

Industrial / Organizational Psychology Congratulations 2004 Graduates!

Congratulations to our recent graduates, and best wishes to them on future endeavors!

Ph.D.

Jeff Becker, Ph.D. (2003). Factors contributing to differences in multi source performance rating: The role of self-monitoring, rating source and dimension. Advisor: Ayman

Jennifer L. Thompson, Ph.D. (2004). What factors influence judicial rulings about the difference between adverse impact and reverse discrimination? Advisor: Morris

M.S. in Personnel & Human Resource Development

Adam Ackerson
Jaime Kuo

Sofiya Velgach

Heather Leffler
Lori Nita

M.S.

Andrew Day (2004). Employee Perceptions of Affective Relationships with Organizations: Perceptions of Support from the Organization and Coworkers on Affective Organizational Commitment. Advisor: Ayman

Jennifer Weiss (2003). The impact of subordinate gender on supervisor choice of conflict management style on a situational judgment test. Advisor: Morris.

Daniel Wilman (2004). Measurement equivalence and gender differences on a 360-degree performance feedback instrument. Advisor: Raju

Publications & Presentations

It gives us great pleasure to report the achievements of our faculty and students. Those listed here contributed to the field in the past academic year. * Denotes IIT student.

Antani, A*, & Ayman, R. (April- 2004). *The Relationship of Ethnicity with Social Support and Work-Family Conflict*. Paper presented at SIOP annual meetings, Chicago

Ayman, R. (in press) Leadership and culture. *International Encyclopedia of Applied Psychology*, NewYork: Elsevier Publisher

Ayman, R., & Frame, M. (2004). 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.* (2004) Contingency approaches to leadership. In J. MacGregor Burns, G. R. Goethals, & G. J. Sorenson, (Eds.), *Leadership Encyclopedia*, Thousand Oaks: Sage pub.

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

Ayman-Nolley, S., Ayman, R., Leffler, H*, & Ackerson, A*. (May, 2004) *Gender Roles and Children's Schema of Leaders, as Reflected in Their Drawing*. Paper presented at Jean Piaget Society, Toronto, Canada

Ayman, R., Ayman-Nolley S., & Leffler, H.* (August, 2004) *Children's gender and their implicit theory of a leader*. Presented in Symposium chaired by Birgit Schyns at International Congress of Psychology, Beijing, China.

Ayman, R., Korabik, K., & Lero, D. (2004). *Advancing knowledge on work-family interface through a cross-cultural approach: A multi-country project*. Paper presented in Symposium chaired by Zeynep Ayman at SIOP annual meetings, Chicago

Ayman, R. Velgach, S.* (August -2004). *Work-Family Conflict International Comparison US Pilot*. Presented in Symposium chaired by Karen Korabik at the International Congress of Cross-cultural Psychology, X'ian, China.

Ayman, R., Rinchiuso, M.*, & Korabik, K. (August, 2004). *Organizational Commitment and Job Satisfaction in Relation to LMX and Dyad Gender Composition*. Presented in Symposium chaired by Roya Ayman at International Congress of Psychology, Beijing, China.

Ayman, R. (2004). Situational and contingency approaches to leadership. In J. Antonakis, A. T.Cianciolo, & R. J. Sternberg, (Eds.). *The nature of leadership*. Thousand Oaks: Sage.

Presentations & Publications, continued...



October 2003 marked the opening of the McCormick Tribune Campus Center, designed by Dutch architect Rem Koolhaas.

The design includes a concrete and stainless steel tube (measuring in excess of 500 feet) that encloses a stretch of the Green Line.



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*.

DeLay, N., LoVerde, M., & Ayman, R. (April- 2004). *Impact of Telecommuting on Work-Family Conflict*. Paper presented at SIOP annual meeting, Chicago

Fromen, A.*, & Mosher, E. (2004). *The Effects of Reminders on Participation Rates: A Case Study*. Presented at the annual Society for Industrial/Organizational Psychology Convention, Chicago, IL.

