



Volume 17

October 2005

CONGRATULATIONS 2005 GRADUATES!

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

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Ph.D.

Hartman, E. (2004). The relationship between CEOs traits, empowering leader behavior and objective and subjective measures of performance. Advisor: Ayman

Henry, M. (2005). The effects of trait and situational impression management on personality test scores: An assessment of measurement equivalence using item response theory. Advisor: Raju

Fromen, A. (2004). Examining job related attitudes of telecommuters and nontelecommuters. Advisor: Raju

M.S.

Laube, S. (2002). Multi-level investigation of satisfaction within teams: The role of personality diversity in self-monitoring for two communication conditions. Advisor: Ayman

Rinchiuso, M. (2004). The relationship of LMX and dyad gender composition in employee job satisfaction and organization commitment. Advisor: Ayman

M.S.

Roselle, B. (2005). The mystifying conduit connecting leader effectiveness to customer satisfaction: An examination of the mediating influences of service climate and the moderating effects of leader and climate strength. Advisor: Lezotte

M.S. in Personnel & Human Resource Development

Amy Hattenberg Alejandro Ponce

Certificate in Compensation Management

Brandon Fleener Melissa Rinchiuso
Rachel Meredith Benjamin Roselle
Aaron Witkowski

Honors:



John Skinner and Scott Morris received the 2004 Robert J. Wherry Award for the best paper at the IOOB conference. They

were recognized for their presentation entitled "Proposal for a Monte Carlo Examination of Applying Meta-Analytic Methods to the Assessment of Adverse Impact." The award was presented at the Plenary Session of the 2005 SIOP conference.



Dr. Allan Witt who had received his M.S. in 1982 from IIT and is an Associate Professor at University of New Orleans, was recognized as a fellow of the Society of Industrial and

Organizational Psychology.



Eyal Ronen was recognized as IIT's outstanding graduate teaching assistant in 2005.



Dr. Mark Frame who received his Ph.D. 2003 and is an Assistant Professor at University of Texas Arlington received the best Ph.D. Dissertation award from American Society of Training and Development.

Publications & Presentations

The following list recognizes faculty and students who have contributed to the field of I/O Psychology throughout the previous year.

