



Volume 20

October 2007

**CONGRATULATIONS 2007 GRADUATES!**

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

**Ph.D.**

Antani, A. (2007). The role of support and work-family conflict on turnover. Advisor: Ayman  
 Romano, R. (2007). Motivational predictors of leadership effectiveness: A transformational framework exploring motivation to lead. Advisor: Ayman  
 Pappas, T. (2007). A Multi-Method approach involving the role of social support on diverse workforce adjustment: The case of organizational commitment. Advisor: Ayman

**M.S.**

Kuo, V. (2007). The effects of rater characteristics on judgments of leadership emergence. Advisor: Ayman  
 Ishaya, N. (2006). Predicting Work-Family Conflict via Perceived Involvement and Overload in Work and Family Domains. Advisor: Ayman.  
 Glover, B. (2007). Effects of transformational and transactional leadership on subordinates' affective organizational commitment. Advisor: Ayman



Meredith, R.J. (2007). The role of the follower in leader-member exchange. Examining both sides of the story. Advisor: Ayman  
 Raad, J. (2007). Affective Climate, Customer Satisfaction and the Mediating Influence of Job Satisfaction and Organizational Commitment. Advisor: Towler  
 Siskind, A. (2006). The effect of error management training on rater accuracy: The mediating role of state goal orientation. Advisor: Towler.  
 Fearing, B.K. (2007). A Monte Carlo assessment of Raju and Drasgow's maximum likelihood estimation approach to validity generalization. Advisor: Morris  
 Roller, R.L. (2006). A meta-analysis of the relationship between individual assessments and job performance. Advisor: Morris  
 Pollack, P.E. (2007). The impact of minimum group reporting size on employee rating behavior on an attitude survey. Advisor: Lezotte

**M.S. in Personnel & Human Resource Development**

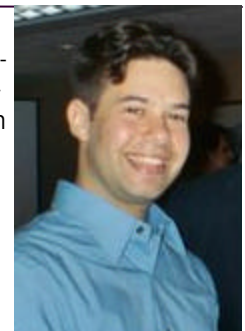
- Calcev, Adriana
- Groag Blavise, Orit
- Landem, Emily
- Tawney, Mark

**Honors and Awards**

Annette Towler and Dan Lezotte were the recipients of the Outstanding Poster Award at the SIOP Conference in New York, 2007.



Eyal Ronen has received the IIT I/O psychology program Charles (Arch) Pounian Graduate Fellowship Endowment award. Eyal is currently working on his dissertation research on cognitive load in organizational multimedia training. In addition, he is conducting independent research in the field of e-learning in organizations. He worked with Dr. Towler, Dr. Sarkar-Barney, and with fellow students on several projects that led to 17 paper and poster presentations in regional and national conferences. Eyal has done project consulting work and now serves as a full time lecturer at Northeastern Illinois University.



Graduates 1

Publications & Presentations 2

Student Activities 4

Alumni Professional Activities 5

Faculty Activities 6

IIT Center for Research & Service 8

IOOB 9

SIOP 9

Open House 9

Incoming Students & Orientation 10

Teaching Assistants 10

From The Directors Desk 11

## 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. Many alumni from our program also have publications. We regret that due to limited space we can not recognize them all by name.

\* denotes an IIT student

Allen, D.C., \*Newhouse, N.K., Jones, J.W., & Lewis, B.O. (2006, August). Applied Personality Assessment: Evaluating a person-job fit measure. Paper presented at the annual convention of the American Psychological Association. New Orleans, LA.

Ayman, R. & \*Antani, A. (2007). Social Support and Work Family Conflict. II-ICWF Conference, IESE, Barcelona, Spain.

Ayman, R. & \*Antani, A. (in press). Social Support and Work Family Conflict, In K. Korabik, D. Leroy, L. Whitehead (Eds). *Handbook of Work and Family. Elsevier Publishing.*

Ayman, R. Korbik, K., & Morris, S. (in press). Is transformational leadership always perceived as effective? Men subordinates' devaluation of women transformational leaders. *Journal of Applied Social Psychology.*

\*Blitz, D.L., Lai, J., & Morris, S.B. (2007, April). Evaluating Polytomous DIF in a Small Sample Using the Peds FACITF. Paper presented at the annual conference of the National Council on Measurement in Education. Chicago, IL.