Goharian, N., Grossman, D., Frieder, O., & Raju, N.S. (2004). Migrating information retrieval from the graduate to the undergraduate curriculum. *Journal of Information Systems Education*, 15, 55-64

Handelsman, M. M., Briggs, W. L., Sullivan, N., & Towler, A. J. (in press). A measure of college student course engagement. *Journal of Educational Research*

Hepworth, W., & Towler, A. J. (2004). The effects of individual differences and charismatic leadership on workplace aggression. *Journal of Occupational Health Psychology*, 9, 176-185.

Jones, J., Maraist, C., & Newhouse, N.* (2004). *Prediction of Talent Management Indices Using the 16PF Primary Personality Factors*. Poster presented at the 16th Annual Conference of the American Psychological Society, Chicago, Illinois, May 28, 2004.

Korabik, K., Lero, D., & Ayman, R. (2004). A micro-macro level approach to cross-cultural work family research. *International Journal of Cross-cultural Management*.

Kwaske, I.H.* (2004). Individual assessments for personnel selection: An update on a rarely researched but avidly practiced practice. *Consulting Psychology Journal: Practice and Research*, 56(3), 186-194.

Lezotte, D.V. & Pollak, P.E.* (2004, April). *An empirical evaluation of minimum group size for reporting employee survey results*. Paper presented at the nineteenth annual conference of The Society for Industrial and Organizational Psychology, Chicago, Illinois.

Miner, J.B., & Raju, N.S. (2004). When science diverts itself of its conservative stance: The case of risk propensity differences between entrepreneurs and managers. *Journal of Applied Psychology*, 89, 3-13

Morris, S. (2004, April). *Effect size estimation from two independent groups with heterogeneous variances*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Morris, S., & DeShon, R. (2003). Estimating common metric effect sizes from a variety of research designs. *Academy of Management Research Methods Forum*.

Neapolitan, R., & Morris, S. (2004). Probabilistic modeling with Bayesian networks (pp. 371-390). In D. Kaplan (Ed.). *The Sage Handbook of Quantitative Methodology for the Social Sciences*. Thousand Oaks, CA: Sage.

Newhouse, N.*, Lewis, B., & Jones, J. (2004). *Strategic Talent Management: Assessment as a Foundation*. Poster presented at the Annual Conference of the Society for Personality Assessment, Miami, Florida, March 11, 2004.

Porter, S.* and Ayman, R. (August, 2004). *Impact of Work Flexibility on the Relationship between Work Family Conflict and Intention to Quit*. Paper presented at the Academy of Management annual meetings. New Orleans, Louisiana.

Price, L.R., Raju, N.S., & Wilkins, C. (2004, August). *Conditional standard errors of measurement for composite scores*. Paper presented at the annual meeting of the American Psychological Association in Honolulu, Hawaii.

Pritzker, M., Ayman, R., & Hartman, E.* (June- 2004). *A study of the relationship between CEO's optimism, leadership efficacy, and self monitoring, transformational and empowering leader behaviors, and the company's ROI and measures of leadership effectiveness*. Paper presented at UNL Gallup Leadership Institute Summit, Omaha, Nebraska

Raju, N.S. (in press). Review of the Health Occupations Basic Entrance Test. In B. S. Plake and J.C. Impara (Eds.), *The Sixteenth Mental Measurement Yearbook* (pp. xx). Lincoln, NE: Buros Institute of Mental Measurements of the University of Nebraska.

Raju, N.S. (2004). Review of Thissen and Wainer's (Editors) Test Scoring. *Organizational Research Methods*, 7, 122-124.

Raju, N.S., & Fearing*, B.C. (2004). *An evaluation of maximum likelihood estimation in validity generalization*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Raju, N.S., & Oshima, T.C. (in press). Two prophecy formulas for assessing the reliability of IRT based ability estimates. *Educational and Psychological Measurement*.

Raju, N.S., & Oshima, T.C. (2004, April) *An alternate formulation for assessing the reliability of an expanded or reduced test*. Paper presented at the annual meeting of the National Council on Measurement in Education, San Diego, CA.

