



ILLINOIS INSTITUTE OF TECHNOLOGY

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

AUGUST TO AUGUST 2001

Volume 13, Issue 1

CONGRATULATIONS TO OUR 2001 GRADUATES!



We are proud to recognize the achievements of our recent graduates and wish them luck in their future endeavors.

Ph.D.

Michael Barr, Ph.D. (2001). IRT- Based Assessments of Rater Effects in Multiple Source Feedback Instruments. Advisor: Dr. Raju.

John A. Behr, Ph.D. (2001). The unstructured employment interview as a potential source of gender stereotyping in the employee selection process. Advisor: Dr. Morris.

Jennifer M. Dembowski, Ph.D. (2001). The relationship between cognitive ability and voluntary/involuntary turnover: Moderating effects of job complexity, job market and contingent pay. Advisor: Dr. Morris.

Casey Mulqueen, Ph.D. (2001). Identification of Latent Constructs and Assessment of Measurement Equivalence Across Rating Sources on a 360-Degree Performance Appraisal Instrument. Advisor: Dr. Raju.

MASTER'S LEVEL

Susan Adams, M.S. (2001) The impact of communication medium and member familiarity on decision time, satisfaction, and decision accuracy. Advisor: Dr. Roch.

Allan Fromen, M.S. (2000). Measurement Equivalence and Mean Differences on a 360- Degree Feedback Instrument. Advisor: Dr. Raju.

Dana Moore, M.S. (2001). Supervisor vs. Self Raters as Anchors in a Measurement Equivalence Analysis in a 360-Degree Performance Assessment. Advisor: Dr. Raju.

Jennifer L. Thompson, M.S. (2000). How Meta-Cognition Style Moderates the Use of Sex Stereotypes in Personnel Decisions. Advisor: Dr. Morris.

PHRD

Deno, Amy
Desai, Shetal P.
Davidson, Garth

PUBLICATIONS & PRESENTATIONS



As always it is a great pleasure to report the achievements of our faculty and students who have been busy year round contributing to enhance the field of I/O Psychology. This list is complete as far as we know. We apologize to those whose work has not been mentioned.

* Indicates IIT students.

Ayman, R. (April, 2001). Contribution and challenges of professional women: Recommendations for the future. The second International Conference on the Role of Women in Social, Cultural and the Economic Development, Kuwait.

Ayman, R. (June, 2001). How should women lead? Arthur Andersen, Chicago, IL. U.S.A.

Ayman, R. (2000). Leadership. In E. F. Borgatta and R. J. V. Montgomery (eds.) Encyclopedia of Sociology, 2nd edition, volume 3 (1563-1575). NY: Macmillan Reference U.S.A.

Ayman, R., Adams, S.* , & Hartman, E.* (March, 2001). Leadership development in higher education: Present and future. Paper presented at the 11th Annual Kravis- deRoulet Conference, Kravis Leadership Institute, Claremont, CA, U.S.A.

Ayman, R., Daniels, A.* , & Pritzker, M.* (May, 2001). CEO's leadership: Knowledge gained and challenges to be faced. Festschrift for Dr. Bernard M. Bass. Binghamton University, School of Management and Center for leadership Studies. NY. U.S.A.

Ayman, R. & Larmore-Daniels, A. (July, 2001). The relationship between leader match, direct reports team's perceptions of transformational leadership, and CEO's effectiveness. Paper presented at the 7th European Congress of Psychology, London, U.K.

Ayman-Nolley, S., Taira, L., & Ayman, R. (July 2001). Children's schema as reflected in their drawings. Paper presented at the 7th European Congress of Psychology, London, U.K.

Barr*, M.A., & Raju, N.S. (April, 2001). IRT-based assessments of rater effects in multiple source feedback instruments. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Becker, J*., Ayman, R., & Korabik, K. (2001). Discrepancies in self/subordinates' perception of leadership behavior; Leader's gender, Organizational context, and leader's self-monitoring. Group & Organizational Management: An International Journal.