* denotes an IIT student

- Adams, S*, Roch, S., & Ayman, R. (2005). Communication medium and member familiarity: The effect on decision time, accuracy and satisfaction. *Small Group Research*, 36, 321-356.
- Ayman, R. (July, 2005). Expatriate manager adjustment and work family interface: Family location, country, expatriate's gender matters, *International Research on work and family: From policy to Practice*, International Center for work and family- IESE Business School, Barcelona, Spain.
- Ayman, R. (2004). Culture and leadership. In Charles Spielberger (chief editor), *Encyclopedia of Applied Psychology*. (Vol.2. pp. 507-519). San Diego, CA, USA: Elsevier Ltd.
- Ayman, R. & Velgach, S.* (in press). A pilot study of work-family conflict in the U.S. *Proceedings of International congress of Cross-cultural Psychology*.
- Ayman-Nolley, S & Ayman, R. (2005). Children's implicit theory of leadership. In J. R. Meindl and Brigit Schyns (2005), *Implicit Leadership Theories: Essays and Explorations*, a volume in the Leadership Horizons Series (pp. 189-233), Greenwich, CT, USA: Information Age Publishing.
- Bakunowska, I.* (2005). Effectiveness of Transformational Leadership Behaviors on University Students. Poster presented at the 26th annual Industrial/Organizational Psychology & Organizational Behavior conference, Melbourne, FL.
- Becker, J. & Ayman, R. (April, 2005). Self-Monitoring and Multi-source Ratings: The Role of Rating Source and Performance Dimension. In Ayman, R. (chair) & Atwater, L. (discussant), symposium on Self-Other Agreement and Disagreement: New Directions and New Interpretations, at SIOP annual meetings, Los Angeles, California.
- Bono, J., Purvanova, R., Peterson, D., & Towler, A. J. (2005). A comparison of the practices of psychologist and non-psychologist executive coaches. In D. B. Peterson, J. Muros & J. Bono (Chairs). *What value does psychology add to executive coaching?* Symposium presented at Society of Industrial and Organizational Psychologists, Los Angeles, California.
- Clemans, W.V., Lunneborg, C.E., & Raju, N.S. (2004). Professor Paul Horst's legacy: A differential prediction model for effective guidance in course selection. *Educational Measurement: Issues & Practice*, 23, 3, 23-30.
- Frame, M.C., & Ayman, R. (April 2005). Executive Level Multi-rater Performance Ratings: A Study of Agreement, Gender, and Outcomes. In Ayman, R. (chair) & Atwater, L. (discussant), symposium on Self-Other Agreement and Disagreement: New Directions and New Interpretations, at SIOP annual meetings, Los Angeles, California.
- Goerzig, A.* & Ayman, R. (July, 2005). The mediation of gender-specific interests in science: A self to prototype matching approach. Presented in European Association of Experimental and Social Psychology, Wurzburg, Germany.
- Handelsman, M. M., Briggs, W. L., Sullivan, N., & Towler, A. J. (2005). A measure of college student course engagement. *Journal of Educational Research*, 98, 184-191.
- Hartman, E.; Ayman, R. & Pritzker, M. (April 2005). The Relationship Between CEO and Direct Report Agreement, Empowering Leadership Behaviors and Outcomes. In Ayman, R. (chair) & Atwater, L. (discussant), symposium on Self-Other Agreement and Disagreement: New Directions and New Interpretations, at SIOP annual meetings, Los Angeles, California.
- Kwaske, I. H.* (2004). Individual assessments for personnel selection: An update on a rarely researched by avidly practiced practice. *Consulting Psychology Journal*, 186-194.
- Lezotte, D.V. & Frankel, M. (2005, April). Turning Linkage Research Results into Action: A Case Study. Paper accepted to the twentieth annual conference of The Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Morris, S. B. (2005, April). Effect size estimation from pretest-posttest-control designs with heterogeneous variances. Paper presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Nance, D. A., & Morris, S. B. (2005). Juror understanding of DNA evidence: An empirical assessment presentation formats for trace evidence with a relatively small random match probability. *Journal of Legal Studies*, 34, 395-444.
- Neapolitan, R, E., & Morris, S. B. (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.
- O'Connell, W., & Towler, A. J. (2004). Development Activities as Predictors of Ethical Leadership. In A. Towler & A. Colbert (Chairs). *A positive focus on organizational leadership*. Paper presented at the Academy of Management Conference, New Orleans, August 2004
- Oshima, T.C., Raju, N.S., & Nanda, A.O. (2005, July). *A new method for assessing the statistical significance in the differential functioning of items and tests (DFIT) framework*. Paper presented at the International Meeting of the Psychometric Society in Tilburg, the Netherlands.
- Oshima, T.C., Raju, N.S., & Nanda, A.O. (in press). A new method for assessing the statistical significance in the differential functioning of items and tests (DFIT) framework. *Journal of Educational Measurement*.
- Raju, N.S. (in press). Review of the Leadership Skills Inventory. In B. S. Plake and J.C. Impara (Eds.), *The Seventeenth Mental Measurement Yearbook* (pp. xx). Lincoln, NE: Buros Institute of Mental Measurement of the University of Nebraska.