Raju, N.S., & Oshima, T.C. (2004, August). *Two prophecy formulas for assessing the reliability of IRT based ability estimates*. Paper presented at the annual meeting of the International Congress of Psychology, Beijing, China.

Ronen, E.* (2004). Multi-rater feedback effectiveness: Cross-cultural and additional research domains. Poster presented at the 25th annual Industrial/Organizational Psychology & Organizational Behavior conference, Tulsa, OK.

Ronen, E.* & Van Overberghe, C.T.* (2004, March). *E-learning: Exploring cross-cultural variables*. Poster presented at the 25th annual Industrial/Organizational Psychology & Organizational Behavior Graduate Student Conference, Tulsa, OK.

Sarkar-Barney, S., & Ronen, E.* (2004). The influence of culture on job involvement: A multi-country study. Poster presented at the 25th annual conference of the American Psychological Association, Honolulu, HI.

Scott, J.C., Raju, N.S., & Edwards, J.E. (2004). *The challenge of evaluating diverse human resources programs*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Skinner, J. F*., & Morris, S. B. (2004). *Proposal for a Monte Carlo Examination of Applying Meta-Analytic Methods to the Assessment of Adverse Impact*. Paper presented at the 25th annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Tulsa, OK.

Thomas, A.L., & Raju, N.S. (in press). An evaluation of James et al.'s (1992) VG estimation procedure when artifacts and true validity are correlated. *International Journal of Selection and Assessment*.

Towler, A. J., & Schneider, D. J. (In Press). Distinctions among stigmatized groups. *Journal of Applied Social Psychology*.

Towler, A. J. (2003). Effects of charismatic influence training on attitudes, behavior, and performance. *Personnel Psychology*, 56, 363-381.

Towler, A. J., & Dipboye, R. L. (2003). Development of a Learning Styles Orientation Measure. *Organizational Research Methods*, 6, 216-235.

Valbuena, N.A., & Raju, N.S. (2004, April). *Assessment of measurement equivalence based on confirmatory factor analysis and item response theory*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL

Van Overberghe, C.T.*, Leffler, H.*, Matyasik, M.*, Sowinski, D.*, Sharma, M.*, & Frame, M.* (2004, March). *The effects of ethnicity on perceived stress with supervisor and organizational commitment*. Poster presented at the 25th annual Industrial/Organizational Psychology & Organizational Behavior Graduate Student Conference, Tulsa, OK.

Student Professional Activities

IIT students gain both a solid academic background and a practical, hands-on experience. The latter comes from working in applied settings, often with our own alumni.

Amy Antani, ABD is a Leadership Development Consultant at Advocate Christ Medical Center in Oak Lawn, IL.

Nahren Ishaya is an organizational development intern at Advocate Christ Hospital in Oak Lawn, IL.

Sebastian Laube is Senior Project Manager, HR-Research, University of Lueneburg, Germany.

Ilianna Kwaske works at Stephen A. Laser Associates and is an adjunct instructor at Elmhurst College and CSOPP.

Dana Moore is a Leadership Development Specialist with Ameriquest Mortgage Company.

Erin Mutter is an intern in the Assessment Measurement Solutions department at Pearson Reid London House.

Noelle Newhouse, ABD. Training and Research Consultant with the Institute for Personality and Ability Testing in Chicago

Stacey Porter, an HR Generalist at Convoli Inc. (San Mateo, CA) has been contracted by Winnov to create a training demo on streaming and video capture cards, to be used on the 2004 Microsoft Producer CD.

Daniel Wilman, MS is a measurement consultant with Hewitt Associates.



In August of 2004, IIT unveiled the new Strength and Fitness Center. Located within the Keating Sports Center, the center has state-of-the art weight and fitness training equipment for use by students and staff.

Alumni Professional Activities

IIT's Alumni branch out to various positions all across the world. They provide support and information to our program. The following is a list of alumni updates submitted within the last academic year.

John A. Behr, Ph.D., is a Principal, Leadership Capital Partners, Inc.

Michael Burke, Ph.D., Freeman Chair at Tulane University, is currently on sabbatical at the University of Sheffield (UK).

