



Volume 18

October 2006

CONGRATULATIONS 2006 GRADUATES!

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

Ph.D.

M.S.

Boslet, S. (2006). Linking organizational attitudes & locus of control to employee turnover. Advisor: Lezotte.

Skinner, J. F. (2006). Applying meta-analysis to adverse impact assessment: A monte carlo simulation. Advisor: Morris

Kwaske, I. H. (2006). An exploratory, multi-level study to validate individual psychological assessments for entry-level police officer and firefighter positions. Advisor: Morris

Langell-Roberts, J. (2006). A look at absenteeism from a social perspective: A multi-level examination. Advisor: Ayman.

Waldschmidt, D. M. (2006). Representing source perceptions in multi-source feedback using structural equation modeling. Advisors: Raju and Morris

M.S.

Matyasik, M. (2006). The effect of cognitive load on gender bias in a hiring evaluation. Advisor: Morris

Ronen, E. (2005). Relationship between feedback receptiveness and cultural values. Advisor: Towler

M.S. in Personnel & Human Resource Development

- John Stephen Brubaker
- Ben Feinzimer
- Anwaaar Judeh
- Jessica Kichner
- Malini Kodur
- Karen Kozminski
- Anna Llyod Joyce
- Melinda Scheuer
- Monica Wagner
- Aaron Witkowski

Honors and Awards

Roger Dimitrov received the 27th Annual IOOB Graduate Student Conference Branding Strategy Award.



Kristen Fortmann was the recipient of this year's IIT Industrial/Organizational psychology program's Charles "Arch" Pounian Graduate Fellowship Endowment. Kristen is currently working on her dissertation research on Raju's polytomous DFIT methodology to detect item and/or test bias.

She worked with Dr. Raju and Dr. Morris on various projects, resulting in SIOB and IO-OB presentations. She coauthored: "Cross-Cultural comparisons of the Reid Integrity scale in Latin America and South Africa", which was published in the International Journal of Selection and Assessment in 2002. Kristen was an instructor at Northeastern Illinois University for three years and is currently a consultant with Strategic Talent Solutions. (STS).



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Publications & Presentations

It gives us great pleasure to report the achievements of our faculty and students who have contributed to the field of I/O Psychology.

* denotes an IIT student

Ayman– Nolley, S., Ayman R., Leone, C. (2006, July). Gender differences in the children's implicit leadership theory: Costa Rican and American Comparison. In Romie Littrell (Convener), *Empirical Studies: Qualitative and Quantitative Analyses of Leadership and Culture*. Symposium at the International Congress of Cross-cultural Psychology, Isle of Spetses, Greece.

Ayman, R., *Rinchiuso, M., & Korabik, K. (2006, May). Gender dyad composition moderated LMX and subordinates organizational attitudes relationship. Poster presented at the 21st annual conference of the Society for Industrial and Organizational Psychologists, Dallas, TX.

Ayman, R. & Korabik, (2006, July). Women in organizational decision-making/leadership positions: A multi-level perspective model. In A Eagly (Convener) *The Rise of Female Leaders: Has leadership changed? Have women changed?* Symposium conducted at meetings of the International Congress of Applied Psychology. Athens, Greece.

Currall, S., Towler, A. J., Judge, T., & Kohn, L. (2005). Pay satisfaction and organizational outcomes. *Personnel Psychology*, 58, 613-640.

*Dimitrov, R. (2006, February). Facilitated discussion and its effects on the pooling of unique (unshared) information and group decision outcomes. Paper presented at the 27th Annual IOOB Graduate Student Conference, Fairfax, VA.

*Fortmann, K. A., Raju, N. S., Oshima, T. C., & Morris, S. B. (2006, May). The item parameter replication method for detecting differential item functioning in the DFIT framework. Paper presented at the 21st annual conference of the Society for Industrial and Organizational Psychologists, Dallas, TX.

Henry, M. S. & Raju, N. S. (2006). The effects of trait and situational impression management on a personality test: An empirical analysis. *Psychology Science*, 48, 247-267.

Korabik, K. & Ayman, R. (in press). Gender and leadership in the corporate world: A multi-perspective model. In Jean Lau Chin, Bernice Lott, Joy Rice, & Janis Sanchez-Hucles (editors) *Women and Leadership: Feminist Visions and Diverse Voices*.