Publications & Presentations (Continued)

- Raad, J.* & Ronen, E.* (2005). A factorial model of computer adaptive training. Poster presented at the 26th annual Industrial/Organizational Psychology & Organizational Behavior conference, Melbourne, FL.
- Raju, N.S. (in press). Review of the Rehabilitation Survey of Problems and Coping. In B. S. Plake and J.C. Impara (Eds.), *The Seventeenth Mental Measurement Yearbook* (pp. xx). Lincoln, NE: Buros Institute of Mental Measurements of the University of Nebraska.
- Raju, N.S. (2004, December) *Subgroup difference in questionnaires/surveys: Are they real or do they reflect only measurement inequivalence*. Invited presentation given at the Center on Outcomes, Research and Education, Northwestern University.
- Raju, N.S., Lezotte, D.V. & Fearing, B.K.* (2004). A Note on Correlations Corrected for Unreliability and Range Restriction. *Applied Psychological Measurement*. In press.
- Raju, N.S., Chernyshenko, O., & Stark, S. (2005, April). *Item response theory*. An invited tutorial presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Raju, N.S., Price, L.R., Oshima, T.C., & Nering, M.L. (2005, April). *Conditional Reliability*. Paper presented at the annual meeting of the American Educational Research Association, Montreal, Canada.
- Raju, N.S., & Oshima, T.C. (2005). Two prophecy formulas for assessing the reliability of IRT based ability estimates. *Educational and Psychological Measurement*, 65, 361-375.
- Raju, N.S., Roch, S.G., Laffitte, L.L., Barr, M.A. & Paquin, A.R. (2005, March). A psychometric evaluation of 360° feedback assessments: Reliability and measurement equivalence. Invited presentation given at the 2005 ATP Conference in Scottsdale, AZ.
- Raju, N.S., Scott, J.C., & Edwards, J.E. (in press) Confidence intervals/hypothesis testing/effect sizes. In S.T. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology*. Thousand Oaks, CA: Sage.
- Raju, N.S., Scott, J.C., & Edwards, J.E. (in press) Statistical power. In S.T. Rogelberg (Ed.), *Encyclopedia of Industrial/organizational psychology*. Thousand Oaks, CA: Sage.
- Roch, S. G., Ayman, R., Newhouse, N.* & Haris, M.* (2005) Effect of rater audience, identifiability, and conscientiousness on rating inflation. *International Journal of Selection and Assessment*, 13, 53-62.
- Roch, S. G., & Ayman, R. (2005). An investigation of the effect of communication medium on the relationship between accuracy perceptions and decision accuracy. *Group Dynamic*, 9, 15- 31.
- Ronen, E.* & Sarkar-Barney, S. (2005). Content and structure of values in a cross-cultural sample. Poster presented at the 26th annual Industrial/Organizational Psychology & Organizational Behavior conference, Melbourne, FL.
- Scott, J.C., Raju, N.S., & Edwards, J.E. (in press) Program evaluation. In S.T. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology*. Thousand Oaks, CA: Sage.
- Sowinski, D.R.* & Lezotte, D.V., & Fortmann, K.A.* (2005, April). The moderating effects of climate strength on organizational outcomes. Paper accepted to the twentieth annual conference of The Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Sternburgh, A.* (April, 2005) Using Technology to Drive Selection Efficiency and Effectiveness. Presentation at the annual meeting of SIOP, Los Angeles, California.
- Stewart, D., Sitzmann, T., Kuo*, J., Ronen*, E., Van Overberghe*, C & Towler, A. (2005) Effects of Seductive Details and On-Screen Text on Training Outcomes. In A. Towler & K. Kraiger. *E-Learning: Advances in Training Design and Evaluation*. Paper presented at Academy of Management, Honolulu, Hawaii.
- Strickland, S., & Towler, A. J. (2005). How openness to experience and charismatic leadership influence creative performance. Poster presented at Society of Industrial and Organizational Psychologists, Los Angeles, California.
- Thomas, A.L., & Raju, N.S. (2004). An evaluation of James et al.'s (1992) VG estimation procedure when artifacts and true validity are correlated. *International Journal of Selection and Assessment*, 12, 299-311.
- Thomas, T., Sowinski, D.* & Laganke, J. & Goudy, K. (2005, April). Is the Assessment Center Validity Paradox Illusory? Paper presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Towler, A. J., & Schneider, D. J. (2005). Distinctions among stigmatized groups. *Journal of Applied Social Psychology*, 35, 1-14.
- Velgach, S*.; Ishaya, N* & Ayman, R. (April, 2005). Multi-Method Approach to Investigate Work-Family Conflict. Poster session presented at the annual meeting of SIOP, Los Angeles, California.
- Wilman*, D.J., Raju, N.S., Frame, M.C., & Bly, P.R. (2005, April). *Measurement equivalence and gender differences on a 360-degree feedback assessment*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Wright, J., & Towler, A. J. (2005). How Charismatic Leaders influence work outcomes during a Merger/Acquisition. Poster presented at Society of Personality and Social Psychology Conference, New Orleans, Louisiana.