Garth Davidson, MS is an HR Data Analyst at Solo Cup Company.

Patrick Devine, Ph.D., a Professor of Psychology at Kennesaw State University in Atlanta, Georgia, was appointed the RTM Fellow for Leadership in the RTM Institute for Leadership, Ethics and Character. In this role he develops ethical leadership programs for students, faculty, and corporations.

Kenneth Elliott, Ph.D., is working for Kenning Research Inc., focusing on advanced analytical services to develop predictive and descriptive models of 'people data'.

Isis Garcia, M.S. worked on the project 'The Right Award for Workplace Excellence in Chicagoland' that was published in October 2003 in all Chicagoland newspapers.

Timothy S. Kroecker, Ph.D. has become a partner at Cambria Consulting.

Jason Michniewicz, M.S. is a Leadership Development Professional at Allstate.

Casey Mulqueen, Ph.D., is Director of Research at TRACOM Group.

The fitness center will also be equipped with an entertainment system which includes three flat-screen televisions, a sound system and a wireless connection allowing occupants the ability to hear the televisions through their own person head sets.

Faculty Activities

Dr. Roya Ayman



Dr. Roya Ayman presented with her students at four National conferences: SIOP, Academy of Management, Gallup Leadership summit and the international conferences in Beijing, China.

In addition to having three chapters published last year, Ayman was invited to Istanbul, Turkey, as a member of an international research team working on work family conflict.

Roya is on the editorial board of *Applied Psychology: An International Review* and *International Journal of Management*.

At both the SIOP and the Academy of Management conferences, Dr. Ayman was selected as the reviewer for two divisions: Gender and Diversity in Organizations and Organizational Behavior.

Dr. Ayman also was a reviewer for *Sex Roles, Group & Organizational Management: An International Journal*, *Journal of Personality and Social Psychology*, and *Human Resource Management Journal*.

This past summer, Roya was involved in designing a cross-cultural training program for Hewitt and Associates. She has also been working with IIT's Leadership Academy as an advisor and assessor.

Dr. Dan Lezotte



Over the past year Dr. Lezotte continued the implementation of the Institute of Psychology's Certificate in Compensation Management. The first certificate is expected to be granted in the spring of 2005.

Dr. Lezotte also served as a reviewer for the upcoming issue of the *Human Resource Management Journal*, dedicated to SIOP articles and authors.

In June of this year, Dr. Lezotte completed a three-year term as the Chairman of the Board of Heartland Housing Inc. – a not-for-profit organization that develops housing and job training for the poor and disadvantaged.

He continues to be a member of the HH Board of Directors and the Board of Directors of Heartland Alliance, HH's parent organization.

Dr. Lezotte was also involved, along with Dr. Raju, in designing a national certification exam for the printing/graphics reproduction industry that will be used in high schools across the nation.

Finally, he continues his research and consulting in the area of organizational climate and its impact on organizational effectiveness.

Dr. Scott Morris



Scott Morris is 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 is on the editorial board of *Organizational Behavior* and *Human Decision Processes*.

Dr. Morris also serves as an ad hoc reviewer for the *British Journal of Mathematical and Statistical Psychology*, *Psychological Methods*, and the SIOP conference.

In addition to his role as a member of the I/O faculty, Scott is also the Assistant Director of the Institute of Psychology.

Dr. Nambury Raju

Dr. Raju's research has focused on meta-analysis, validity generalization, utility of organizational interventions, differential item functioning (item bias), and measurement equivalence of 360-degree feedback assessments.

He is currently serving on the editorial boards of *nine* different publications, including *Journal of Applied Psychology*, *Journal of Educational Measurement*, *Personnel Psychology*, *Organizational Research Methods*, and *Psychological Bulletin*.

Raju has reviewed proposals for the SIOP, AERA/NCME, and APA conventions. He serves as a member of the Technical Advisory Committee of the Department of Testing and Assessment for both the state of Georgia and Montana.

Dr. Raju also serves as a member of the Examination Committee of the Association of State and Provincial Psychology Boards (ASPPB) and is a member of the University Committee on Promotion and Tenure.

