



CONGRATULATIONS TO OUR 2003 GRADUATES!



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

Ph.D.

Mark Frame, Ph.D. (2003). Executive level multi-source performance ratings: A study of agreement, gender, and predictions of outcomes. Advisor: Ayman

Norberto Valbuena, Ph.D. (2003). An Empirical Comparison of Measurement Equivalence Methods Based on Confirmatory Factor Analysis (With Mean and Covariance Structures Analysis) and Item Response Theory. Advisor: Raju

M.S.

Amy Antani (2003). The effects of ethnicity on social support and the experience of work-family conflict. Advisor: Ayman

Maneesh Sharma (2003). The relationships of self-monitoring, transformational leadership, and objective performance. Advisor: Ayman

M.S. in Personnel Human Resource Development

- Lindsey (Thora) Bey
Brandon Fleener
Alethea Moraes
Aditi Nayak
Diya Patel
David Sowinsk

PUBLICATIONS AND 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

Aiello, A., Garman, A., and Morris, S. B. (2003). Patient satisfaction with nursing care: A multilevel analysis. Quality Management in HealthCare, 12, 187-190.

Antani\*, A. & Ayman, R. (2003, April). Gender, social support and the experience of work-family conflict. Paper presented at European Academy of Management, Milan, Italy.

Ayman, R. (in press). Situational and contingency approaches to leadership. In J. Antonakis, A. T. Cianciolo, & R. J. Sternberg, (Eds.). The nature of leadership. Thousand Oaks: Sage.

Ayman, R. (2003, April). Putting cross-cultural in teaching I/O psychology. In S. T. Sarkar-Barney (Chair), Approaches to teaching cross-cultural I-O psychology. Panel discussion conducted at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Ayman, R. (2002). Contingency model of leadership effectiveness. In L.L. Neider & C.A. Schriesheim (Eds.) Leadership (pp. 197-228). Greenwich, CT: Information Age Publishing.

Ayman, R., Adams\*, S., Hartman\*, E., & Fisher, B. (2003). Leadership development in higher education. In S. Murphy & R. Riggio (Eds.). The future of leadership development (pp. 201-222). Mahwah, New Jersey: Lawrence Erlbaum Associates.

Ayman, R., Feldman, J., Gelfand, M., & Sarkar-Barney, S. (2003, April). Teaching international I/O psychology. Panel discussion during the 18th annual conference of the Society for Industrial and Organizational Psychology held in Orlando, FL.

Ayman, R., & Frame\*, M. (in press). Gender stereotypes and leadership. In J. MacGregor Burns, G. R. Goethals, & G. J. Sorenson, (Eds.), Leadership Encyclopedia. Thousand Oaks: Sage Pub.

Ayman, R., & Hartman\*, E. (in press). Contingency approaches to leadership. In J. MacGregor Burns, G. R. Goethals, & G. J. Sorenson, (Eds.), Leadership Encyclopedia. Thousand Oaks: Sage Pub.

Barr, M.A., & Raju, N.S. (2003). IRT-based assessment of rater effects in multiple source feedback instruments. Organizational Research Methods, 6, 15-43.

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.

Blitz\*, D. L., Lezotte, D. V., & Morris, S. B. (2003, April). Investigating multilevel effects of climate in linkage research.