Cattell, H.E.P. & Mead, A.D. (in press). *The 16PF Questionnaire.* In G.J. Boyle (Ed.) *Handbook of Personality Theory & Testing.*

\*Deprez-Sims, A. & Morris, S.B. (2007, March). Accents and Interview Process. Poster presented at annual IOOB Conference. Indianapolis, IN.

Dierdorff, E.C., & Ellington, J.K. (conditionally accepted). It's the nature of work: Examining behavior-based sources of work-family conflict across occupations. Manuscript submitted for publication to *Journal of Applied Psychology.*

\*Gradshteyn, M. (2007). First stages in LMX development: Integrating social psychology theories. Poster presented at IOOB Conference, Indianapolis, IN.

\*Groag-Blavvise, O., \*Scheuer, M., Ayman, R., & Roch, S. (2007, April). Leadership emergence in face-to-face and virtual groups: contingency model application. Poster session presented at the annual meeting of SIOP, New York.

Kaufman, J.D., Mead, A.D., Rauzi, T., DeVille, J.O. (2007, April). *An empirical investigation of the stability of employee engagement.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. New York, NY.

Korabik, K. & Ayman, R. (2007). Gender and leadership in the corporate world: A multiperspective model. In J.C. Lau, B. Lott, J. Rice, and J. Sanchez-Hudes (Eds). *Transforming leadership: Diverse visions and women's voices (Chapter 5) Blackwell.*

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

Morris, S.B., \*Fortmann, K.A., & Oshima, T.C. (2007, April). An evaluation of the item parameter replication method for DFIT analysis of polytomous items. Paper presented at the annual meeting of the National Council on Measurement in Education, Chicago, IL.

Morris, S.B., \*Fortmann, K., & Oshima, T.C. (2007, April). An Evolution of the Item Parameter in Multi-source Feedback Using Structural Equation Modeling. Paper presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology. New York, NY.

## Publications & Presentations (Continued)

Patel, R., Chin-Perez, A., \*Ronen, E., \*Kuo, J., \*Van Overberghe, C., Towler, A. (2007). The effects of cognitive load and seductive details on training outcomes. Poster presented at the 28<sup>th</sup> annual Industrial/Organizational Psychology & Organizational Behavior conference, Indianapolis, IN.

\*Polyashuk, Y., Roberts, J.L., & Ayman, R. (2007, March). Dimensionality of Trust: A Factor Analysis. Presented at the 28<sup>th</sup> Annual IOOB Conference. Indianapolis, IN.

\*Roberts, J. & Ayman, R. (2007, April). Investing absenteeism from a social perspective: A multi-level examination. Poster session presented at the annual meeting of SIOP, New York.

Roch, S.G., \*Sternburgh, A.M., & Caputo, P.M. (2007, September). Absolute vs. Relative Performance Rating Formats: Implications for Fairness and Organizational Justice. *International Journal of Selection and Assessment*, Vol. 15, Issue 3, 302-316.

\*Ronen, E. (2007). Training, Attitudes, and Financial Outcomes: A Field Survey. Poster presented at the 28<sup>th</sup> annual IOOB conference, Indianapolis, IN.

\*Ronen, E., & Towler, A. (2007). Cultural Values Measurement in Performance Management and Feedback. Paper presented at the annual convention of the Midwestern Psychological Association, Chicago, IL.

\*Soni, H., Mead, A.D., & Morris, S.B. (2007, April). A comparison of multigroup DIF methods for assessing measurement equivalence. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. New York, NY.

\*Sowinki, D.R., \*Fortmann, K.A., & Lezotte, D.V. (in press). Climate for service and the moderating effects of climate strength on customer satisfaction, voluntary turnover, and profitability. *European Journal of Work and Organizational Psychology*.

\*Tawney, M.W., \*Ishaya, N., & Ayman, R. (2007) Disagreement in source ratings of leader behavior: A study on multisource feedback relationships and differential effects of leader's gender. Presented at the 28<sup>th</sup> Annual IOOB Conference, Indianapolis, IN.

\*Tawney, M., \*Ishaya, N., & Ayman, R. (2007, March). Effect of Rating sources and Leader's Gender on Performance Appraisal. Presented at the 28<sup>th</sup> Annual Industrial/Organizational and Organizational Behavior (IOOB) Conference. Indianapolis, IN.