Cabrera, E.F., & Raju, N.S. (2001). Utility Analysis: Current trends and future directions. International Journal of Selection and Assessment, 9, 92-102.

Corrigan, P., Steiner, L., McCracken, S., Blaser, B., and Barr*, M. (in press). Strategies for staff dissemination of evidence-based practices for people with serious mental illness. Psychiatric Services. [scheduled for the December issue.]

Gold, M.* & Morris, S.B. (June, 2001). SME Judgments in the Angoff Procedure: The Impact of Content Relevance and Item Format. Winner of the Best Student Paper Award at the Annual Conference of the International Personnel Management Association Assessment Council.

Korabik, K., Ayman, R., Purc-Stephenson, R. (June, 2001). Gender-role and Transformational leadership. A paper presented at the conference "Rethinking gender, work, and organization", Keele University, Staffordshire, England.

Morris, S. B. (in press). Sample size required for adverse impact analysis. Applied HRM Research.

Morris, S. B., & Collins, M.* (April, 2001). Testing for adverse impact when sample size is small. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology.

Morris, S. B., & DeShon, R. P. (in press). Effect size estimation for meta-analysis with repeated-measures designs. Psychological Methods.

Paquin, A. R. (June, 2001). The impact of culture on the effectiveness of the Productivity Measurement and Enhancement System. Paper presented at the Eastern Academy of Management meetings. San Jose, Costa Rica.

Raju, N. S. (2001). Review of the Wiesen Test of Mechanical Aptitude. In B. S. Plake and J.C. Impara (Eds.), The Fourteenth Mental Measurement Yearbook (pp. 1353-1355). Lincoln, NE: Buros Institute of Mental Measurements of the University of Nebraska.

Raju, N. S. (2001). Review of the Employment Values Inventory. In B. S. Plake and J.C. Impara (Eds.), The Fourteenth Mental Measurement Yearbook (pp. 465-466). Lincoln, NE: Buros Institute of Mental Measurements of the University of Nebraska.

Raju, N. S., & Ellis, B. B. (in press). Differential item and test functioning. In F. Drawsgow & N. Schmitt (Eds.), Advances in measurement and data analysis. San Francisco, CA: Jossey Bass, Inc.

Raju, N. S., Laffitte*, L. J., & Byrne, B. M. (in press). Measurement equivalence: A comparison of methods based on confirmatory factor analysis and item response theory. Journal of Applied Psychology.

Raju, N. S., Oshima, T. C., & Flowers, C. P. (April, 2001). The use of computer-generated thetas in differential item functioning research. Paper presented at the annual meeting of the National Council on Measurement in Education, Seattle, WA.

Roch, S. (June, 2001). The Effect of Social Value Orientation and Type of Previous Group Interaction on Request Size in A Resource Dilemma. Presented at the 9th International Conference on Social Dilemmas, Chicago, IL.

Roch, S. G., Ayman, R., Newhouse, N.* & Connor, M.* (April, 2001). Impact of Rater Audience, Identifiability, and Conscientiousness on Rating Level. Paper presented at the Society for Industrial and Organizational Psychology, San Diego, CA.

Roch, S. G., & Zlatoper, K.* (April, 2001). An Exploration of Organizational Justice's Impact on Commitment and Satisfaction. Paper presented at the Society for Industrial and Organizational Psychology, San Diego, CA.

Rogers, T.* & Ayman, R. (July, 2001). The Role of Transformational Leadership in Salesperson's Motivation and Performance. Paper presented at the 7th European Congress of Psychology, London, U.K.

Rogers, T.* & Ayman, R. (April, 2001). The Role of Transformational Leadership in Salespeople's Motivation. Paper presented at Society of Industrial and Organizational Psychology, San Diego, CA. U.S.A.