- Poster presented at the 18<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Boslet\*, S., & Ayman, R. (2003, April). *Mentoring and gender's relationship to job satisfaction and organizational stress*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Clemans, W.V., Lunneborg, C.E., & Raju, N.S. (in press). Professor Paul Horst's legacy: A differential prediction model for effective guidance in course selection. *Educational Measurement: Issues & Practice*.
- Edwards, J.E., Scott, J.C., & Raju, N.S. (Eds.). (2003). *The Human Resources Program-Evaluation Handbook*. Thousand Oaks, CA: Sage Pub.
- Ellis, B.B., & Raju, N.S. (2004). 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*. (pp. 89-98). Greensboro, NC: ERIC Counseling and Student Services Clearinghouse.
- Falcone, A.J., & Raju, N.S. (2003). Standard setting. In J.E. Edwards, J.C. Scott, J.C., & N.S. Raju (Eds.), *The Human Resources Program-Evaluation Handbook*. (pp. 89-108). Thousand Oaks, CA: Sage Pub.
- Feinzimer\*, B. & Frame\*, M. (2003, March). *The relationship between transactional/transformational leadership and affective commitment: A multilevel analysis*. Poster presented at the 24<sup>th</sup> annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Akron, OH.
- Fortmann\*, K.A., Feinzimer\*, B.A., Moraes\*, A., Thompson\*, C., Glover\*, B., & Frame\*, M. (2003, March). *The effects of transformational and transactional leadership on affective organizational commitment*. Poster presented at the 24<sup>th</sup> annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Akron, OH.
- Fromen\*, A., & Raju, N.S. (2003, April). Telecommuters and non-telecommuters: Assessing the measurement equivalence on an employee survey. In A.W. Meade (Chair), *Applications of IRT to measurement in organizations*. Paper presented at the 18<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Georzig\*, A., & Ayman, R. (2003, July). *Gender differences in preference of scientific fields: Self-to-prototype match as a mediator*. Poster session presented at the European Congress of Psychology, Vienna, Austria.
- Korabik, K., Lero, D., & Ayman, R. (in press). A micro-macro level approach to cross-cultural work-family research. *International Journal of Cross-cultural Management*.
- Korabik, K., Lero, D., & Ayman, R. (2003, April). *A micro-macro approach to cross-cultural work-family research*. A paper presented at the European Academy of Management, Milan, Italy.
- Laube\*, S., & Ayman, R. (2003, July). *A multi-level investigation of satisfaction within teams: The role of personality diversity in self-monitoring for two communication conditions*. Paper presented at the European Congress of Psychology, Vienna, Austria.
- Lezotte, D. V. (2003). *Using organizational and employee assessment as a strategic tool: Measuring the link between employee capability and business results*. Presentation at the Bank Administration Institute's Executive Roundtable, Chicago, IL.
- Lezotte, D.V., Fortmann\*, K.A., Raju, N.S., & Fisher, B. (2003, April). Measurement equivalence of satisfaction/climate survey across sub-populations. In J.J. Masztal & N.S. Raju (Co-Chairs), *Digging deeper to better understand and interpret employee survey results*. Paper presented at the 18<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Lezotte, D. V. & McLinden\*, P. (2003, April). A test of two path models to determine climate-related antecedents to customer satisfaction and loyalty. In S. M. Brooks (Chair), *Predicting organizational success: Employee satisfaction versus service climate*. Paper presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Matyasik\*, M., Michniewicz\*, J., Porter\*, S., Widati\*, A., Sharma\*, M., & Frame\*, M. (2003, March). *The relationship between self-monitoring, LMX, and mentoring*. Poster presented at the 24<sup>th</sup> annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Akron, OH.
- Miner, J.B., & Raju, N.S. (in press). When science diverts itself of its conservative stance: The case of risk propensity differences between entrepreneurs and managers. *Journal of Applied Psychology*.
- Morris, S. B. (2003, April). Estimating effect size from the pretest-posttest-control design. In M.T. Brannick (Chair), *Advances in meta-analysis*. Paper presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Morris, S. B., & Lobsenz, R. (2003). Evaluating personnel selection systems. In J.E. Edwards, J. C. Scott, and N. S. Raju (Eds.), *The human resources program-evaluation handbook* (pp. 109-129). Thousand Oaks, CA: Sage Pub.
- Raju, N.S. (in press). Review of Thissen and Wainer's (Editors) Test Scoring. *Organizational Research Methods*.
- Raju, N.S. (2003). Review of the managerial scale for enterprise

improvement. In B.S. Plake and J.C. Impara (Eds.), *The fourteenth mental measurement yearbook* (pp. 532-533). Lincoln, NE: Buros Institute of Mental Measurements of the University of Nebraska.

Raju, N.S., & Brand, P.A. (2003). Assessing the statistical significance of correlations corrected for unreliability and range restriction. *Applied Psychological Measurement*, 27, 52-71.