*Langell, J. & Ayman, R. (2006, July). A look at absenteeism from a social perspective: A multi-level approach. In Birgit Schyns (Convener), *Leadership*. Symposium con-

ducted at the International Congress of Applied Psychology. Athens, Greece.

*Leffler, H., Ayman, R. & Ayman– Nolley, S. (2006, July). Do children possess the same stereotypes as adults? An exploration of children's implicit leadership theories. Poster Presentation at International Congress of Applied Psychology. Athens, Greece.

*Matyasik, M., & Morris, S. B. (2006, May). Cognitive load and gender bias in a simulated selection decision. Poster presented at the 21st annual conference for the Society for Industrial and Organizational Psychologists, Dallas, TX.



Scott Morris with alumni at SIOP

Morris, S. B. (in press). Estimating the effect sizes from pretest-posttest-control group designs. *Organizational Research Methods*.

Morris, S. B. (in press). Review of "Methods of meta-analysis: Correcting error and bias in research findings" by John E. Hunter and Frank L. Schmidt (Book Review). *Organizational Research Methods*.

Raju, N. S., Oshima, T. C., *Fortmann, K., Nering, M., & Wonsuk, K. (2006, February). The new significance test for Raju's polytomous DFIT. Poster session presented at the Georgia Institute of Technology New Directions in Psychological Measurement with Model Based Approaches conference, Atlanta, GA.

*Ronen, E., *Ishaya, N., & *Kozminski, K. (May 2006). Job satisfaction among healthcare employees: Does time of year matter? Presented at the 21st annual conference for the Society of Industrial and Organizational Psychologists, Dallas, TX.

Publications & Presentations (Continued)



Students presenting and attending at the SIOP convention

*Ronen, E. & Towler, A. J. (2006). Cultural differences in reactions to feedback in training. In A. Towler (Chair), Current Issues in Training Effectiveness Symposium at the 21st annual conference for the Society of Industrial and Organizational Psychologists, Dallas, TX.

*Siskind, A. (2006). Improving raters through error management training: The mediating role of State Goal Orientation. Poster presented at the 27th Annual IOOB Graduate Student Conference, Fairfax, VA.

*Skinner, J. & Morris, S. B. (2006, May). Applying meta-analysis to adverse impact assessment: A monte carlo simulation. Poster presented at the 21st annual conference for the Society for Industrial and Organizational Psychology, Dallas, TX.

Stewart, D., Sitzmann, T., *Kuo, J., *Ronen, E., *Van Oveberghe, 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.

*Tawney, M. W. (2006). Implicit attitudes, racial bias, and LMX: The impact of latent racism on leader-member exchange relationships. Poster presented at the 27th Annual IOOB Graduate Student Conference, Fairfax, VA.

Towler, A. J. (2005). Charismatic leadership development: Role of parental attachment style and parental psychological control. *Journal of Leadership and Organizational Studies*, 11, 15-26.

Towler, A. J. (2006). Charismatic leadership development: Role of work values. Poster presented at the 21st annual conference for the Society of Industrial and Organizational Psychology, Dallas, TX.

Towler, A. J. & *Britt, T. (2006). Leadership competencies and organizational outcomes: A longitudinal study. Poster presented at the 21st annual conference for the Society of Industrial and Organizational Psychology, Dallas, TX.

*Van Overberghe, C., *Kuo, J., *Ronen, E., *Chin-Perez, A., *Patel, R., Towler, A.J., & Kraiger, K. (2006). The effects of independent and dependent seductive details on training outcomes. In B. Bell (Chair), Toward the successful integration of training and technology in the workplace. Paper presented at Academy of Management Conference, Atlanta, Georgia.

*Velgach, S., Ayman, R., *Antani, A., & *Ishaya, N. (2006, July). Gender and gender role ideology relationship with work family conflict and coping with WFC. In Steven Poelmans (Convener), Managing work and family in Anglo-Saxon countries: Evidence from cross-cultural research. Symposium at the International Congress of Applied Psychology, Athens, Greece.



Ting Pang Huang, Roya Ayman, Sebastian Laube, Sofia Velgach, and Heather Leffler presenting at the International Congress of Applied Psychology, Athens, Greece.

Student Professional Activities

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

Amy Antani is working at Advocate Health Care as the Director of Organizational Development Systems.