Student Professional Activities

IIT students not only get academic knowledge but also hands on practical experience by working with organizations and with our very own alumni. These are changes for 2004-2005.

Susan Adams is currently teaching at Northeastern Illinois University (Chicago, IL).

Fernando Arena is interning at the Chicago Mercantile Exchange (Chicago, IL).

Izabela Bakunowska is interning at the Center for Research and Service (Chicago, IL).

David Blitz is a visiting instructor at the Institute of Psychology (IIT).

Sharon Boslet currently works at Wonderlic (Libertyville, IL).

John Brubaker interned with I/O Solutions (Chicago, IL).

Brandon Fleener works at HR Alignment Consulting, Ltd. (Highland Park, IL).

Brooke Glover is currently working at the Make-A-Wish foundation (Chicago, IL).

Anwaar Judeh is finishing an internship with the Nalco Company (Naperville, IL).

Jessica Kitchner interned at Inteflex, Inc. (Chicago, IL)

Karen Kozminski interned for Discovery Channel (Berkley, CA).

Malini Kudor interned at Pace Bus (Arlington Heights, IL).

Jaime Kuo is working with the IIT Leadership Academy as the Graduate Associate

Heather Leffler was an intern at Baxter (Deerfield, IL).

Patrick Mclinden is a Change Management Consultant with the Learning and Organizational Effectiveness group at Allstate Insurance Company in Northbrook, IL.

Rachel Meredith interned at General Dynamics Land Systems (Sterling Heights, Michigan).

Dana Moore is the OD Program Manager at Ameriquest Mortgage Company (Los Angeles, CA).

Sandra Nelson is currently working for the USPS's Department of Selection, Evaluation and Recognition (Washington, DC).

Stacey Porter is a Senior Learning & Development Specialist at Roche Pharmaceuticals (Portland, OR).

Rebecca Roller is currently interning with Wonderlic (Libertyville, IL).

Melinda Scheuer was a human resources intern with the Rehabilitation Institute of Chicago (Chicago, IL).

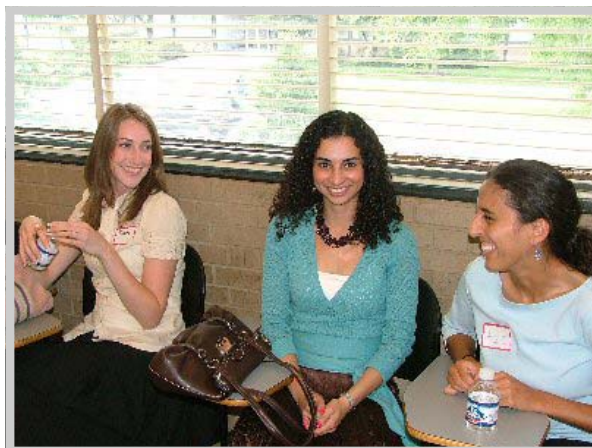
Ariel Siskind interned for the United States Postal Service (Washington, DC).

Angela Sternburgh is currently a Performance Improvement Consultant at Bank of America (Chicago, IL).