Raju, N.S. & Drasgow, F. (2003). Maximum likelihood estimation in validity generalization. In K. R. Murphy (Ed.), *Validity generalization: A Critical review*, 263-285. Mahwah, NJ: Erlbaum.

Raju, N.S., Drasgow, F., & Blitz\*, D.L. (2003, April). Maximum likelihood estimation in validity generalization with examples. In M.T. Brannick (Chair), *Advances in meta-analysis*. Paper presented at the 18<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Robie, C., & Raju, N.S. (2003). Glossary: Definitions of technical and statistical terms commonly used in HR program evaluations. In J.E. Edwards, J.C. Scott, J.C., & N.S. Raju (Eds.), *The human resources program-evaluation handbook*. (pp. 537-550). Thousand Oaks, CA: Sage Pub.

Roch, S., & Ayman, R. (2003, April). *Effect of rater audience, identifiability, and intrinsic motivation on ratings*. Poster session presented at the 18<sup>th</sup> annual conference of the Society for Industrial and Organizational psychology, Orlando, Florida.

Sarkar-Barney, S. (2003). Effects of mentor-mentee communication and information networks on productivity. *Academy Advance Newsletter*, 1, 1.

Sarkar-Barney, S. (in press). The role of national culture in enhancing training effectiveness: A framework. In Michael Kaplan (Ed.), *Advances in human performance and cognitive engineering research: Cultural ergonomics*.

Sarkar-Barney, S. & Stanton, J. M. (2003, April). The moderating role of culture

values on trainee characteristics and transfer of training: A multi-country study. In S.T. Sarkar-Barney (Chair), *Training evaluation: New directions*. Paper presented at the 18<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Skinner\*, J., Fleener\*, B., Rinchiuso\*, M., Sowinski\*, D., Patel\*, D., & Frame\*, M. (2003, March). *Examining the relationship between supervisor's empowerment behaviors and subordinate feelings of empowerment with LMX as a possible moderator*. Paper presented at the 24<sup>th</sup> annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Akron, OH.

Thompson\*, J., & Morris, S. B. (2003, April). What is the difference between affirmative action and reverse discrimination? In D.A. Kravitz (Chair), *Affirmative action: Procedural justice, the justice system, and implementation*. Poster presented at the 18<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Wilman\*, D.J., Day\*, A.C., Bey\*, L.T., Nayak\*, A., & Frame\*, M. (2003, March). *Subordinate optimism, perceived mentoring, and stress associated with supervisors*. Poster presented at the 24<sup>th</sup> annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Akron, OH.

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## STUDENT'S PROFESSIONAL ACTIVITIES

IIT 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.

**Adam Ackerson** was an Intern at Ambrosi and is now an Intern at Wilton Industries.

**Michael Ciezadlo** is a Consulting Intern at Wonderlic Inc.

**Michael Collins** is a Human Resource Development Representative at NASA Johnson Space Center in Houston, TX.

**Purvi Dudhat** is an Intern with IPRO (Interprofessional Project) 339 at IIT.

**Ben Fearing** is an Associate Consultant at IIT's Center for Research & Service.

**Kristen Fortmann** is a Visiting Lecturer at Northeastern Illinois University and is consulting on projects for Alexian Brothers Medical Center.

**Jaime Kuo** was an HR Generalist at the Chicago Board of Trade.

**Ilianna Hervia-Kwaske** joined Roosevelt University as an Assistant Professor of Psychology.

**Heather Leffler** was an Intern at Woderlic, Inc. and is now an Associate at IIT's Leadership Academy.

**Patrick McLinden** is a Consultant at Wonderlic, Inc.

**Lori Nita** is an HR Generalist at Fimat USA, Inc.

**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 an Associate at MICA Management Resources.

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

**Sofiya Velgach** was an Intern in the IIT Human Resource Office, and is now an Intern at Sysmex America, Inc.

**Dan Wilman** is a contract consultant at Bank Administration Institute, and does project work for I/O Solutions and IIT's Center for Research and Service.

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## ALUMNI'S 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.

**Melanie Anderson- Lundberg** is working at Löneanalyser and Hewitt/ Löneanalyser, and was recently profiled as the American Woman in Business of the month in Sweden. She has recently been developing a web-enabled employee satisfaction survey and been working on several global compensation projects for multi-national companies.