Towler, A.J. & Lezotte, D. (2007, April). An Integrated Model of the Service-Profit Chain. Poster presented at the Society of the Industrial/Organizational Psychology Conference, New York. Recipient of Outstanding Poster Award.

\*Van Overberghe, C., \*Kuo, J., \*Ronen, E., Chin-Perez, A., Patel, R., Towler, A., & Kraiger, K. (2006). The effects of independent and dependent seductive details on training outcomes. In B. Bell. *Toward the Successful Integration of Training and Technology in the Workplace*. Paper presented at Academy of Management, Atlanta, GA.

\*Waldschmidt, D.M., Raju, N.S., & Morris, S.B. (2007, April). Representing Source Perceptions in Multisource Feedback Using Structural Equation Modeling. Paper presented at the 22<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology. New York, NY.



The picture above is of Professor Mike Burke, one of our dear alumni, with the Decade of Behavior Award that was presented in the U.S. Congress. The two others in the picture are Steven Breckler (Executive Director for Science, APA) and Leaetta Hough (SIOP President). Way to go Mike! Congratulations from IIT-I/O program.

## 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.

**Rebecca Anderson** is working at United Airlines as a Research Associate in the Organization and Talent Strategies Division.

**Yelena Polyashuk** is working at Daniels Consulting Group, an independent consultancy that provides development and change management services. She is also head of the Hotel and Conference Location Committee for IOOB@IIT.

**Anne-Sophie Deprez-Sims** is the new Graduate Research Assistant for the Entrepreneurship Program at the Stuart Graduate School of Business. She is also head of the Marketing and Budget Committee for IOOB@IIT.

**Dana Moore** is a Manager at Hitachi Consulting with focus on Change Management and Business Process Improvement.

**Namrata Yadav** interned at Sears Holdings in the Training and Organization Effectiveness department from May to August of 2007.

**Liwen Lui** is interning at the Assessment Center at Indiana University Northwest.

**Mark Tawney, M.S.**, is working for IO Solutions in the Research and Development Department.

**Stacey Porter** is working at Roche Pharmaceuticals in the Learning and Development Department.

**Ben Fearing** was promoted to Practice Leader at IIT's Center for Research and Service.

**Jennifer Fron** is interning at Harris Bank as an HR Consultant.

**Michal Gradshtein** interned at the training department of BOSCH Power Tools, and is the Graduate Associate for the Leadership Academy and head of Program Committee for IOOB@IIT.

**Sarah Benuska** and **Payal Mehta** interned at Health Care Service Corporation, an independent licensee of BlueCross BlueShield.

**Rashmi Sharma** is interning at CTA in the Recruitment and Staffing department.

**Mansi Chitale** interned at American Red Cross of Greater Chicago during the summer.

**David Blitz** is a Research Associate at The Center on Outcomes Research and Education (CORE) at Evanston Northwestern Healthcare Research Institute.

**Mike Ciezaldo** is working at United Airlines as an OD Analyst.

**Kristen Fortmann, M.S.**, is a consultant at Strategic Talent Solutions.

**Neelima Paranjpey** interned at Mercy Medical Center.

**Rachael Hall** is head of the Fundraising Committee for IOOB@IIT.

**Sarah Rusakiewicz** is head of the Catering and Entertainment Committee for IOOB@IIT.

2006 I/O Orientation Reception



SIOP 2007 in New York



Brendan Neuman, Courtney Van, and Ben Fearing

## Alumni Professional Activities

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

**Deborah J. Pierce**, M.S. is a Director of Talent Management as Hospira, Inc.

**Garth Davidson**, M.S., is an HRIS Specialist in Kuwait at MTC. This is an exciting job that will have him working throughout the Mid-East and Africa.