Courtney Van Overberghe is interning with SHL (Chicago, IL).

Monica Wagner worked for Gate Gourmet (Dulles, VA).

Aaron Witkowski works at Advocate Health Care (Oak Brook, IL).



Karen Kozminski, Nahren Ishaya and Anwaar Judeh

Alumni Professional Activities

We would like to thank all IIT alumni for providing us with their support, resources, and feedback over the years.

Liza Gitline Greene is currently working as OD Coordinator at Portland Health Systems.

Dr. Marguerite Kunze is a vice president with Baxter Learning & Development and Staffing (Deerfield IL).

Alethea Moraes is working in an HR Generalist position at Heartland Alliance.

Diya Patel is working at Hewitt. Associates.

Dr. Tom Rogers is now co-hosting a weekly internet radio program called "Business Dis-eases: Cure Them or Die." The focus is on identifying and eliminating diseases that eat away at profits. The 1-hour show is live every Thursday at 2:00 pm in Chicago. The internet radio web site is Business.VoiceAmerica.com. All shows are archived and can be listened to at your convenience.

Azah Widati was promoted last year to be a head of training curricula subdivision, Personnel Education and Training Center, Minister of Finance of The Republic of Indonesia. Right now, Azah is doing evaluation for leadership training and is assigned to be a facilitator for our training activities.

Fellowship for I/O Students Established

The I/O Program is grateful to Dr. M. Ellen Mitchell, the Director of the Institute of Psychology and Ms. Olivia Anderson for their hard work in securing the first graduate fellowship endowment exclusively for the Industrial/Organizational psychology program. *The Charles "Arch" Pounian Graduate Fellowship Endowment* was created with a generous gift from Steven Pounian, the son of Arch Pounian, a psychology alumnus MS '51, Ph.D. '60.

Steven Pounian created this fellowship to honor his father who has dedicated his entire professional career in the field. Dr. Pounian devoted 32 years with the city of Chicago, 25 years as Director of Personnel. He is currently Director of Public Sector Services at Hay Group and an adjunct professor in the Public Administration Department at IIT.

David Blitz was chosen as the first recipient of the Pounian Endowment receiving a \$5,000 award. A committee of I/O faculty and psychology staff determined the selection

based on academic merit, research initiatives and financial need. Continuing I/O graduate students are eligible to apply annually in the summer by contacting M. Ellen Mitchell, Ph.D., Director of the Institute.



David Blitz enjoying the 2005 Orientation

Faculty Activities

Dr. Roya Ayman



Dr. Roya Ayman presented with her students at National conferences: SIOP, and an international conference in Spain on topics related to leadership and work-family conflict.

Roya had two chapters published last year and she was invited as a member of an international research team working on work family conflict to Barcelona, Spain.

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: Applied Psychology*, *International Journal of Cross-Cultural Management* and *International Journal of Management*. She also was also a

Dr. Dan Lezotte



Dan continues to focus his research in the area of organizational climate and its role as an antecedent to organizational outcomes.

He has been involved in a number of consulting projects over the past year, some of which have involved the studying of organizational climate and its value as a predictor of customer

satisfaction, loyalty and profitability.

Dan continues to teach the compensation short courses, and this past spring IIT awarded the first Certificate's in Compensation Management to students who completed all four courses.

Dr. Scott Morris



Dr. 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*, and has reviewed papers for

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 and Chair of IIT's Institutional Review Board.

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

Dr. Raju serves on ten editorial boards: *Applied Measurement in Education*, *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*.

Nam has also reviewed manuscripts for the following journals: *Multivariate Behavioral Research*, *Psychological Method*, and *British Journal of Mathematical and Statistical Psychology*, *Psychometrika*, *Journal of Clinical and Counseling Psychology*, *Academy of Management Journal*, and *Educational Assessment*. He has

also reviewed proposals for the SIOP, AERA/NCME, and APA conventions.