Romano, R. L.* & Ayman, R. (April, 2001). An Investigation of the Role of Mentoring Efficacy in an Individual's Intention to Mentor: A Motivational Framework. Paper presented at Society of Industrial and Organizational Psychology, San Diego, CA. U.S.A.

Sternburgh, A.* & Roch, S. R. (April, 2001) Differences in Fairness Perceptions of Performance Appraisal Formats Paper presented at the Society for Industrial and Organizational Psychology, San Diego, CA.

STUDENT PROFESSIONAL ACTIVITIES



IIT students not only get academic knowledge but also hands on practical experience by working with organizations and with our very own alumni.

Amy Antani is working full time at Advocate Christ Medical Center as a Leadership Development Consultant. In this role, she has the opportunity to work with Senior Executives on hospital wide initiatives.

Susan Adams is currently working with Bruce Fisher on the Leadership Academy, an IIT undergraduate leadership development program, since May 2000. She is also teaching research methods and statistics at Northeastern Illinois University. In addition, she had a presentation with Roya and Erica Hartman at Leadership Conference in California in spring of 2001, entitled Leadership in Higher Education.

David Blitz is working at Computer Adaptive Technology.

Michael Collins is working as Project Manager at the Center for Research & Service. He and Scott presented a paper at SIOP 2001.

Allan Fromen has accepted a full time position as a Research Consultant with IBM in New York and had been previously employed by Unext.com.

Isis Garcia is currently working as a Human Resource Employee Specialist at Innovative Benefits Concepts.

Erica Hartman after completing her internship at the Center for Research & Service is currently at Stanard and Associates. She also had a presentation with Roya and Susan Adams at Leadership Conference in California in spring of 2001, entitled Leadership in Higher Education.

Ilianna H. Kwaske has been employed for nearly two years with Stephen A. Laser Associates in Chicago. Her primary responsibility is to conduct public safety psychological assessments, although she has also been a part of their corporate assessments and assessment centers.

Jennifer Langell has recently accepted a promotion to Associate Director, Human Resources at Ameritech. In her new role, she provides HR support to members of the Network Services Leadership Team and is also responsible for managing organization-wide HR initiatives.

Sebastian Laube is working at the Chicago Public Schools.

Deb Davis Lenane is working as the Senior Research Manager at Maritz Research in Southfield Michigan.

Patrick McLinden has just finished an internship at Wonderlic, Inc and is now currently working at Advocate Health Care in the OD department.

Jason Michniewicz is working at the Chicago Public Schools.

Dana Moore is working at McDonalds.

Sandra Nelson is also working at McDonalds.

Noelle Newhouse is currently doing an internship at SBC Communications.

Nisreen Pedhiwala is currently working at Monar Consulting, Inc as a Project Assistant.

Stacey Porter is a Graduate Assistant at the Center for Research and Service. She is also a Teaching Assistant at the University of Chicago and a Consultant for Organizational Resources and Advocate Healthcare.

Jennifer Weiss is currently doing contract work for United Airlines.

recruiting and recruiting management, she also had the opportunity to work on a national HR project on capacity management. This assignment focused on building service-oriented teams with the most optimal variety of skillsets and career ranks. An example of issues they faced: "Within their Supply Chain consulting practice, what is the optimal ratio of Vice Presidents to Sr. Managers to Consultants needed to deliver value to their clients?" Her role was to act as the functional designer in the development of an on-line tool to forecast headcount need based on revenue projections.

Michael Barr is currently an Organizational Psychologist on the staff of the Center for Psychiatric Rehabilitation at the University of Chicago (www.ucpsychrehab.org). Through the Center, he is affiliated with the Illinois Training Institute for Psychosocial Rehabilitation in Long Term Care as well as the Illinois MISA Institute (www.illinoismisainstitute.org). He is also engaged in organizational research on Interactive Staff Training/ProMES, burnout, and job design. Students who may be interested in working on their thesis or dissertation in these areas are encouraged to contact Michael at mbarr@uchicago.edu. In addition he is an adjunct faculty at both Elmhurst College and Chicago School of Professional Psychology, teaching in their respective I/O Master's programs.

