expect. The walking tour was helpful in pointing out the more useful buildings. Overall, I had a blast--how often do you get to drink beer and socialize with your fellow students and faculty?

Stacey Porter

The day of orientation I woke full of emotion. Today, IIT and the I/O program were going to cease to be abstract, future plans. Today I was going to officially start what I had been telling everyone since April I was going to do with my life. In a word, I was nervous, in two words I was nervous and excited.

Orientation started with welcome predictability; introductions, overview of curriculum, tour of campus. But the striking difference between this program and my past masters program was the feeling of friendship that permeated every aspect. Even beyond the call for achievement and enrichment that spans the limited parameters of undergrad, I got a true sense that faculty in this program want incoming students to dip into the most fascinating pool of knowledge they have found. Just like the salesman who believes in his/her product, I got the feeling that this I/O stuff is just truly worth the work. That kind of energy is catchy, it pervades through all-nighters, writer's

mind-numbing reading assignments, and above all the sad grad school income. I truly caught this energy that day, and am hoping it carries me right through my time at IIT and beyond.



This year I had the pleasure of attending the Institute of Psychology's annual gathering: Psych Nite. Thanks to **Dr. Mitchell** and **Olivia Anderson** the event was wonderful and fun. It was great to see so many alumni all gather together. I would be remiss if I would not thank our dear **George Langlois** for his dedication in spearheading the event. However, what truly was a source of pride and excitement for me was that the majority of the individuals active in that event and other fundraising efforts for the institute, are the I/O program's alumni and students. It is impressive to see that not only are our alumni successful professionally but that they also have high values. They care and help the program and the institute. For years many of alumni have taken care of their younger brothers and sisters by providing internships and coaching them to become excellent professionals. Among many, this year, I would like to recognize **Steve Stanard**, **Steve Stienhaus**, and **Linda Jeleniewski**, who have taken personal attention in developing the professional lives of our students. Every year, several alumni and friends come to our internship meetings and talk with students. Last year we had **George Langlois** from Organizational Strategies, **Marsue Durbak** from Allamerica who came to IIT and spoke with students about their career planning and future. We also want to thank United Airlines and McDonald Corporation (**Dr. Russell Scalpone**) for having us at their locations and treating us with such generosity and attention. As always, we appreciate

to **Gary Morris** for his continued care and kindness. It is these acts of support that makes our program so wonderful and a source of inspiration.

Yours,
Roya

P.S. Don't forget your program and help us connect with all the alumni. So if you meet an alumnus through work, please get their address, phone number, and a business card and send it to me. It is our care and pride for each other and their achievement that makes us unique!

DATES TO REMEMBER

November 11, 2000 - I/O Open House Party at Roy's

April 27-29, 2001 - SIOP Conference in San Diego, CA.

the support of our program's friends
who provide support to our students.
Special thanks goes

cramp, student malnutrition (i.e. The
Mountain Dew and Fritos diet),