Dr. Raju serves as a member of the Technical Advisory Committees for Measured Progress, the State of Georgia Department of Testing and Assessment and the State of Montana Department of Testing and Assessment.

Finally, he is a Member of the Joint Expert Panel & Partners, the New Hampshire Enhanced Assessment Initiative (NHEAI) and the National Collaborative Center Standards and Assessment Development (NCCSAD). He is also a Member of the Examination Committee of the Association of State and Provincial Psychology Boards (ASPPB). He has worked with Bruce Fisher and Ben Fearing on the assessment and evaluation of the test development processes at the National Restaurant Association Educational Foundation.

Dr. Nambury Raju



Over the past year, Dr. Towler has continued her research with her lab team, conducting research on effective computer-based training, funded by the Army Research Institute.

Through IIT's Leadership Academy, she presented a workshop on charismatic leadership. And with her students, she presented at Academy of Management, SIOP

and Personality and Social Psychology conferences.

Dr. Towler has also been a reviewer for *Journal of Applied Psychology*, *Personnel Psychology*, *Academy of Management Journal*, *Organizational Research Methods* and *Journal of Occupational Health Psychology*.

Dr. Annette Towler



A Conversation with Dr. Bruce Fisher



If you frequently stroll the halls of the Life Sciences Building on IIT's main campus, chances are that you have wandered past room 136. Besides a small placard to the right of the customary black door identifying this room as The Center for Research and Service, there is no reason to believe that this is different from any other classroom on campus. However, what lies behind this door is a vital part of the I/O program at IIT. I recently sat down with the Center's director, Dr. Bruce Fisher, to gain a better understanding of the purpose of the Center in relation to the I/O program, as well as the impact it has both on the students and faculty in the Institute of Psychology.

According to Dr. Fisher, the Center has three main purposes, the first of which is to generate revenue. This is not simply a typical business wanting to make money, however. The capital earned by the Center is used to support both students and the Institute of Psychology as a whole. The Center is able to contribute monetarily to assistantships and scholarships for students, faculty research funds and I/O chair endowment. A second purpose for the Center is to support research. The Center was able to create and maintain a research fund for both students and faculty of the I/O program. Also, the I/O faculty is invited to consult on projects that coincide with their research interests. A third purpose of the Center is to create a bridge between the classroom and applied experience. There are approximately 30 students currently employed by the Center. These students are able to take the concepts learned in class and apply them in a real world context. The tasks ascribed to students run the gamut of test development/item writing, thematic/concept analysis (360° feedback), data entry/scanning, report generation, statistical analysis, and test validation. Once a student has a Master's degree, he or she can work in assessment centers, another key aspect of the Center's services.

As one can see, many of the services provided by the Center relate to strategic measurement. Some, such as test development, assessment, and job analysis, are used for selection purposes. Survey research is another major service provided by the Center. This includes external/internal customer satisfaction surveys, culture audits, and training evaluation, to name a few. In addition, the Center also offers programs for leadership development (e.g., 360° feedback and executive coaching) and program design.

But what is the customer base for the Center? According to Dr. Fisher, the customer base varies: some are large, Fortune 500 corporations and others are smaller companies. They are from the financial, manufacturing, technology, distribution, and health care industries. What these businesses have in common, however, is that most are Chicago metropolitan-area based and they all place a value on human resources and measurement.

The Center is currently involved in many exciting projects. Dr. Fisher and his colleagues are developing and implementing a large survey for a property management company that analyzes the relationship between employee engagement and turnover. They are also working on the development and validation of SAP certification tests for employees. In addition, the Center employees have collaborated with The National Association for Business Resources (NABR) in order to offer support analysis and research design for a competition entitled "101 Best and Brightest Companies to Work For." The list of the "Best and Brightest" was just released for Chicago, and now the Center is working with NABR to offer the same competition to Detroit.