**Michael Burke** has been promoted to Freeman Chair of Doctoral Studies in Research at Tulane University.

**Garth Davidson** is working at Solo Cup Company as a Human Resources Analyst. He is conducting HR research.

**Ken Elliott** has formed a data-mining consulting practice after a 12- year career working with SPSS. His company, Kenning Research focuses on providing advanced analytical services to develop predictive and descriptive models of 'people data'.

**Brandon Fleener** is working at Pearl Solutions.

**Mark Frame** is a Visiting Assistant Professor at University of Texas at Arlington, TX.

**Isis Garcia** is the new manager of the Workplace Excellence Division for the Chicagoland Chamber of Commerce.

**Linette Heatherly** is the Director of Training and Development for The Pallas Group, LLC in Chicago.

**Helen Michniewicz** is an Organizational Development Specialist with Square D Company/Schneider Electric.

**Jennifer Runkle** is a Manager of Organizational Development at Ingersoll-Rand in St. Louis, MO.

**John Scott** edited a book with Drs. Raju and Edwards entitled *The human resources program-evaluation handbook*.

**Robert Thomas** is a Human Resource Manager at Sysmex America, Inc in Mundelein, IL.

**Ken Zlatoper** is a research analyst within the department of psychiatry at UIC. His research is a longitudinal study linking sexual harassment and general workplace aggression with a variety of "well-being" outcomes, and focuses on alcohol/drug usage.

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## 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.

**Dr. Roya Ayman** just completed her 20<sup>th</sup> year last year at IIT and is starting her fourth term as the director of the I/O program. She presented with her students at SIOP, European Academy of Management, and European congress of Psychology. Her paper with Anke Georzig received the best poster award at the European congress of Psychology, Vienna, Austria. Roya has also finished several chapters, some coauthored with students. Dr. Ayman was also invited to talk in Luxembourg on the topic of women and leadership: Challenges and achievements. The audience for this talk included individuals working in France, Germany, and Belgium. She was the reviewer for the SIOP conference and Academy of Management conference for the Gender and Diversity in Organizations and the Organizational Behavior divisions.

She is on the editorial board of Applied Psychology: An International Review and International Journal of Management. She also was a reviewer for Sex Roles and Group & Organizational Management: An International Journal.

She also completed her two-year term as faculty Associate of the Leadership Academy at IIT. Her term on the Governor's commission for women's status in Illinois ended last fall.

**Dan Lezotte** has continued his consulting activities with Organizational Strategies, Inc. Over the past year, he has been involved in the development of a national competency certification exam for the printing industry, the roll-out of a

leadership development process for a Fortune 100 company, several employee survey projects and the facilitation of several strategic planning sessions for community banks.

Dan is continuing his research on the linkage of organizational climate to organizational outcomes such as customer satisfaction and loyalty, and profitability. He received a grant from the Institute of Psychology earlier this year to collect a large database of climate and organizational outcome data that will be used in upcoming publications.

Dan has been working with Roya Ayman over the past year to implement a Certificate in Compensation Management within the I/O program, which was initiated this fall. This program has formed a partnership with WorldatWork (formerly The American Compensation Program) and now offers certification seminars in compensation for our students, alumni and the public.

**Scott Morris** is currently involved in a number of research projects investigating gender bias in selection decisions, the validity of individualized assessments, and methods for improving the accuracy of meta-analysis. He was awarded the 2002 Loevinger Prize for a paper comparing methods of presenting statistical evidence in jury trials (Nance & Morris, 2002). The Loevinger Prize is awarded by the journal, Jurimetrics, for contribution to the field of law, science, and technology.

In June, Scott began serving as the Assistant Director of the Institute of Psychology. He also recently joined the editorial board of Organizational Behavior and Human Decision Processes, and has reviewed manuscripts for the British Journal of Mathematical and Statistical Psychology, Psychological Methods, and the SIOP conference.