Garth Davidson, after completing his internship at Saville & Holdworth, Ltd. (SHL), has been re-hired as an Associate Consultant.

Amy Deno is working as a Compensation Analyst at Information Resources, Inc. in Chicago.

Nancy deLay is currently working as a consultant for Eli Lilly & Company in Indiana. She has published & presented the following articles: deLay, N., German, K., Harrison, L., Mudd, A. (2001). Virtual Work and Family Conference Work and Family Virtual Conference Call; *Telecommuting: WHAT IT IS and BEST PRACTICES*; Bourhis, A., deLay, N., Turbe-Suetens, N., Fortier, B., Leblance, S. (2001). *Human Resources Management: Best Practices*. Presentation at the International Symposium: "From telework to new forms of work in the information society", Quebec, Canada.

Mitch Gold is on the editorial board of Journal of Business and Psychology and Journal of E-commerce and Psychology. He

is also the winner of the 2001 PMAAC Best Student Paper Award.

Liza (Gitlin) Greene is currently working for the United Way and is also in the MBA program at the University of Arizona.

Linda (Jeleniewski) Liang just began an executive coaching contract with 13 executives for a construction company. She was married on June 9th to a man she met through a matchmaking service that gave psychological compatibility tests!

Jaci Maszta is currently working with Burke Strategic Consulting Group as Vice President. She presented a paper at EOSMAR in Rome, Italy, in September, Hogg, A., & Maszta*, J. (2001). *Drop-down, radio button, or fill-in-the-blank? Effects of attribute rating scale type on web survey responses.*

Diana Stewart was promoted to the HR Manager for the San Diego site for Nokia in July.

Jana Szostek is working as a consultant for US Steel and is also their EMS Program Coordinator. She conducts all EMS related training and program implementation and provides consulting services on a range of personnel issues. In addition, she is teaching online management courses for the University of St. Francis, College of Health Arts.

ALUMNI PROFESSIONAL ACTIVITIES



Our alumni have been helpful in providing the I/O program with support, resources, and feedback. This list of activities of alumni is complete only as far as we know. We do apologize to those whose activities are not listed.

Melanie Anderson was recognized with a "Silver Quill" Award of Excellence from the International Association of Business Communicators for achieving the highest standards of quality in organizational communication for Peoples Energy's Human Resources Communication Strategy.

Gene Botenga last year joined Cap Gemini Ernst & Young after working for Andersen Consulting, where she had been for about 5 years. While her core responsibilities have focused on

FACULTY ACTIVITIES

The hard work and dedication of the faculty members gives the I/O program its credibility. A look at what our faculty has accomplished between teaching, advising and publishing

Roya Ayman has been active with her work, as a member of the Educational Working Group of the Governors' Commission on Status of Women in Illinois, and on the advisory board of Trilogy, working with the Program Quality Committee. She has served on the editorial boards of *The Leadership Quarterly*, *Applied Psychology: An International Review*, *International Journal of Management* and has been a reviewer for *Personnel Psychology*, *Academy of Management Conference*, and SIOF Conference.

In addition, Roya and Ruth Sweetser, with the help of several students (Amy Deno,

Sethal Desai, Erica Hartman, Amy Antani, Mark Frame, Michael Barr), conducted a workshop for a division of Lucent Technology, on the topic of Women's and Men's relationships in the workplace.

Dan Lezotte was appointed Chairman of the Board of Century Place Development Corporation - a not for profit housing development company serving the poor and special needs groups, last June. He is a reviewer for the World at Work Journal (formerly the American Compensation Association) and also a reviewer of a book being written for World at Work on Recognition Programs and Practices. In addition, he is continuing consulting in the areas of Strategic Planning, Organizational Surveys and Compensation.