A new development at the Center is the formation of a Board of Advisors. This board will be external to the university and its purpose is to evaluate and contribute toward strategy, market development, and strategic alliances. The board's first meeting will be held on October 24, 2005.

When asked about the specific goals the Center had for the future, Dr. Fisher stated that a major goal is to "make a million dollars annually." But most of all, Dr. Fisher wants the Center to continue to develop technologically-based assessment techniques, continue to employ vast numbers of psychology students, and enhance the capabilities to assist students financially.

Thus, the purpose of the Center is truly cyclical in nature: students work at the Center and gain valuable real-world experience, the Center makes money, the money is used to support students to continue their scholastic endeavors here at IIT.

-Written by Jessica Kitchner, 2nd year.

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IOOB Student Conference

In late March of last year, 5 students, including myself, traveled to sunny Florida to attend the IOOB conference. From attending talks by well-known I/O psychologists and hearing presentations to playing I/O jeopardy, there wasn't a dull moment.

The conference is held every year for students, by students, and is a wonderful opportunity to present your research, learn from other student's interests in the field, network, and build your resume.

IOOB accepts completed research as well as proposals for research that is not yet completed, which is a fantastic feedback mechanism for research under construction. For those of you planning on attending SIOP later in the spring, IOOB is the perfect place to get the feel of presenting. This year George Mason University in Washington DC is hosting the conference in February. For more information, please visit: <http://www.gmu.edu/org/iopsa/ioob2006.htm>.

-Written by Karen Kozminski, 2nd year.



Karen Kozminski by her poster at IOOB 2005

SIOP Conference

The 20th annual conference of the Society for Industrial-Organizational Psychology was hosted in Los Angeles, California this past April. An impressive amount of students, faculty and alumni headed west to experience all that the SIOP conference had to offer.

This year's conference provided many opportunities to interact with and learn from our field's best. Making us all proud were many of IIT's own who represented us this year through many of the various forums offered by SIOP. Congratulations to all those involved for your wonderful contributions!

No SIOP experience would be complete without having attended the IIT reception hosted by

Dr. Roya Ayman. This event provided yet another opportunity to mingle with students, faculty, alumni, and friends of the program. This year Dr. Ayman was proud to announce that Dr. Scott Morris and John Skinner were recognized by the SIOP Awards and Executive Committees with the Robert J. Wherry Award for the Best Paper at the IOOB Conference. She also recognized Dr. Witt, Mark Frame and Eyal Ronen for their achievements.

Make sure that you do not miss the opportunity to attend the next SIOP conference. Mark your calendars and plan on attending the 2006 SIOP conference scheduled from May 5 to May 7 in Dallas, Texas. See you there!

-Written by Nahren Ishaya, 3rd year.



Fun at SIOP 2005

I/O Open House

Last November, Dr. Roya Ayman once again opened her home for a gathering of the IIT's community. The event provides an informal environment that allowed students, alumni, and faculty to learn more about each other – personally and professionally.

This annual event has become an invaluable social outlet for all those who attend. New incoming students have the opportunity to solicit the advice and mingle with their more seasoned classmates. Students and faculty have a platform to

discuss ongoing research interests. Alumni can stay abreast of current events at IIT and scout out prospective new talent for their organizations. In particular, we were excited to meet Dr. Burt Kraine, Supervisor-Psychologist working at the United States Navy Human Performance Center. Most importantly, this event allows for students, faculty and alumni to enjoy a social atmosphere, show off their most prized recipes, and fully enjoy the academic experience at IIT.

-Written by Melinda Scheuer, 2nd year.

Incoming Students

Rebecca Anderson graduated from St. Mary's College of Maryland.

Koren Aragaki graduated from the Illinois Institute of Technology.

Adriana Calcev graduated from the University of Civil Engineering (Romania).

Michael Cama graduated from Southern Connecticut State university with a master's of Arts in Psychology.

Katrina DeGraff graduated from the Western Connecticut State University.

Anne-Sophie Deprez-Sims graduated from DePaul University (Chicago, IL).