**Mitchell W. Gold**, Ph.D., is the Assistant Vice President for Talent Solutions Consulting Group with Aon Consulting.

**Erica Hartman**, Ph.D., is a Senior Consultant at Applied Psychological Techniques

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

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

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

**Helen Michneiwicz**, M.S., is an Organizational Development Consultant at United Airlines.

**Jana Szosteck**, M.S., is the Director of the Assessment Center at Indiana University Northwest



**Monica E. Wagner Janik**, M.S., is a Human Resources Generalist at Cairo Corporation

**Dan Wilman**, M.S., works in HR Measurement Research and Development at Hewitt Associates

**Orit Groag Blavise**, M.S., is a Performance Consultant at Inteflex.

**Mark Tawney**, M.S., is the manager of Research & Development at I/O Solutions.

**Rebecca Romano**, Ph.D., is the Senior Vice President of Learning and Leadership Development at Bank of America.

**Amy Antani**, Ph.D., is the Director of OD Systems at Advocate Healthcare.

**Teresa Pappas**, Ph.D., is the Senior Consultant of Organizational Effectiveness at TAP Pharmaceutical Products, Inc.

**Sharon Boslet**, Ph.D., is the Senior Consultant at Wonderlic.

**Nahren Ishaya**, Ph.D., is a consultant for Daniels Consulting Group.

## Faculty Activities

### Dr. Roya Ayman



Last year Roya with the help of Chenwei Liao and Liwen Liu conducted workshops on leadership in U.S. organizations for two delegates of Chinese Managers from Inner Mongolia and Wuhan province. Also, Roya was interviewed and quoted in March 2007 by Bockelman in *Insight* a magazine for Illinois CPA Society on the role of leaders in creativity and innovation. Roya was also invited to present at Lake Forest College on the topic of gender and leadership. She was also invited to present her chapter coauthored with Amy Antani, entitled: Social support and work family conflict, in Barcelona Spain, IESE Business School's Second International Conference on Work Family. Roya has continued reviewing submissions for SIOOP and Academy of Management, her ad hoc reviewing

of articles for various academic journals such as *Journal of Occupational and Organizational Psychology*, *Journal of Managerial Psychology*, *European Journal of Work and Organizational Psychology*, *Applied Psychology: An International Review*, *Journal of Applied Social Psychology*, *Journal of Personality and Social Psychology*, *Personnel Psychology*. She reviewed for the United States Israel Bi-national Science Foundation and Social Science Council of Canada. She served on the editorial board of the *International Journal of Cross-Cultural Psychology*. In addition, she has maintained her close relationship with the center for research and service and with the leadership Academy at IIT and still serves on the advisory board of Trilogy rehabilitation agency.

### Dr. Scott Morris



Dr. Scott Morris is involved in a number of research projects related to personnel selection and statistical analyses. Recent research has examined the validity of individual assessments and methods for detecting bias and discrimination on employment tests, including Raju's DFIT framework for assessing differential item functioning. Scott is also working on methods to improve meta-analysis of training and intervention studies. He has been involved in applied projects with Dr. Linda Liang at Or-

ganizational Resources. 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 *Personnel Psychology*. Scott also serves as the Assistant Director of the Institute of Psychology and Chair of the IIT's Institutional Review Board.

### Dr. Alan Mead



In addition to teaching, Alan has been ramping up research alone and with students. He has 7 students working on methodological, psychometric or computerized testing theses. He has spent considerable time this summer extending Raju's DFIT framework to ideal-point IRT models and easing the burden on DFIT analyses by integrating iterative metric linking into the same software implementation as DFIT. He has also been working on 2 computerized testing simulation studies. Finally, he has been assisting the Center for Research and Service with ser-

vices and consulting, primarily psychometric computerized testing projects and some psychometric training.

### Dr. Kemp Ellington



Dr. Kemp Ellington joined the I/O Program in the Fall of 2007 as a Visiting Assistant Professor in the I/O program at IIT. After receiving his Ph.D. in I/O Psychology from North Carolina State University in 2006, Dr. Ellington worked for two years as a consultant with SWA Consulting, Inc. in Raleigh, NC. He was involved in a large-scale training effectiveness study with the Special Operations Forces Language Office (SOFLO). In addition, he worked as an independent consultant to the NC State Highway Patrol for three years, where he as-

sisted with the organization's performance management and promotional processes. Dr. Ellington's main research interests include performance management, and the factors which impact job training effectiveness. More specifically, he is interested in contextual and situational influences on both performance appraisal and the effectiveness of training, and how those influences interact with individual differences. Additionally, he has been involved with research on work family conflict.