Scott Morris was recently promoted to Associate Professor with Tenure. He was also elected as the President of the Chicago Industrial Organizational Psychologists for the 2001-2002 term. Last year he had served as the Vice President and Program Chair. He also serves as an ad hoc reviewer for Psychological Methods, Journal of Educational and Behavioral Statistics, and the SIOP Conference.

Nam Raju has centered most of his research activities around meta-analysis/validity generalization, utility of organizational interventions, differential item functioning (item bias), and measurement equivalence of 360-degree feedback assessments. He currently serves on six editorial boards:

Journal of Applied Psychology,
Journal of Educational Measurement,
Educational and Psychological Measurement,
Applied Psychological Measurement,
NCME News Letter,
Journal of Applied Measurement.

He has 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, European Journal of Work and Organizational Psychology, Organizational Behavior and Human Decision Processes, and Psychometrika.

Nam is also a member of Research Advisory Committee (The Ball Foundation), the Technical Advisory Panel for the State of Georgia Department of Testing and Assessment, the PACTS National Advisory Committee, Board of Regents of the

University System of Georgia and the APA Committee on Psychological Tests and Assessment (CPTA), 2001-2003.

Currently he is working with Michael Collins, Bruce Fisher, Erica Hartman, and Stacey Porter on test development and translation fidelity projects for the National Restaurant Association. He also served as the Chair for the University Faculty Council for the 2000-2001 term.

TEACHING ASSISTANTS 2001 2002

Teaching Assistants for this year include a wonderful mix of two last years' TAs, one first year student and two second year students. The teaching assistants work not only for the faculty but also for the program. Congratulations!!

Ben Feinzimer is working with Dr. Morris. feinzimerb@hotmail.com

Isis Garcia is working with Dr. Lezotte and assisted with the Orientation. isisg@hotmail.com

Sebastian Laube is working with Dr. Paquin and was responsible for Orientation. SI-usa@gmx.net

Nisreen Pedhiwala is working with Dr. Ayman and is the editor of the Newsletter and assisted with the Orientation. pedhnis@iit.edu

John Skinner is working with Dr. Raju and was responsible for the Orientation, assisted with the newsletter and is the contact person for Comprehensive Exams. jfskinner@altavista.com

INCOMING STUDENTS

On August 21, 2001, our new comrades and future colleagues emerged. We are very excited to welcome the new wave of students and colleagues!

Industrial/Organizational Psychology

Ben Feinzimer graduated from Kenyon College (Gambier, Ohio) and did post-grad work in Physiology at Chicago Medical School.

Kristen Fortman graduated with a Masters from Roosevelt University in I/O Psychology here in Chicago.

Melissa Rinchuso graduated from Loyola University, Chicago.

Daniel Wilman graduated from the University of Missouri-Columbia.

Personnel and Human Resource Development

Lindsey 'Thora' Bey graduated from Carroll College in Waukasha, WI.

Brandon Fleener graduated from the Henry B. Tippie College of Business at the University of Iowa in Iowa City, Iowa.

Mike Matyasik graduated from Elmhurst College in Elmhurst, IL.

Alethea Moraes graduated from St. Xaviers College at the University of Bombay, India.

Aditi Nayak graduated from Mittibhai College at the University of Bombay, India.

Diya Patel graduated from Sophia College at the University of Bombay, India.

David Sowinski graduated from the University of Minnesota-Twin Cities.

Anke Goerzig is a foreign exchange student and attended the "Technische Universität Berlin" or "Technical University Berlin".



PROGRAM NEWS

The Center for Research and Service at IIT has had another successful year. Many students gained applied experience in a practical setting by working with the Center. Ben Feinzimer interviewed Dr. Bruce Fisher, director of the Center, about the impact the Center has on the Institute of Psychology and on IIT.

