



CONGRATULATIONS TO OUR 2002 GRADUATES!



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

Ph.D.

Lisa Sandora, Ph.D. (2002). An examination of measurement equivalence in survey administration methods. Advisor: Dr. Raju.

Karen Sellers Gates, Ph.D. (2002). Acceptance of upward feedback: Factors affecting performance improvement and behavior change in CEOs. Advisor: Dr. Ayman.

M.S.

Sharon Boslet, M.S. (2001). Mentoring and gender's relationship to job satisfaction and organizational stress. Advisor: Dr. Ayman.

Michael Collins, M.S. (2001). Accuracy and power of significance tests for adverse impact. Advisor: Dr. Morris.

Michelle Connor Harris, M.S. (2001). Subordinate evaluations of leader conflict management effectiveness: The impact of leader behavior, gender, and gender role. Advisor: Dr. Ayman.

Erica Hartman, M.S. (2002). The relationship between CEO empowering leader behaviors, self-monitoring and rater agreement. Advisor: Dr. Ayman.

Donhwa Lee, M.S. (2002). Accuracy of confidence intervals on the adverse impact ratio. Advisor: Dr. Morris.

M.S. in Personnel Human Resource Development

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

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

Adams*, S., Roch, S., & Ayman, R. (2002, April). Communication medium and member familiarity: Effects on time and accuracy. Paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Ayman, R. (in press). Contingency model of leadership effectiveness: Challenges and achievements. In L. Neider and C. Schriesheim (eds.), Research in Management, Vol. 2. Information Age Publishing.

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. & Fisher, B. (in press). Leadership development in higher education institutions: A present and future perspective. In S.

Murphy & R. Riggio (Eds.), The Future of Leadership Development. Lawrence Erlbaum Associates.

Barr*, M.A. & Raju, N.S. (in press). IRT-based assessment of rater effects in multiple source feedback instruments. Organizational Research Methods.

Becker*, J., Ayman, R., & Korabik, K. (2002). Discrepancies in self/subordinates' perception of leadership behavior: Leader's gender, organizational context, and leader's self-monitoring. Group & Organizational Management: An International Journal, 27, 222-224.

Dembowski*, J. M. & Morris, S. B. (2002, April). The relationship between cognitive ability and voluntary/involuntary turnover. Poster session presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

DeShon, R. P. & Morris, S. B. (2002). Modeling complex data structures: The general linear model and beyond (pp. 390-411). In S. Rogelberg (Ed.), Handbook of Research Methods in Industrial and Organizational Psychology. Malden, MA: Blackwell.

Ellis, B.B. & Raju, N.S. (in press). Test and item bias: What they are, what they aren't, and how to detect them. In J. Wall and G.R. Waltz (Eds.), Measuring up: Assessment issues for teachers, counselors, and administrators. Greensboro, NC: ERIC Counseling and Student Services Clearinghouse.

Fisher, B. & Collins*, M. (2002, April). Factors associated with the organizational commitment and behavioral intentions of top performers. Paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Flowers, C.P., Raju, N.S. & Oshima,