Roger Dimitrov graduated from Northwestern University.

Orit Groag-Blawise graduated from the University of Illinois at Chicago.

Amelia Hrabak graduated from Loyola University (Chicago, IL).

Emily Landem graduated from DePaul University (Chicago, IL).

Curry Lucas graduated from Georgia State University (Atlanta, GA).

Payal Mehta graduated from MET's Institute of Management Studies (Bombay, India).

Thomas Parlau graduated from Texas A&M (Kingsville, TX).

Yelena Polyashuk graduated from Loyola University (Chicago, IL).

Rashmi Sharma graduated from the University of Mumbai (India).

Harini Soni graduated from the University of Illinois at Chicago.

Mark Tawney graduated from DePaul University (Chicago, IL) with a masters in general psychology.

Orientation Experience

The date: August 23, 2005. The location: IIT main campus, Life and Sciences Building, room 240. The participants: eighteen wide-eyed new students, six friendly faculty members and several pleasant, full of good intentions, teaching assistants, The agenda: I/O orientation.

The orientation opened with self-introduction. We were asked to introduce ourselves and our research interest, to say where we are from and to tell something unusual about ourselves. We knew we have an interesting bunch when people reached the "where are you from" part. Students have arrived not only from Connecticut, Philadelphia and Hawaii, but also from India, Germany, Belgium, Romania and Israel. After the ice broke we went on to discuss our curriculum with the faculty members, to register for classes and to have an introductory tour, full of tips, of the campus.



Roya Ayman and Bruce Fisher at the Orientation

The day ended with the annual I.O. reception, which tied together the past, present and (hopefully) the future of the program: the faculty members, other students of the program and alumni, such as Dr. Bruce Fisher and Dr. Nancy DeLay, joined together and helped us feel even more welcomed.

And so, in several hours, we turned from a group of unfamiliar and unaware individuals, into a lean, mean, studying machine, who now knows how to get the best bargain on copies in the campus.

-Written by Orit Groag, 1st year.

Teaching Assistants



Nahren Ishaya



Jessica Kitchner



Karen Kozminski
Stats TA



Rachel Meredith



Melinda Scheuer



Ariel Siskind
Comps TA &
Newsletter Editor

ANNUAL I/O
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Kitchner for their help in
creating this newsletter.

From The Director's Desk

I would like to thank all alumni and students who have assisted our students in getting internships or doing projects with them to gain applied experience. The strength and success of our program has always depended on the wonderful support from the 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 Dr. Stephen Steinaus; Renee Czeryba from Pace, and Dr. Kasey Harboe from SHL.

Professor Midori Kokubo from the Organization Studies Department of Business Administration Ritsumeikan University in Japan is a resident scholar at IIT. She is working on a paper examining leadership and teamwork among Japanese managers. She will be at IIT until March 2006.

Also, the I/O program with the support of Dr. M. Ellen Mitchell offered invitations to two of our alumni who were affected with the Hurricane Katrina in New Orleans, Dr. Michael Burke and Dr. Alan Witt. We are happy that Mike has accepted our offer and it is great to see him on campus at IIT these days. We hope that he feels welcome and will stay as long as he needs.

As you can see this has been a great year for the program thanks to alumni, students and faculty.

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



Roya Ayman and Nancy DeLay

Important Dates to Remember:

I/O Open House

Hosted by Dr. Ayman
November 19th

SIOP Conference

Dallas, Texas
May 5-7, 2006

IOOB Conference

George Mason University (Fairfax, VA)
February 24-26, 2006

Reception honoring Arch Pounian, Ph.D.

and announcing the first recipient of the fellowship.
Saturday, November 5, 2005, 4-6 p.m. MTCC

Liz Ryan, Founder/CEO, WorldWit, Inc.

Thought Leaders Seminar
Friday, December 2, 2005 4:30-5:30 IIT main
campus, room TBD.