**Nam Raju** focuses 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 nine editorial boards, including Journal of Applied Psychology, Journal of Educational Measurement, Educational

and Psychological Measurement, Applied Psychological Measurement, Journal of Applied Measurement, Psychological Bulletin, International Journal of Selection and Assessment, Organizational Research Methods, and Personnel Psychology. He has also reviewed manuscripts for the following journals: Multivariate Behavioral Research, Psychological Method, Applied Measurement in Education, American Psychologist, and British Journal of Mathematical and Statistical Psychology.

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 Technical Advisory Panel for the State of Montana Department of Testing and Assessment, the APA Committee on Psychological Tests and Assessment (CPTA) for the years 2001-2003, The University Committee on Promotion and Tenure (2001-2003), the Joint Committee on Testing Practices (2002-2003), and the Examination Committee of the Association of State and Provincial Psychology Boards (ASPPB) (2002-2005).

Nam is working with Ben Fearing on the survey data analysis for the National Restaurant Association Educational Foundation. He also worked with Bruce Fisher on the Job Demands Project of the Rehabilitation Institute of Chicago.

**Shreya Sarkar-Barney** participated in a symposium on Training Measurement where Dr. Donald Kirkpatrick was the Keynote speaker. During this symposium, the study sponsor presented some of her research on the linkage between training initiatives and performance in the banking sector. She also received a grant from the Institute of Psychology to understand how cross-cultural differences in cognition influence learning.

Shreya has reviewed articles for Human Relations, Human Resources Development Quarterly, and SIOP. She also attended a half-day workshop on Training Return on Investment (ROI) Analysis' conducted by industry expert, Dr. Jack Phillips. She is currently participating in a mentorship program

Organized by the Chicago Chapter of ASTD and the Xi'an International Business Incubator (XIBI). Goals of this mentorship program include sharing information about research and best practices related to training, as well as helping the chapter's counterpart adapt these practices to the Chinese business context.

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## TEACHING ASSISTANTS

2003 - 2004

**T**eaching 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!!

**Jaime Kuo** is the teaching assistant for Dr. Scott Morris. She will be the teaching assistant for the statistics class in the spring term, and she assisted with Orientation. [jaimekuo@hotmail.com](mailto:jaimekuo@hotmail.com)

**Vicki Kuo** is the teaching assistant for Dr. Nambury Raju. She assisted with Orientation and is the contact person for Comprehensive exams. [kuoszuw@iit.edu](mailto:kuoszuw@iit.edu)

**Pam Pollak** is the teaching assistant for Dr. Dan Lezotte. She assisted with Orientation. [kurlyqs79@aol.com](mailto:kurlyqs79@aol.com)

**Courtney Van Overberghe** is the teaching assistant for Dr. Shreya Sarkar-Barney. She assisted with Orientation and is one of the editors for the Newsletter. [vanocou@iit.edu](mailto:vanocou@iit.edu)

**Sofiya Velgach** is the teaching assistant for Dr. Roya Ayman. She assisted with Orientation and is one of the editors for the Newsletter. [v\\_sonya79@hotmail.com](mailto:v_sonya79@hotmail.com)

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## INCOMING STUDENTS

On August 19, 2003, nineteen new students were welcomed into the IIT family. We are very excited to introduce this new group of students and colleagues!

### Industrial/Organizational Psychology

**Fernando Arena** graduated from University of Miami in Miami, FL.

**Joseph Civello** graduated from State University of New York in Cortland, NY.

**Nahren Ishaya** graduated from Lake Forest College in Lake Forest, IL.

**Rachel Meredith** graduated from Central Michigan University in Mount Pleasant, MI.

**Erin Mutter** graduated from Northern Illinois University in DeKalb, IL.

**Jason Raad** graduated from Michigan State University in East Lansing, MI.

**Rebecca Roller** graduated from Tulane University in New Orleans, LA.

**Eyal Ronen** graduated from Tel-Aviv University in Tel-Aviv, Israel.

**David Sowinski** graduated from IIT with a Masters in Personnel Human Resource Development.

**Aaron Witkowski** graduated from Wabash College in Crawfordsville, IN.

### Personnel and Human Resource Development

**Andrea Argyle** graduated from Plymouth State College in Plymouth, NH.

**Mike Flutka** graduated from Indiana University in Indianapolis, IN.

**Steven Gary** graduated from UIC in Chicago, IL.

**Amy Hattenberger** graduated from University of Minnesota in Duluth, MN.

**Anwaar Judeh** graduated from North Central College in Naperville, IL.

**Alejandro Ponce Mercuri** graduated from University of Oklahoma in Oklahoma City, OK.

**Raul Rios** graduated from Pennsylvania State University in University Park, PA.

**Monica Wagner** graduated from Niagara University in Niagara Falls, NY.

Jeanie Yoon graduated from Pacific Union College in Angwin, CA.