- T.C. (2002, April). *A comparison of measurement equivalence methods based on confirmatory factor analysis and item response theory*. Paper presented at the annual meeting of the National Council on Measurement in Education, New Orleans, LA.
- Fortmann*, K., Leslie, C. & Cunningham, M. (2002). Cross-cultural comparisons of the Reid integrity scale in Latin America and South Africa. *International Journal of Selection and Assessment*, 10 (1-2), 98-108.
- Fromen, A. & Raju, N. S. (2002). *Measurement equivalence and black/white mean differences on a 360-degree feedback instrument*. Paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Garman, A. N., Corrigan, P. W. & Morris, S. B. (2002). Staff burnout and patient satisfaction: Evidence of relationships at the care unit level. *Journal of Occupational Health Psychology*, 7, 235-241.
- Gorssman, D., Goharian, N., Frieder, O. & Raju, N. (2002, May). *Extending the undergraduate computer science curriculum to include information retrieval and data mining*. Paper presented at the 5th International Conference of the International Association of Science and Technology for Development, Cancun, Mexico.
- Lee*, D. & Morris, S. B. (2002, April). *Accuracy of confidence intervals on the adverse impact ratio*. Poster session presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Lezotte, D.V., Raju, N.S., Garcia*, I. & Deno*, A.K. (2002, April). *Linking internal service quality to customer satisfaction*. Paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- McCarty, F.A., Oshima, T.C. & Raju, N.S. (2002, April). *Identifying possible sources of differential functioning using differential bundle functioning with polytomous scored data*. Paper presented at the annual meeting of the National Council on Measurement in Education, New Orleans, LA.
- Moore*, D., Landa, A. & Nelson*, S. (2001). I-O psychologists role in HR systems. *The Industrial-Organizational Psychologist*, 39 (1), 95-97.
- Moore*, D. L. & Raju, N. S. (2002, April). *Self vs. boss ratings as anchors in measurement equivalence research*. Poster session presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Morris, S. B. & DeShon, R. P. (2002). Combining effect size estimates in meta-analysis with repeated measures and independent-groups designs. *Psychological Methods*, 7, 105-125.
- Morris, S. B. & DeShon, R. P. (2002, April). *Combining effect sizes from factorial designs: A generalizability theory perspective*. Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Mulqueen*, C. & Raju, N.S. (2002, April). *Identification of latent constructs and assessment of measurement equivalence across rating sources on a 360-degree feedback instrument*. Paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Nance, D. A. & Morris, S. B. (2002). An empirical assessment of presentation formats for trace evidence with a relatively large and quantifiable random match probability. *Jurimetrics: The Journal of Law, Science, and Technology*, 42, 403-448.
- Nelson*, S., Ayman, R. & Roch, S. (2002, August). *The relationship of leadership efficacy, gender and leader emergence: The impact of communication medium*. Paper presented at the annual conference of the American Psychological Association, Chicago, IL.
- Raju, N.S. (2001). Meet the person. *The Academy of Management's Research Methods Division Newsletter*, 16, pages 1, 4, 12-14.
- Raju, N.S. & Arenson, E. (2002, April). *Developing a common metric in item response theory: An area-minimization approach*. Paper presented at the annual meeting of the National Council on Measurement in Education, New Orleans, LA.
- Raju, N.S. & Brand*, P.A. (in press). Assessing the statistical significance of correlations corrected for unreliability and range restriction. *Applied Psychological Measurement*.
- Raju, N.S. & Brand*, P.A. (2002, April). *Assessing the statistical significance of correlations corrected for unreliability and range restriction*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Raju, N.S. & Drasgow, F. (in press). Maximum likelihood estimation in validity generalization. In K. R. Murphy (Ed.), *Validity generalization: A Critical review*. Mahwah, NJ: Erlbaum.
- Raju, N.S. & Ellis, B.B. (2002). Differential item and test functioning. In F. Drasgow and N. Schmitt (Eds.), *Measuring and analyzing behavior in organizations*, 156-188. San Francisco, CA: Jossey-bass, Inc.
- Raju, N.S., Laffitte, L.J. & Byrne, B. M. (2002). Measurement equivalence: A comparison of methods based on confirmatory factor analysis and item response theory. *Journal of Applied Psychology*, 87, 517-529.
- Sandora*, L., Raju, N.S. & Pegorsch, D.S. (2002, April). *Psychometric and practical issues in administering an employee survey*. Paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Sarkar-Barney, S. (2002). *Predicting transfer of training: A four-country study*. Paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Scott, J.C., Edwards, J.E. & Raju, N.S. *Program evaluation for human resources: The art and science of measuring success*. Workshop presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Small, D. & Moore*, D. L. (October, 2001). *McDonald's action learning experience*. Paper presented at the Linkage Inc., Consortium "Reaping the Rewards of Action Learning," Chicago, IL.
- Stanton, J. M., Sarkar-Barney, S. & Greve, E. (in press). A detailed review of task performance with and without computer monitoring. *International Journal of Human Computer Interaction*.