Adriana Calcev is interning at Advocate Health Care in the Human Resources Department.

Jaime Cruz is the Graduate Associate for the Leadership Academy.

Katrina DeGraff was interning at Morningstar, Inc, in the Human Resources Department.

Kristen Fortmann is working at Strategic Talent Solutions as a consultant.

Amy Hrabak is interning at Riverside Publishing, a division of Houghton-Mifflin as a Research and Measurement Intern.

Patrick Linden is working at Deloitte as a Senior Consultant in Human Capital Practice.

Dana Moore is working at Hitachi Consulting as a Senior Consultant.

Orit Groag is interning at Wonderlic, Inc. as a Research Associate

Harini Soni is interning at Halverson Group as a Research Analyst.

Angela Sternburgh is working at the Kellogg Company as an Organizational Effectiveness Consultant.

Eleni Spheron is working at AT&T as a senior consultant in HR Research.

Mark Tawney is interning at I/O Solutions as a Project Assistant.



2006 I/O Orientation Reception



Annette Towler and Fernando Arena



Rebecca Anderson, Amy Hrabak, and Kim Burris

Alumni Professional Activities

We are grateful to all IIT alumni for providing us with their continual support, resources, and feedback over the years.

Ramzi Baydoun is a Senior Talent Manager at Abbott.

Jeffrey Becker is an HR Senior Consultant at Allstate.

Michael Collins is the Lead Human Resources Development Consultant at NASA Johnson Space Center.

Allan Fromen is a Survey Specialist at Reuters Primary Research.

Liza Greene is Manager of Organizational Development at Providence Health Systems.

Erica Hartman is a Senior Consultant at Applied Psychological Techniques.

Michael S. Henry is the Director of Research and Development at Stanard & Associates, Inc.

Jennifer Roberts Langell is an Associate Director for Midwest Human Resources at AT&T.

Daniel V. Lezotte is the Director at Midwest Region, APT, Inc.

Helen Michneiwicz is the Senior Consultant on Human Capital Team at Deloitte Consulting.

Stacy Porter is the Head of Employee Development at Roche Pharmaceuticals.

Jana Szostek is the Director of the Assessment Center at Indiana University Northwest. She also earned her Juris Doctor degree from Valparaiso University School of Law in May 2006.

Monica E. Wagner Janik is a Human Resources Generalist at Cairo Corporation.

Dan Wilman works in HR Measurement Research and Development at Hewitt Associates.



Students and Alumni at the SIOP convention



Lezotte, Scott, Burke (alumni) with Towler (faculty) accompanying Marijke Raju at SIOP

Faculty Activities

Dr. Roya Ayman



Last year Dr. Roya Ayman chaired the University tenure and promotion review committee. She also was a discussant for two symposia at SIOF: one was chaired by Alan Froman on Telework Today: The Latest Research from the Front Lines, and the other chaired by Steve Zaccaro on Global at Work, but Local at Heart! She also organized a symposium at International congress of Cross-Cultural Psychology on Work-Family Conflict Across

and Within Continents. Dr. Ayman was a reviewer for *Group and Organization Management*, *The European Journal of Work and Organizational Psychology*, as well as for SIOF conference and *Academy of Management* division of *Organizational Behavior and Gender and Diversity in Organizations* conference paper submissions. She also served on the advisory board of Trilogity (the community rehabilitation center in Chicago) and Louhelen Baha'i school in Michigan.

Dr. Scott Morris



Dr. Scott Morris is involved in a number of research projects related to personnel selection and statistical analyses. Recent selection research has focused on the validity of individual assessments and gender bias in hiring decisions. Other research explores methodological issues in meta-analysis and adverse impact analysis. During the last year, he has started several new projects in the area of item response theory and differential

item functioning.

Dr. Morris is on the editorial board of *Organizational Behavior and Human Decision Processes*, and has served as a reviewer for *Psychological Methods*, *Organizational Research Methods* and the SIOF 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 the IIT's Institutional Review Board.

Dr. Annette Towler



With her lab team, Dr. Annette Towler has conducted research on effective computer-based training, funded by the Army Research Institute. She was also 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 is the treasurer of CIOF and also chair of the SIOF External Awards Committee.

We would also like to welcome Dr. Alan Mead and Dr. Steve Stanard, who will be joining us for the 2006-2007 school year.