Raju recently worked with Bruce Fisher and Ben Fearing, both of the Center for Research and Service, on the survey and task analysis data for the National Restaurant Association Educational Foundation.

Finally, he has also reviewed manuscripts for *Multivariate Behavioral Research*, *Psychological Method*, *Applied Measurement in Education*, and *British Journal of Mathematical and Statistical Psychology*.



Dr. Annette Towler

Dr. Annette Towler has blazed quite a trail prior to joining IIT as an Associate Professor. Dr. Towler previously spent three years as an Assistant Professor at the University of Colorado-Denver.

She is involved in a number of research projects including development of charismatic leaders, and a series of studies examining the effectiveness of computer-based training.

This research is sponsored by the Army Research Institute from 2004-2006 and is a joint collaboration with Kurt Kraiger, of the University of Tulsa.

She has reviewed articles for *Journal of Applied Psychology*, *Journal of Occupational Health Psychology* and *Academy of management Journal*.

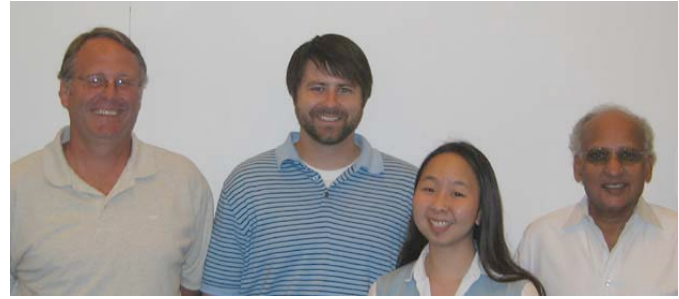
During 2004, Annette presented papers at SIOP, AOM, and Society of Personality and Social Psychology Conference. She currently has papers in press at *Journal of Applied Social Psychology*, *Journal of Educational research* and published in *Journal of Occupational Health Psychology* in 2004. In addition, Annette is listed among Who's Who of American Teachers, 2004.



IIT Center for Research and Service

They say that you can't get a job until you gain experience. In the same breath, they'll tell you how you can't gain experience until you have a job. Such is the circular logic that many graduate students encounter when they begin their job hunt.

IIT's Center for Research and Service defies this stereotypical experience. At IIT, students have the opportunity to gain real work experience, apply what they learn in the classroom, and work along some of the most influential minds in the field.



Center for Research and Service Staff. From Left: Bruce Fisher, Ben Fearing, Koren Aragaki, and Nambury Raju

Director Bruce Fisher has headed the Center since 1998. Fisher himself earned his Ph.D. in I/O Psychology from IIT, and after many years private consulting, returned to the institution that he felt was the dominant influence in his career. Along with the expertise of Nambury Raju (an IIT Distinguished Professor, the Senior Scientific Advisor, and the mind that Bruce credits for launching the Center), Fisher and the Center staff provide consulting services to a wide variety of clients, including large multinational corporations, small privately held businesses, and non-profit organizations. Clients often receive consultation in the form of test validation, training, selection, development, and a vast array of other topics. By listening carefully to what the client needs, the Center keeps its finger on the pulse of market demands.

The Center's existence provides insurmountable support to the psychology department. As a non-for-profit organization, the Center's revenue is allocated to IIT students. Financial gain from the Center is translated into student scholarships, faculty research and travel support, and investments into new technology. It truly is a unique exchange. Students who initially receive financial support (made possible by the Center) are integral to its continual success. Faculty members, whose research is often enabled by the Center, provide consulting and content knowledge to keep the Center at the edge of innovation. Together, they all contribute to an unmatched learning experience.

The applied experience that students have access to is immeasurable. IIT students Ben Fearing and Koren Aragaki work alongside Fisher on a multitude of projects. Additionally, Fisher often taps the resources of other I/O graduate students for various psychometric analyses and survey projects. Fisher has a seemingly unlimited pool of talented, motivated individuals who are eager to gain experience. And, while he enjoys seeing students apply their content knowledge to real-world needs, he further cherishes the opportunity to coach and mentor these students along the way.