Thompson*, J. & Morris, S. B. (2002, August). *How meta-cognition, attitudes and stereotypic beliefs impact gender stereotyping*. Paper presented at the Annual Conference of the American Psychological Association, Chicago, IL.

Zakaria, N., Stanton, J. M. & Sarkar-Barney, S. (in press). Designing and implementing culturally-sensitive IT applications: The interaction of culture, values and privacy issues in the middle east. *Information Technology and People*.

STUDENTS PROFESSIONAL ACTIVITIES

IT students not only gain a solid academic background but also practical hands-on experience by working in applied settings and with some of our very own alumni.

Lindsey (Thora) Bey is a Project Management Intern with Reid London House.

Michael Collins was promoted to Project Director at the Center for Research & Service.

Kristen Fortmann recently completed an internship with Alexian Brothers Medical Center and is continuing to work with them on a consulting basis.

Erica Hartman is a Consultant at Stanard & Associates.

Ilianna Kwaske has been working for three years with Stephen A. Laser Associates where she conducts psychological assessments for both the private and public sector.

Jason Michniewicz is an intern at Advocate Healthcare.

Michael Matyasik recently completed an internship with the CTA.

Patrick McLinden recently left his position at Advocate Healthcare and is currently a Data Analyst at Reid London House.

Dana Moore is an Organizational Development Consultant at Toyota/Lexus Financial Services in Torrance, CA.

Noelle Newhouse is a Test Validation Researcher at Reid London House where she works on the Transportation Security Administration project.

Diya Patel is a Human Resources intern at Reid London House.

Melissa Rinchiuso is an intern at the Navy Great Lakes Training Center.

John Skinner is an Associate at IIT's Leadership Academy.

David Sowinski is completing an internship at Organizational Psychologists.

Jennifer Thompson is the I/O Program Director at the Chicago School of Professional Psychology.

Dan Wilman is an Associate Consultant at the Center for Research & Service.

Norberto A. Valbuena is a Consultant to Proyecto 2 Comunidades, Health & Research Policy Centers at the University of Illinois at Chicago.

ALUMNI PROFESSIONAL ACTIVITIES

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

Tobin Anselmi, Ph.D. is working at Dell Corporation.

Michael Barr, Ph.D. is the Director of Student Placement and Consulting Services at the Chicago School of Professional Psychology.

Reyhan Bilgic, Ph.D. is a Professor at Middle East University Turkey. She also presented a paper titled [The Relationship Between 360 Degree Feedback and Organizational Effectiveness](#) at the conference of the International Congress of Applied Psychology in Singapore.

Renee (Maciasz) Czeryba is a Consultant with Mercer HR Consulting. Along with a colleague, she recently published an article in the [World at Work Journal](#), 10 (4), titled Exit Stage Rightfully: Phased Retirement in the Spotlight.

Allan Froman, Ph.D. works for IBM in White Plains, NY.

Andrew Garman, along with a colleague, received the American College of Healthcare Executive's 2002 Health Management Research Award for his research titled "360 Feedback for Leadership Development in Health Administration."

Steve Goldman, Ph.D. is the owner/President

of Assessment Works.

Liza Greene is the Staffing and Employee Development Manager at Canyon Ranch Health Resort in Tucson, AZ. She is responsible for overseeing training/development, staffing/recruiting, as well as the staff wellness program. Liza is also in her second year of the MBA program at the University of Arizona.

Pete Leddy, Ph.D. is working at Dell Corporation.

Mark LoVerde, Ph.D. is the Director of Assessment Systems at Personnel Research Associates in Chicago.