New Changes at the Center

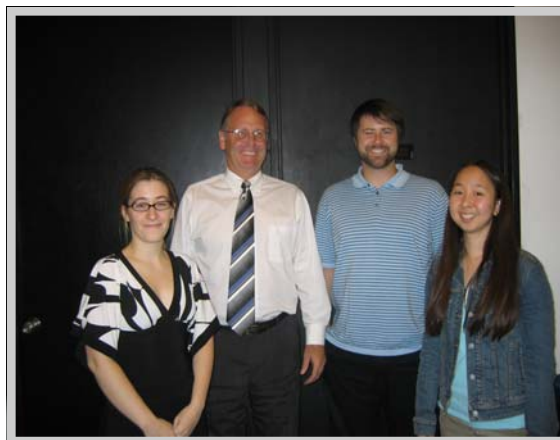


Many of us are already familiar with the Center for Research and Service located on the first floor of the Life Sciences building. Some of us work there as graduate assistants while many more have done several projects for the Center. It's also a well-known fact that the Center provides continual funding for I/O scholarships, assistantships, as well as research projects. Most of us may not know, however, that many significant changes are taking place within the center. According to Dr. Bruce Fisher, the Center has recently integrated a career counseling and job search practice as part of their services through their acquisition of Friedland and Marcus (formerly the Institute for Psychological Services at IIT). Dr. Sandy Marcus is the new addition to the staff as the practice leader for this area. Dr. Marcus, a clinical psychologist and a certified resume consultant, has been a long-time supporter of the Institute of Psychology. His expertise and support will help the Center to continue expanding their business. In addition to the acquisition, the Center has designed and implemented an online system for their organizational survey practice. Furthermore, Dr. Fisher states that another acquisition of the employee survey business from BAI, which serves the banking and credit union markets, will double the gross annual revenue for the Center.

These recent changes have many implications for the role of I/O students at the Center. Dr. Fisher estimates that they will need a full-time administrative coordinator as well as another graduate assistant for the next school year. He also emphasizes that this increase in business will have a significant impact on staffing and employment opportunities for I/O students. Two part-time graduate assistants, Koren Aragaki and Katrina DeGraff are already working at the Center. Ben Fearing, another I/O student, is the project manager. Several others have been doing weekly project work since the beginning of the school year or longer. Emily Landem, a 2nd year student, said of her experience doing project work for the center, "I would highly recommend the job experience available to the students at the Research Center...I feel that my work with the Center will truly help me in my future." Another 2nd year I/O student, Rashmi Sharma said, "Apart from gaining practical knowledge in my field, this job helped to improve my time management skills, accuracy, team skills, and aided in my development to becoming a better professional." Dr. Fisher estimates in the last year alone, twenty I/O students worked on various projects for the center, and approximately \$25,000 have been given to I/O students through employment, graduate assistantships, and project work since June 2006.

The Center also works closely with I/O faculty for many of their research needs. Dr. Scott Morris helped the Center understand how to apply statistical methods for evaluating the significance of differences between discrete survey administrations over time based on the percentage of favorable responses. Dr. Annette Towler also worked in the assessment center for selecting candidates for the Leadership Academy. In addition, Dr. Roya Ayman has also assisted in reviewing and evaluating applications for Leadership Academy Scholarships.

The Center for Research and Services is an essential part of the I/O program at IIT. As a continual supporter of the Institute of Psychology, it not only provides funding for I/O students through scholarships, but also provides students with employment opportunities and experience.



From Left to Right:: Katrina DeGraff, Bruce Fisher, Ben Fearing, and Koren Aragaki

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IOOB Student Conference

IOOB is an annual graduate student conference held by students. The 2006 conference was hosted by George Mason University in Fairfax Virginia, a suburb of Washington, D.C. This year's keynote speakers Dr. David Costanza, Dr. Jose Cortina, and Dr. Walter Borman who posed provocative questions such as how our field will go about defining itself in business and in academia. With a foot in psychology and the other foot in business, often our field finds itself without a traditional home in university settings. This theme was continued in conference workshops which allowed students and faculty to discuss I/O psychology's ever growing interdisciplinary nature.

Aside from affording students the opportunity to discuss I/

O's future, the IOOB conference sets up a wonderful environment for students to present their original projects, papers, and ideas. In this low stress atmosphere, students are able to engage with one another on their research, provide one another constructive feedback, and gain practical conference experiences. It even provides a forum for rewarding outstanding papers.