In the past year, the Center has expanded to form strategic alliances with other private consulting firms. A large portion of the Center's revenue comes as subcontractors of these other firms. Over the years, Fisher and Raju have transformed the Center into a highly-innovative resource for organizations. But the Center's growth and increased revenue are fueled by Fisher's primary interest, giving back to the organization that made such an impact on his life. You might call it Fisher's own circular logic.

IIT Center for Research and Service

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IOOB Student Conference

IOOB is a graduate student conference held annually by students for students. The 2004 conference was held at The University of Tulsa, OK, with the theme "Moving the Box."

Speakers such as Drs. Angelo De Nisi, Nancy Tippins, Eduardo Salas, and Robert Hogan raised issues about stepping outside the traditional I/O paradigm to bring in new ideas and push the field in new directions.

There were posters and presentations from students as well as interactive workshops from faculty and professionals. It was a great opportunity to meet our fellow students from other schools.

Eyal Ronen, 2nd-year, and Courtney Van Overberghe, 3rd year, contributed to this article.

SIOP Conference & IIT Reception

The 19th Annual conference of the Society of Industrial-Organizational Psychology was hosted right here in Chicago this past April.

A strong turnout of IIT students, faculty, and alumni joined in to learn about new advancements in the field, mingle with some of the most influential minds in the country, and present some of their own research and findings. Many congratulations go out to all those who successfully presented their research at SIOP this year.

Nahren Ishaya and Rachel Meredith, both 2nd year, contributed to this article.

IIT I/O Open House

Each November, Dr. Roya Ayman opens her home for a gathering of the IIT I/O community. The event provides an informal environment that enables students, faculty, and alumni to learn more about each other – both professionally and personally.

This annual event has become an invaluable social outlet. First year students get the opportunity to question their more seasoned classmates. Students and faculty relate their research experiences, and alumni networks provide potential leads to future job opportunities.

Jason Raad, 2nd year, contributed to this article.

There were many fun activities planned for us upon arrival, including outings and games. It was a great environment to get comments from peers on our hard work. IOOB is a great place to get feedback on projects, papers, ideas, and works in progress. The atmosphere was not stressful, and awards were given for outstanding papers.

Next year, IOOB will be at The Florida Institute of Technology in February 2005. Check out the website, IOOB.org, in the coming months for more details and submission deadlines. Let's make sure that enough students attend to represent IIT in IOOB Jeopardy this coming year!

As is the tradition, Dr. Roya Ayman hosted the annual IIT SIOP reception. Because it was located so close to the heart of the campus, we enjoyed a terrific turnout. It also gave us the wonderful opportunity to celebrate Michael Burke's SIOP presidency and Roya Ayman's promotion to Full Professor.

We were also informed that a fund-raising campaign is on the way to fund an endowed chair for Dr. Raju.

Next year's conference is located in Los Angeles. Mark your calendars for April 15-17 as we all head west to represent IIT.

This event allows you to really appreciate the IIT academic experience. People come from all walks of life with one very important thing in common – their shared experience at IIT.

Are you a first-year student looking to get informed about your future years at IIT? An advanced student interested in meeting this year's new class? Alumni looking to see how the program or campus has changed? An employer looking to find that one IIT student to fill your internship position? Did I mention the food? It's got something for everyone!

This year's event is slated for November 13! We will see you there!



State Street Village, designed by Helmut Jahn, opened in the Fall of 2003.

The new student residence halls, for both graduate & undergraduate students, is situated at the corner of 33rd and State, just south of the new McCormick Tribune Campus Center.

The residence halls feature exterior glass walls, designed to muffle noise from the adjacent Green Line trains, and house nearly 400 students.

Incoming Students

Izabela Bakunowski graduated from the Illinois Institute of Technology.

John Brubaker graduated from the University of Wisconsin-Milwaukee (Milwaukee, WI).

Michael Crane graduated from the University of Colorado (Boulder, CO).

Brandon Fleener graduated from the Illinois Institute of Technology with a Masters in Personnel & Human Resource Management

Anna Joyce graduated from Davidson College (Davidson, NC).