The Center for Research and Service at a glance -

For students in the Institute of Psychology's I/O program the Center for Research and Service represents many things, namely a chance to apply the theories learned in class to the real world in which they're performed. As Director of the Center, Dr. Bruce Fisher was kind enough to answer some questions in order

to better describe what is an invaluable part of the Institute of Psychology, as well as its students and faculty. Dr. Fisher reported that last year nearly twenty students took advantage of the opportunities the Center offered. Amongst them were research experience, a source of income and even data for those preparing thesis or dissertation work.

Dr. Fisher then highlighted some of the roles students play in the Center from "project management assistance to client contact and direct service delivery." They also provide administrative support, and some even accumulate full-time status. Mike Collins, for instance, has risen to project manager and plays what Dr. Fisher deemed a crucial role in the Center's activity. He is one of several students who form a "contingency work force ready to be called upon in large project situations." Stacey Porter and Dan Wilman are working part time as Graduate Assistants, and are currently involved in some of the projects. These include conducting the Undergraduate Assessment Centers, developing certification exams for the National Restaurants Association and assisting the Center in developing its very own 360-degree feedback survey.

This progress has aided IIT in several other ways as well. Creating a significant source of revenue for the Institute of Psychology, the Center has become a driving force in increased funding for faculty endowment and travel. An increased number of graduate assistantships have been granted thanks to the work from the Center. The members' hard work and dedication have and will continue to improve the organizational setting and most importantly the workers in it. As the Institute's students continue their trek in search of academic excellence they have certain pride in the Center for Research and Service and all that it represents.



STUDENT PERSPECTIVES

"I also attended several presentations by employees from some of the Fortune 500 and Fortune 1000 companies."

Notes on SIOP

This past year's annual Society for Industrial and Organizational Psychologists was held in sunny San Diego, CA. Being present at this annual event offers a wide opportunity to students, professional and practitioners to mingle with the "crème de la crème"! Here is what one student, new to the experience, had to say about his visit to SIOP.

Patrick McLinden

This past April I had a chance to travel to San Diego, CA for the Annual Conference for the Society of Industrial/Organizational Psychologists. I was asked to comment on my experience at the conference as a first year student in the hopes that those who have not attended before, especially first year students, may consider attending this April in Toronto, Canada.

First and foremost, I would say that this is a great learning opportunity. You are exposed to research and opinions that are often presented by big names in our field. I also attended several presentations by employees from some of the Fortune 500 and Fortune 1000 companies. Whatever your area of interest happens to be, you can usually find something of interest at any hour of the day.

Of course, there is more to the conference than simply listening to others talk. This experience allows you the opportunity to travel while you are in school as well as spend time networking with your colleagues. The opportunities for this are fantastic. Whether you are catching up with your past professors, or discussing a poster presentation with someone you've never met before, there are many opportunities.

I can't encourage you enough to attend the upcoming conference. This is a great opportunity for all students, especially first year students.

By the way, reserve a hotel today. Even if you end up canceling, it's far better than ending up miles away from the conference hotel and taking cabs all over the place.

Notes on Open House at Roya's

On Nov 11, 2001 Roya hosted the annual fall party for the I/O students, faculty, alumni's and friends. Following is the perspective of one of last years new student.

John Skinner

Last year, Roya's Fall party was a very good experience for us first-year students. It was a chance to talk with other students, alumni, and

faculty in a friendly atmosphere. The party gave us the opportunity to meet many new faces in our field and, most importantly, it brought everyone together in a social gathering rather than in a meeting or a classroom. The second best thing about the party was definitely the food! With so many people bringing so many different things, the party had quite a spread. I remember myself and my fellow first-year students toasting to the fact that we would stick it out, no matter how difficult or stressful graduate school became. Every one of us will have the opportunity to do the same again this year.

Notes on Orientation

Orientation is an exciting day for everyone and not even the rain gods could spoil our fun! Here are the experiences of some of the new students.