Melanie (Anderson) Lundberg is an HR Consultant at Hewitt/Loneanalyser in Stockholm, Sweden.

Jaci Jarrett Maszta, Ph.D. presented a paper titled [A Collaboration Between Practitioners and Academics to Study Retention of the Top Performers](#) at the conference of the International Congress of Applied Psychology in Singapore. At the annual SIOP conference, she co-chaired a symposium with Dr. Bruce Fisher titled [Enhancing the Strategic Retention of Engaged Employees and Top Performers](#). As part of this symposium, she presented a paper titled [The Development and Validation of an Employee Engagement Index](#). She also has a book in press: [Journey to the Top: Life Stories and Insights from 50 Governors](#) (Co-authored with Diane Salamon).

George Neuman, Ph.D. is a Professor at Northern Illinois University.

Amy (Deno) Nowaczyk is a Consultant with I/O Solutions.

Carrie Jeske Odell is in the process of moving back to Chicago after recently ending a position as the HR Manager for a technical company in San Francisco, CA.

Mary Beth Smith, Ph.D. is the Director of Global Leadership and Organizational Development at Motorola.

Jana Szostek is the EMS Training Director at US Steel. She also teaches online management courses for the University of St. Francis and psychology courses for Indiana University Northwest.

FACULTY ACTIVITIES

The hard work and dedication of the faculty members gives the I/O program its

credibility. Following is a look at our faculty's activities and accomplishments over the past year.

Roya Ayman has been active with her work as a member of the educational working group of the Governors' commission on the status of women in Illinois, as well as on the advisory board of trilog working with the program quality committee. She completed two terms on the executive committee of the Organizational Psychology division of the International Association of Applied Psychology and was on the program committee for the International Congress of Applied Psychology in Singapore. At this conference she organized and chaired a symposium titled The Added-Value of the Collaboration Between Academics and Practitioners in the Development of Theories and Concepts in Organizational Psychology.

Roya was also on the editorial boards of Applied Psychology: An International Review, International Journal of Management and was a reviewer for Personnel Psychology, the Academy of Management conference, and the SIOP conference. Roya has been the faculty fellow of IIT's Leadership Academy. She and Dr. Eric Orritt, with the help of several students (Nisreen Pedhiwala, Stacey Porter, Isis Garcia, Patrick McLinden, and Chris Thompson), conducted a workshop for the Leadership Academy on the topic of Women and Men: Relationships in the Workplace.

Dan Lezotte received his Ph.D. in Industrial/Organizational Psychology from the Illinois Institute of Technology in 1989. He also holds a B.S. in Psychology from Michigan State University. As a faculty member of the I/O program he teaches courses in Compensation and Benefits Design, Performance Appraisal, Strategic Planning and Introduction to I/O Psychology. His research interests include climate and customer loyalty linkages, utility analysis and compensation/reward strategies. He has reviewed manuscripts for the World at Work Journal and was a technical reviewer for the book Recognition at Work: Crafting a Value Added Rewards Program (Barton, 2002).

Dan is Chairman of the Board of Century Place Development Corporation, a not-for-profit organization that develops affordable housing and job training for the poor and disadvantaged.

Dan has also consulted to industry for over fifteen years and is a founding principal of Organizational Strategies, Inc., a Chicago-based management consulting firm. His typical client engagements have involved

strategic planning, executive team enhancement, performance management, selection and strategic compensation systems and employee opinion surveys.

Scott Morris has been researching ways to improve the statistical procedures used in adverse impact analysis and meta-analysis. He is currently working on two book chapters: One on Bayesian network analyses and another (with IIT alum Russell Lobsenz) on how to evaluate personnel selection systems.

Scott served as President of the Chicago Industrial Organizational Psychologists and was chair of IIT's Institutional Review Board. He reviewed manuscripts for several journals, including Behavior Research Methods, Instruments & Computers, Organizational Behavior and Human Decision Processes, and Psychological Methods, as well as the SIOP conference.