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## 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 the Institute of Psychology. Courtney Van Overberghe and Sofiya Velgach interviewed Bruce Fisher, Director of the Center for Research and Service, about the Center's purpose, projects, and impact on the Institute of Psychology.

The Center's employees are acutely aware of the Institute's needs and constantly work toward creating a positive impact. As director of the Center, Bruce Fisher develops and implements strategic planning for the Center and manages financial performance. He also works to expand the Center's business and manage current clients. Bruce selects and develops the student workers at the Center.

The Center provides consulting services to clients, primarily in strategic measurement relating to human resource programs and practices. This includes individual test validation, assessment centers, 360-degree feedback systems, organizational surveys and job analysis. It also provides services within training and development. Bruce also mentioned that there is a strong interest in advancing the knowledge of the I/O psychology field. Specifically, the Center is interested in retention of top performers, what accounts for 'success,' and the validity of assessment centers.

Students can also receive applied experience in the field through the Center. Ben Fearing and Koren Aragaki are the current student employees, and assist Bruce with project work. Approximately 25-30 students were involved last year with Center psychometric analyses and survey projects. Students also help with internal and external assessment centers. Assessors usually have a Master's degree. The Center provides a great chance for students to apply their class work to real-

life projects and problems.

Distinguished Professor and Senior Scientific Advisor, Dr. Nambury Raju, plays an important role in offering expert advice on psychometric projects and helping to build Center business. Other faculty members, including Dr. Roya Ayman and Dr. Scott Morris, have also been involved in consulting activities.

Over the last couple of years, the Center has invested heavily in technology surveys. They specialize in web-based and scannable surveys in the areas of 360-degree feedback, organizational culture or climate surveys, and customer satisfaction surveys. The Center has seen dramatic annual revenue increases over the last several years. This revenue is used to provide support for the Institute of Psychology in the way of grants, scholarships, assistantships, and Institute equipment. The Center is continuing to develop and anticipates many more years of success and growth.

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## STUDENT PERSPECTIVES

Below, students offer their perspectives on two I/O conferences and on two IIT events. All of these events provided great opportunities for networking with I/O colleagues.

### Notes on IOOB Student Conference

Michael Matyasik

Last year several IIT students, including myself, attended the 24<sup>th</sup> annual IOOB conference at the University of Akron. Most of us attending also presented posters during the conference. With the hopes of encouraging other students to attend the 25<sup>th</sup> annual IOOB conference, I would like to offer a few comments about this conference.

The conference presents students a wonderful opportunity to present papers and build up their resumes. IOOB accepts research proposals for presentation that are not yet completed. This gives students a chance to display their research before finalizing the

project. For those that plan on presenting at SIOP, the IOOB conference is a terrific practice run for presenting at a larger conference. Besides offering the opportunity to present a paper, the conference also includes several presentations from well-known I/O psychologists. This past year included a keynote address by Dr. Michael Campion. Finally, due to its laid back environment, the conference allows for a relaxing weekend with the opportunity to network with other I/O students. A cash bar was available during most of the presentations, and meals were served throughout the weekend.

The 25<sup>th</sup> annual IOOB Conference will be held this March 12<sup>th</sup> through the 14<sup>th</sup> in Tulsa, Oklahoma. For more information please visit the website at [www.ioob2004.com](http://www.ioob2004.com) (currently under construction).

### Notes on SIOP Conference

Kristen Fortmann

The 18<sup>th</sup> annual conference of the Society for Industrial-Organizational Psychology was hosted in Orlando, Florida this past April. Faculty and students headed south to enjoy the warmer climate, but most importantly to mingle with distinguished I/O Psychologists and learn about the latest advancements in our field. The hard work of our own faculty and students culminated in IIT's representation across numerous poster sessions and symposiums. Congratulations to all those involved on this accomplishment!