The next IOOB conference will be held in March at Indiana University-Purdue University, Indianapolis. They are accepting proposals and information can be found at: <http://psych.iupui.edu/iOOD2007/index.html>.

-Written by Mark Tawney, 2nd year

SIOP Conference

The 21st Annual Conference for the Society of Industrial/Organizational Psychologists took place in Dallas this year. It was an incredibly eye-opening event, especially for a first year graduate student. As always, SIOP provides the opportunity for young professionals to mingle with the "stars" of I/O Psychology—to meet face to face with the people whose work becomes so familiar over the course of graduate study. In addition, SIOP allows one to learn the newest trends in research and practice. Certainly, numerous presentations during the conference can inspire someone looking for new directions and innovative ideas.

The main focus at SIOP, as many

learn, is networking. Many students get a chance to make the connections that lead to future internships and even job offers. The IIT party, for example, is an event that brings the faculty, students, and alumni together. This is an informal way of building new friendships and enhancing the old ones.

So, I encourage you to come to the upcoming SIOP conference in the beautiful city of New York. Be ready to spend the weekend with like-minded professionals, bond with your classmates, make new friends, and open your mind to new ideas and opportunities. I will see you there!

-written by Yelena Polyashuk,, 2nd year



Karen Kozminski, Yelena Polyashuk, Melinda Scheuer, and Adriana Calcev

I/O Open House

The opening reception at Roya's house was a success! It started with just a few people here and there, but around 9:00pm it seemed that there was not one square foot available in the whole apartment. Plenty of students, alumni, and professors were there, so it was a great occasion to meet and network. We also had the pleasure to meet Roya's mother and sister and a few of us were able to communicate in our native language with Roya's mother.

Let's not forget that there was plenty to eat and drink. Many people brought different kinds of food typical to their country of origin. This allowed us to learn about and taste something new and very different. I encourage everyone to come on October 28th for, I am sure, another great reception.

-written by Anne-Sophie Deprez-Sims, 2nd year

Incoming Students

Sarah Benuska graduated from University of Texas, Austin.

Kim Burris graduated from Yale University (New Haven).

Mansi Chitale graduate from Pune University (India) with a masters in Clinical Psychology.

Jennifer Fron graduated from Bradley University (Peoria, IL)

Michal Gradshtein graduated from Ben Gurion University (Beer Sheva, Israel)

Rachael Hall graduated from the University of Texas, Austin.

Elizabeth Howard graduated from the University of Illinois Urbana-Champaign.

Chenwei Liao graduated from Renmin University of China.

Liwen Liu graduated from Beijing Language and Culture University

Jill May graduated from Baldwin-Wallace College (Berea, Ohio).

Brendan Neuman graduated from Northern Illinois University (DeKalb, IL).

Neelima Paranjpey graduated from Pune University (India) with a masters in I/O Psychology.

Samantha Parachuri graduated from the Illinois Institute of Technology.

Zeenatroohi Rahman graduated from the University of Maryland.

Sarah Rusakiewiez graduated from Marywood University (Scranton, Pennsylvania).

Namrata Yada graduated from Elmhurst College (Elmhurst, IL).



1st year students enjoying orientation

Orientation Experience

It started with an email; we were told to arrive to room 240 on August 22nd at 1pm. Like every first date I was nervous. Less than a minute after I entered the room everything was brightened up by the smiles and welcomes from the TA's. The room filled up with faculty members, TA's, and students, like me. We were going around the room; each one introduced him/her self by three questions: Where are you from? What are your research interests? And what is one thing interesting about you? The journey had officially begun! In less than an hour we got to know about various research subjects, realized that the department was culturally diverse – students came from Chicago, Texas, Ohio as well as from China, India and Israel, and people shared various interests, such as Indian singing and football. Smiles and laughs filled the room.

After the talk in the big forum we were divided into four groups, each group had its own TA with which to walk and talk and so we took a “faculty tour”. We got to meet three faculty members in smaller, more intimate, sessions of 15 minutes. Dr. Roya Ayman, Dr. Scott Morris and Dr. Annette Towler were waiting for us in their

offices. It wasn't threatening as it may sound, but actually it was a closer, warmer, way to welcome us. After the “faculty tour” we had a campus tour that included sightseeing and registration for classes.