He is currently working with Michael Collins on a program evaluation project for the North Central Regional Educational Laboratory. The project involves using multilevel data analysis to evaluate a large-scale program designed to enhance reading achievement in elementary schools.

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 serves on eight editorial boards: Journal of Applied Psychology, Journal of Educational Measurement, Educational and Psychological Measurement, NCME News Letter, Journal of Applied Measurement, Psychological Bulletin and International Journal of Selection and Assessment.

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.

Nam is also a member of the Research Advisory Committee (The Ball Foundation), the Technical Advisory Panel for the State of Georgia Department of Testing and Assessment, the APA Committee on Psychological Tests and Assessments (CPTA), the University Committee on Promotion and Tenure, the Joint Committee on Testing Practices and the Examination Committee of the Association of State and Provincial Psychology Boards (ASPPB).

He is currently working with Michael Collins

and Stacey Porter on test development and translation fidelity projects for the National Restaurant Association. He also worked with Bruce Fisher on the Job Demands Project of the Rehabilitation Institute of Chicago.

Shreya Sarkar-Barney received a Ph.D. in Industrial and Organizational Psychology from Bowling Green State University in 2001. She received a B.A. in Psychology from Fergusson College (Pune University) in India. Her research interests span across the areas of international I/O psychology, training and development, e-learning, and the impact of technology in the workplace. The projects she is currently working on focus on (a) understanding how national differences in values influence training effectiveness and (b) improving e-learning outcomes.

Shreya teaches courses in training and development, undergraduate statistics and introduction to I/O Psychology. She has also consulted in the areas of training, selection, international human resource management, organizational diagnosis & change management, and opinion surveys for corporations such as Lucent Technologies, Whirlpool, Dow Chemical, National Society of Black Engineers, Fidelity Investment and Brush Wellmen.

TEACHING ASSISTANTS 2002 - 2003

Teaching Assistants for this year include a wonderful mix of first and second year students. The teaching assistants work not only for the faculty but also for the program. Congratulations!!

Purvi Dudhat is working with Dr. Sarkar-Barney. pdudhat@hotmail.com

Ben Feinzimer is working with Dr. Raju and assisted with the Orientation. feinzimerb@hotmail.com

Kristen Fortmann is working with Dr. Lezotte (Fall) and Dr. Morris (Spring). She assisted with the Orientation and is the editor of the Newsletter. kfortmann7@juno.com

Michael Matyasik is working with Dr. Morris (Fall) and Dr. Lezotte (Spring). He assisted with the Orientation and is the contact person for Comprehensive Exams. tsak31@hotmail.com

Alethea Moraes is working with Dr. Ayman and assisted with the Orientation. jankix@hotmail.com

INCOMING STUDENTS

On August 20, 2002, fifteen new students were welcomed into the IIT family. We are very excited to introduce this new group of students and colleagues!

Industrial/Organizational Psychology

Michael Ciezadlo graduated from Northern Illinois University in DeKalb, IL.

Purvi Dudhat graduated from Hofstra University in Hempstead, NY with a Masters in I/O Psychology.

Benjamin Fearing graduated from Baylor University in Waco, TX.

Vicki Kuo graduated from Albion College in Albion, MI.

Chad Legal graduated from IIT with a Masters in Personnel Human Resource Development.

Pamela Pollak graduated from Marquette University in Milwaukee, WI.

Benjamin Roselle graduated from Wheaton College in Wheaton, IL.

Courtney Van Overberghe graduated from North Central College in Naperville, IL.

Personnel and Human Resource Development

Adam Ackerson graduated from Lewis University in Romeoville, Illinois

Jaime Kuo graduated from the University of California at San Diego.

Heather Leffler graduated from the University of Missouri in Columbia, MO.

Sara Michelson graduated from the University of Copenhagen in Copenhagen, Denmark.

Lori Nita graduated from North Central College in Naperville, IL.