Ben Feinzimer

Orientation at a glance -

With restrained fervor, one by one, the Institute of Psychology's newest I/O graduate students found their way to room 240. The TAs graciously welcomed their contemporaries and so it began. . . the 2001 academic year and the subsequent start to 12 careers. Orientation included an introduction to IIT's academic setting, highlights of upcoming social events including a gathering for new and current students at the Goose Island Brewery, as well as a walking tour of the campus buildings and offices most important in the forthcoming years (e.g., the Paul V. Galvin Library and the Bog).

The day continued as students met with each I/O faculty member to discuss goals, concerns, and potential career interests. With the words of Dr. Roya Ayman (Director) ringing clearer with each passing hour, the new students embraced the pervading message - 'you, as members of the I/O program, are now professionals and therefore our colleagues.' With a certain warmth and undeniable passion each faculty member and TA helped make the first day of our careers an encouraging one, a day we will surely remember as a wonderful start to the rest of our lives.

Alethea Moreas & Diya Patel

Our first week in the U.S was overwhelming. It was the first time we were studying abroad - feelings of excitement & apprehension were natural. The I/O orientation was an ice-breaker, a great way to meet faculty and students in an informal setting and have our queries answered. It all began with an introduction of the faculty & a few students. We then had a chance to introduce ourselves & get to know our classmates - their backgrounds & interests. Later in the day we had a tour of campus, which put

us at ease & helped us get oriented to life at IIT. The evening ended with an informal gathering, which gave us an opportunity to mingle with the alumni & faculty over refreshments -providing us with insights into the corporate sector here in Chicago.



From the desk of

Roya Ayman...

This year we have good news and bad news from the program. The good news is that our presentation at SIOP was quite impressive. Number of papers that had IIT affiliation was 17. Three of our students presented by themselves. As you may have noted, we have had collaborations between faculty, alumni and students demonstrating the strong bond in the I/O program's family. Another great news is that Dr. Scott Morris was tenured and promoted to Associate Professor rank, please join me in congratulating him. As you all will agree it is our pride and pleasure to have him with us. We are also very happy to welcome Dr. Dan Lezotte as a visiting assistant professor in the program for the coming year. Dan has been a founding principal at Organizational Strategies, Inc. (March 1996 to present). Prior to that he was Vice President and Principal at OEC, Organizational Effectiveness Consultants (1990 thru 1996). Prior to that, he was as Assistant Vice President in the Human Resources Department at Lincoln Financial Group (1984 thru 1990). This all equates to 6 years of internal company experience and 11 years of consulting. We are happy that Dan accepted to join us at IIT as a visiting assistant professor. Now, for the bad news, as by now many of you know, Dr. Sylvia Roch has left our program and Dr. Tony Paquin will be leaving next semester. We are sorry to lose such capable and devoted colleagues, and we wish them best of luck in their future endeavors. We have permission to hire a junior and a senior faculty member this year. The advertisement for the positions is already posted, and we look forward to our new additions.

I would also like to thank individuals, who have been very helpful in various ways. We thank Steve Steinhaus for his continued support, including providing us with internship positions, thereby developing the professional lives of our students and speaking at one of the internship meetings. Eleni Speron's and Jennifer Langel's hard work in organizing a meeting at Ameritech, for the internship class, is greatly appreciated. Our sincere thanks go to Amy Larmore-Daniels for her talk at the Internship Meetings. Melanie Anderson's presentation at the Internship Meeting was very impressive and we greatly appreciate her support and enthusiasm. Finally, I would like to recognize the endless time and effort of our I/O program's alumni, in their contribution to the program through financial means, and their time spent working for the Institute of Psychology.

As a last note, I am losing touch with some of you, due to change in jobs or addresses. Please send me a note or give me a call, it is always great to hear from you. Also, you know that I collect your business cards so please send me updates.

Have a great productive year!

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 10, 2001 - I/O Open House Party at Roya's

April 12-14, 2002 - SIOP Conference in Toronto, Canada