As has become tradition, Dr. Roya Ayman hosted the annual IIT SIOP reception. This event has become a truly wonderful opportunity for faculty, alumni and students to come together, network, and enjoy an evening filled with fun and laughter.

Making this year's reception an even more joyous occasion than usual was the opportunity to honor two of our dear faculty members. Dr. Roya Ayman celebrated her 20-year anniversary with IIT and was honored with heart-felt anecdotes shared by former students and colleagues. This year also marked the campaign to establish an endowed chair in psychology in honor of Dr. Nambury Raju. All in attendance viewed the campaign video and

and listened as distinguished colleagues honored him both personally and professionally.

For those of you who were not able to share in this year's occasion, we look forward to seeing you in April 2004 when SIOP comes to our very own Chicago!

## Notes on I/O Program Open House

Ben Fearing

Last November, Dr. Roya Ayman once again opened her home for a gathering of IIT's I/O community. The party provided an informal environment that allowed students, alumni and faculty to learn more about each other both professionally and personally.

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 an invaluable social outlet. First year students were encouraged to question their more seasoned colleagues. More advanced students described their research and job experiences, and some individuals were kind enough to offer leads to potential job opportunities. The diversity of the program was reflected in the various appetizers provided by the guests. The open house on November 15<sup>th</sup> is an event not to be missed.

## Notes on I/O Program Orientation

Rachel Meredith and Eyal Ronen

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. Two new students shared their thoughts on the day's events:

Joe likes sushi. Monica jogs. Andrea sings classical music. Raul prefers to sail. These are our true recollections of orientation 2003.

A Tuesday in August began with a circle of professors, teaching assistants, and

wide-eyed incoming students, setting the stage for entrance into the I/O community. The entry requirements included introductions of research interests, hobbies, and backgrounds from each person. Dr. Roya Ayman, the director of the program, was eager to assimilate us into the program through discussions of time management, course descriptions, networking, and her personal advice.

After the group divided into Ph.D. and PHRD subgroups, students were given the opportunity to gain information regarding their particular track. Ph.D. students had group meetings with each individual professor and spoke of combining research and practice. Same time, different place, PHRD students were meeting with Dr. Roya Ayman. They discussed the importance of internships and other practical aspects of the program.

The next item on the agenda was scheduling for fall courses in a computer lab. Following the scheduling was the grand tour of the campus and its facilities. Upon our return, we were pleased to find a larger group of people gathered talking, eating, and drinking. This became a great opportunity for us to informally network with alumni, seasoned students, and professors.

Although overwhelmed from the day's events, we were left hoping that Joe would eat some sushi, Monica would go running, and Raul would sail the winds of motivation.

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## FROM THE DIRECTOR'S DESK . . .

I will begin by thanking our wonderful speakers that took time out of their busy schedules to talk at our Internship meetings last school year. Thank you, Bruce Fisher, Doug Panozzo, and Nancy Tippins for sharing your knowledge, expertise, and time with us!

I would like to announce that this year I would be starting my fourth term as the director of the I/O program. This new term starts with a big bang as I am pleased to announce that we have started

a new graduate certificate program in compensation management. Dan Lezotte, one of our dedicated faculty members, brings with him 20 years of practical experience in this field, in addition to the fact that he is a certified instructor for the WorldatWork. The courses offered for this certificate are also accepted by WorldatWork towards their certification as well. This new addition can be an added advantage for our alumni and students to further their education and gain specialty in various areas in HR.

As you can see, the program is doing well and with the help of our alumni, we can even be stronger. Don't forget to stay in touch. Drop me a line on email and send me your business cards. Your success is the source of our pride and the sign of our achievement.

Looking forward to hearing from you,  
Roya  
ayman@iit.edu

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## DATES TO REMEMBER!

November 15, 2003- Open House

April 2-4, 2004 – SIOP Conference in Chicago, IL

2003-2004 CIOP Program Dates: Oct. 31<sup>st</sup> – topic- Employee Coaching.