We got back from the tour to participate in our first reception and opportunity to network. We got to talk to faculty members and students from senior years about various subjects, some related to studying, some related to life.

When the day was over I felt like I was in the right place. The pleasant warm welcome had rested my worries. Things were as they should be and a first step into a new experience had been made. May we all have the best year so far, but not as good as the year to follow.

-written by Michal Gradshtein, 1st year

Teaching Assistants



Rebecca Anderson
Orientation



Yelena Polyashuk



Payal Mehta



Harini Soni
Newsletter Editor
Ph.D Comps TA



Mark Tawney
Stats TA

**ANNUAL I/O
PSYCHOLOGY
NEWSLETTER**

Information &
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**Important Dates to
Remember:**

I/O Open House
Hosted by Dr. Ayman
October 28th, 2006

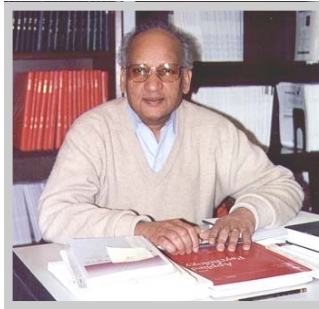
SIOP Conference
Marriot Marquis
New York, NY
April 27-29, 2006

IOOB Conference
IUPUI
Indianapolis, Indiana
March 2007

From The Director's Desk

Dear students, alumni and friends,

The passing of Distinguished Professor Dr. Nambury Raju was a great loss to our program. He passed away, Thursday October 27, 2005. For all of us last year, it was a struggle to deal with our sorrows and to manage our affairs without such a great colleague and friend. Nam's funeral was extremely well attended and was overflowing with his colleagues, students and loved ones remembering his unique qualities of being humble, knowledgeable, successful, and supportive. Those who attended the memorial meetings at IIT and at SIOP paid respect to a person who had made a difference. Though this was a sad historic event in our program, we are unified and hopeful as we look to the future. We remember the last year as a year of loss and a year of healing. Goodbye Nam, you will always be in our minds and hearts!



In addition, this is the time that I should say farewell to our dear colleague Dr. Daniel Lezotte. Dan, alumni of the program and a veteran consultant for many years, has been a part of IIT's I/O program faculty since 2003. He has decided now to leave academia and return to being a consultant. We will miss him at IIT, but we know that Dan will continue to be supportive of our program and will stay involved. As a matter of fact, he is now serving on the board of advisors of the Institute of Psychology.

In this tumultuous year, we benefited by many of our colleagues' and alumni's support. For example, due to Hurricane Katrina, we had the bounty of Professor Michael Burke's presence as scholar in residence at IIT. Mike not only was a great emotional support, he also kept our students busy working on a research project. Two of the students who worked on a project with him prepared a manuscript for submission. Additionally, Dr. Marguerite Kunze, VP of Baxter Pharmaceutical, and Mrs. Helen Michniewicz, two of our alumni, generously gave of their time and addressed I/O students in our internship meetings about career advancement in the fields of HR and I/O. Numerous alumni and friends have shown their support as always in providing internship opportunities for students in the program and we are extremely grateful for their continuous care.

I would be remiss if I did not recognize the self-sacrificing and wonderful support the program has

received from Dr. Alan Mead, a consultant in the field of selection with expertise in psychometric theory and methodology. Right after the passing of Nam, on his own initiative, Alan, with only a few days notice, offered to teach Dr. Raju's course. He also was involved in assisting the faculty in research and student evaluation in the areas of psychometric theory and methodology. We are very grateful to Alan.



Dan Lezotte with students at SIOP

As always, we are thankful to Dr. M. Ellen Mitchell, the director of the Institute of Psychology, for her continuous support to ensure the quality of our program and to fill the two positions that are now vacant. This coming year is a year of transition, and to help us in this journey, we would like to welcome Dr. Steve Stanard and Dr. Alan Mead who will be with us this year.

We look forward to seeing you in this year's event at the open house on October 28th and at the SIOP reception in New York. Your presence and support is what makes our program unique.

Help us stay in touch with you by sending us an email and updating us with your achievements. As many of the alumni know, staying in touch with me not only warms my heart, but allows you to get information about job opportunities in the field. Please spread the word.

With warm regards,

Roya



Roya Ayman and Mark Frame