Muge Sarac graduated from Istanbul University in Istanbul, Turkey.

Sofiya Velgach graduated from Loyola University in Chicago, IL.



PROGRAM NEWS

The Center for Research and Service at IIT has had another successful year. Many students have gained applied experience in a practical setting by working with the Center. Ben Feinzimer interviewed Michael Collins, Project Director, about the Center's mission and impact on the Institute of Psychology.

The Center for Research and Service

Located on the first floor in the Life Sciences Building, the Center for Research and Service has become a key contributor to IIT's Institute of Psychology. The Center's employees are acutely aware of the Institute's needs and constantly work toward creating a positive impact. As Project Director, Mike Collins' role is invaluable in managing projects and generating business for the Center. In addition to managing client accounts and building business with prospective clients, Mike serves as the primary contact for technology-oriented projects such as web-based surveys and on-line testing programs. He was kind enough to answer some questions to help us understand the Center's mission.

The three primary goals include (1) support for client human resource needs, (2) financial support for the Institute of Psychology, and finally (3) the provision of real-world application for I/O students. In fact, students are used in virtually every activity, from organizational survey projects to test development, or client interface to data entry. Mike explained the Center's intentions when it comes to student participation, "Get them involved at any level." The current I/O student employee, Daniel Wilman, assists Mike and Director Bruce Fisher with project management. Other students have been involved in the management of assessment centers for both internal and client-based needs. Applying theories learned in the classroom to these real world scenarios provides attractive opportunities for aspiring I/O psychologists.

The Center has shown an annual increase in revenue over the last several years. Revenues from Center activities are used by the Institute to fund student scholarships, assist research needs, and provide Institute equipment. Mike also made clear the ongoing role played by Distinguished Professor and Senior Scientific Advisor, Dr. Nambury Raju. "Nam provides the Center with expert advice in psychometric-related projects, and builds business for the Center as well," Mike explained. The Center has also involved several other Institute

faculty members in consulting activities.

The Center has recently transformed its business strategy away from offering distinct service areas such as selection and leadership development, toward an integrated focus on Human Resource Measurement. Dr. Fisher points to this strategy as a defining characteristic of the Center. We look forward to witnessing the expansion of a pillar to the Institute of Psychology.

STUDENT PERSPECTIVES

Notes on SIOP

This past April the Society for Industrial and Organizational Psychology held its annual conference in Toronto, Canada. This event offers a fabulous opportunity for students and professionals alike to learn about the latest advances in our field and mingle with our more seasoned colleagues. Here is what one student had to say about her first SIOP experience.

Alethea Moraes

The 17th Annual Conference of the Society for Industrial and Organizational Psychology was held in Toronto, Canada from April 12- 14, 2002. SIOP provided us with exposure to cutting edge research and developments in the field of I/O Psychology, while also exploring the sights and sounds of another country. The Symposiums, Practitioner Forums and Panel Discussions were informative and provided a stimulating environment for research oriented students - especially those scouting for thesis and dissertation topics. Faculty and fellow students participated in poster sessions and presentations, making us all proud!

Workshops, Expanded tutorials and Job placement services were also held over the course of the conference. In addition to this, we were made aware of the latest products and tools developed by several Publishers and Consulting firms. The highlight of this year's SIOP conference was undoubtedly the IIT Reception, which was the perfect occasion to meet and mingle with alumni and faculty. All in all, SIOP proved to be a good opportunity to both learn more about I/O outside the classroom and to have a little fun!

Notes on Roya's Open House

On Nov 10, 2001 Roya hosted the annual fall party for I/O students, faculty, alumni and friends. Two of last year's new students

shared their perspective on the event.