Jessica Kitchner graduated from Adelphi University (Garden City, NY) with a Masters in General Psychology.

Malini Kodur graduated from Stella Maris College.

Karen Kozminski graduated from The Ohio State University (Columbus, OH).

Jamie Kuo graduated from the Illinois Institute of Technology with a Masters in Personnel & Human Resource Management

Heather Leffler graduated from the Illinois Institute of Technology with a Masters in Personnel & Human Resource Management.

Maureen Merrigan graduated from the University of Tampa (Tampa, FL).

Maritza Ruano graduated from DePaul University (Chicago, IL).

Melinda Scheuer graduated from the University of Toledo (Toledo, OH).

Ariel Siskin graduated from George Washington University (Washington DC).

Sofiya Velgach graduated from the Illinois Institute of Technology with a Masters in Personnel & Human Resource Management.

The Incoming Student Orientation Experience

A Tuesday in August began with a circle of professors, teaching assistants, and wide-eyed incoming students talking about what brought them together that afternoon.

And so the orientation experience began. Along the way, incoming students were introduced to the program's academic setting and familiarized with the layout of the campus. We met with each member of the faculty, and registered for classes under the watchful eyes of the teaching assistants – who had been through this experience a year prior.

Michael Crane, 1st-year, contributed to this article.

By the end of the day, we felt as if already a seasoned member of the program. The orientation concludes with an annual reception, where countless students in the program, along with the faculty and alumni join in to meet the new students and rekindle their own orientation experiences. It makes you aware that the IIT experience, first and foremost, is about people.

A few days later, classes began. But we were ready. Thanks to the orientation, we had already been provided the resources to be successful.

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From The Director's Desk.....

I would like to thank all alumni and advanced students who have assisted our current students in getting internships or doing projects with them to gain applied experience. The strength and success of our program has always depends the wonderful support from our Alumni.

At this point, I would also like to thank those who either hosted or presented at our internship meetings at IIT. Our sincere thanks goes to Bob Thomas from Sysmex, Dr. David Pegorsch from United Airlines, and Daniel Russell from Aon consulting.

At SIOP in Chicago last year, we had a great bash. We are extremely grateful to Ellen Mitchell, the director of the institute of Psychology, for her continuous care and support of this very special event.

As program director, I am most pleased to inform you that IIT was ranked as 6th among I/O Ph.D. programs in North America (see TIP, July 2004). Congratulations to all !

We have modified our Compensation Management Certificate program and we hope to attract more participants. Four eight-week courses are offered every year from Fall through Spring. Students in the program can take these as electives and alumni can take them to further specialize. By completing these courses, you will earn a certificate in compensation management.

By now, you may know that we have good and bad news to report regarding our faculty. The bad news is that Dr. Shreya Sakar-Barney has left IIT. She was a great colleague, and more importantly a great motivator for student involvement in research. We will miss her.

The Good news is that Dr. Annette Towler joined the Institute of Psychology this fall as an Associate Professor. Prior to joining IIT, Dr Towler was an Assistant Professor of Psychology at the University of Colorado at Denver for three years.

Dr. Towler conducts research in training and development, leadership and stigmatization at work. Her current research involves the design of effective computer-based training and the long-term development of charismatic leaders. She has published in the *Journal of Applied Psychology*, *Personnel Psychology* and *Organizational Research Methods*.

Dr. Towler has taught classes in statistics, social psychology, training and development and organizational psychology. She is in the Who's Who of American teachers (2004). Dr Towler also worked in the private sector for 12 years, ostensibly as a management and business trainer. Additionally, Annette brings with her a large, three-year grant.

As you can see, the program is doing well. Don't forget to stay in touch! Drop me a line via email or snail mail and send me your business card. Your success is the source of our pride and the sign of our achievement.

Looking forward to hearing from you,

Roya

Other Dates to Remember

IIT I/O Open House
Hosted by Dr. Ayman
November 13, 2004

IOOB Student Conference
February 2005
Florida Institute of Technology

20th Annual SIOP Conference
April 15-17, 2005 Los Angeles, CA