Ben Feinzimer & David Sowinski

Last November, Dr. Roya Ayman hosted her annual party. As an opportunity for both new and returning graduate students to meet, mingle and share stories about their year's experiences, the event has become tradition and one of the semester's invaluable social outlets. The pervading joyous atmosphere was temporarily interrupted as all in attendance wished Professor Tony Paquin bon voyage. Dr. Paquin who taught both undergraduate and graduate courses for the Institute of Psychology left for Tonga, an island somewhere in the south pacific, on a peace corps mission. Replacing Tony will be Dr. Shreya Sarkar-Barney. We all wish her luck during the upcoming academic year!

“...the November open house is an event not to be missed.”

The entire faculty, along with Dr. Ayman, encouraged first year students to pick the brains of their more seasoned colleagues. Recent master's and doctoral degree recipients described their research and job experiences for the benefit of others. Some individuals were kind enough to offer leads to potential job opportunities. The gathering provided an informal environment that allowed students, alumni and faculty to learn more about each other both professionally and personally. If last year was any indicator, the November open house is an event not to be missed. We look forward to welcoming this year's new students and allowing them to partake in this wonderful experience.

Notes on Orientation

Orientation is an exciting day for everyone. It marks not only the start of another academic year but also the beginning of promising careers for our new students and comrades. One new student shared his thoughts on the day's events.

Michael Ciezadlo

The night before orientation, I was both nervous and excited at the same time. When I first arrived, several other students were already there conversing amongst themselves. I felt some relief that I was not the only one to be a bit nervous. All 15 of us were in the same situation and circumstance.

Orientation day was loaded with information

on how to manage our time and set priorities. We were introduced to the basic framework and expectations for the coming years here at IIT, and were able to learn a little bit about our fellow students, TAs and Professors. We then enjoyed the nice day outside and went on a campus tour. At times, we became quite overwhelmed by all of the information given, but the I/O group was excited and welcomed us into the program.

The day concluded with dinner and the opportunity to socialize with the IIT I/O family. I, along with all the other first year students, mingled with professors, alumni, and other graduate students. We received advice and were able to talk to everyone involved on a more personal level. I thought it was useful to interact with everyone and interesting to hear what they had come across thus far in their own lives. We are looking forward to the years of growth and learning to come at IIT!

From the desk of Roya Ayman...



This year we have much good news. Our representation at SIOP was quite impressive. In addition to the number of papers that represented the I/O program, we are honored to celebrate the election of Dr. Michael Burke, our dear alum, as the president-elect of SIOP. As you have seen, we have had collaboration between faculty, alumni and students demonstrating the strong bond in the I/O program family. We are also very happy to welcome Dr. Dan Lezotte and Dr. Shreya Sarkar-Barney as assistant professors in our program. With their expertise and their contribution, the program will have added strength. Stay tuned for future course offerings and evolutions that will occur due to these new additions.

I would like to also thank individuals who in various ways were very helpful to our program. We thank Dr. Chris Freiburger and Dr. Fred Rafilson for their continued support, including providing us with internship positions and speaking at internship meetings. Ramzi Baydoun's work in organizing an internship meeting at Motorola is also greatly appreciated. I would like to acknowledge the support of our dear alumni and advanced students for insuring internships and projects for the new students. In particular, we thank Dr. Burt Krain at Navy Great Lakes Training Center, Michael Callans at Wonderlic, Dr. Mark LoVerde at Personnel Research Associates, Dr. David Anderson, and Dr. George Langlois at Organizational Strategies, Inc. I would be remised if I did not recognize those alumni that have facilitated students'

access to data for their thesis, such as Dr. Marguerite Kunze. Finally, I would like to recognize the endless time and effort of our I/O program alumni in their contribution to the program through financial means and their time spent with the work for the Institute of Psychology.

As a last note, I am loosing touch with some of you as you change 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,

Roya
ayman@iit.edu

DATES TO REMEMBER....

November 16, 2002 – Roya's Open House

April 11-13, 2003 – SIOP Conference in Orlando, FL.

2002-2003 CIOP Program Dates:

October 4th	April 4th
November 15th	May 10th
January 24th	June 5th
March 7th	