## New Changes at the Center

The Center for Research and Services offers professional consulting and research services through the Institute of Psychology at the Illinois Institute of Technology. It works with clients to assess and improve individual, team, and organizational performance. The Center employs graduate students on a full time basis as well as temporarily for short-term projects. It is also known for providing funding for scholarships in I/O, assistantships, and for research projects. For instance, this year the Center is able to fund 13 first year Clinical students and 8 other Ph.D. Clinical students from a project with the Chicago Public School System.

This past year some significant changes have occurred at The Center for Research and Services. Recently, Dr. Sander Marcus of Friedland & Marcus Consulting, has rejoined the staff at the Center as Practice Leader for Career and Educational Services. This addition will expand the variety of clients to work with and services that the Center may offer. The Career and Educational Services division, in conjunction with Dr. Alan Mead, is also beginning work on a biodata instrument for assessing and selecting salespersons. This instrument will be used in conjunction with the Sales Achievement Predictor (SalesAP), a test developed by Dr. Sander Marcus and IIT colleagues. Also, with Dr. Marcus' extensive knowledge and background in resume consulting the Center now offers career counseling services.

These services include comprehensive career testing, job search coaching, and resume writing. Services are provided for individuals as well as training and consultation for organizations and businesses.

Another major accomplishment is the partnership with BAI Employee Survey team. BAI is a leading professional in the financial services industry whose focus is to enhance employee and organizational performance. It provides training and employee assessments to help financial businesses improve performance. Since November of 2006 the Center has been directly managing the BAI employee research business. Current graduate students Ben Fearing, practice leader at the Center, and associate consultant Brendan Neuman have been leading the work at the Center on developing the BAI business.

The Center for Research and Services provides exceptional work for its clients as well as continual support and experience for students at IIT. Under the leadership of its Director, Dr. Bruce Fisher, it is continually working on bigger and better projects each year.

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Back Row: Ben Fearing, Dr. Alan Mead, Dr. Sandy Marcus, fi-  
Brendan Neuman. Front Row: Koren Aragaki, Anna Brown,  
Gerald Norby.  
Not pictured: Bruce Fisher, Harini Soni, Flossie Hurd.

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## IOOB Student Conference

2007 IOOB (Industrial Organizational / Organizational Behavior Graduate Student Conference) conference was held in Indianapolis by the I/O Masters department at Indiana University-Purdue University, Indianapolis. The conference theme was: "IOOB in the Information Age: Evolution of the Work, Worker and Workplace".

The IOOB conference allows IO/OB graduate students to present their work to other students and professionals from the field. The experience of presenting in a low-stress environment was great. Talking and answering questions about my work as well as seeing other students work was indeed a special learning experience.

The keynote speakers were Dr. Michael Campion, Dr. Scott Highhouse, and Dr. Robert Ployhart.

In addition to the students' poster presentations and symposiums, the keynote speakers and the workshops there was also a networking social in which various companies (AON, DDI, HumRRO and more) attended, the traditional jeopardy game and a Saturday night social in a local bar/restaurant.

The next IOOB conference will be held in Denver, Colorado on March 14-16, 2008 by the Colorado State University (I/O Program). The conference theme "Shifting the Paradigm: Work in the 21st Century." For more information you can go to [www.ioob.net](http://www.ioob.net).

I want to take this opportunity to let you know that we are working on holding the 2009 IOOB conference here in Chicago with the I/O Psychology department of IIT as the host. If you would like to hear more details or help in any way please contact me at [IOOB-2009@iit.edu](mailto:IOOB-2009@iit.edu).

-written by Michal Gradshtein, 2nd year

## SIOP Conference

In the past April, I/O students and faculty members headed for New York City to join the great even- 22nd Annual SIOP Conference. As a first year student, I should say there is no such event as the SIOP Conference that can tell you more about what is happening outside our own program, or outside the academic field. Interested in what researchers are busy with? More than 200 presentations or posters on various topics of the I/O field kept you busy all day long. You name it, they discuss it! Not sure about your career path? Graduates completed their PhD or Master's Degrees opened their forums to discuss how they came to the current positions with their respective expertise. A little tired of running up and down for different programs? Various receptions were among your choices: daily evening receptions for all, welcome receptions for new comers, international events for I/O psychologists from overseas... These were great opportunities to

know new friends, not only students and professors, but also consultants or even "celebrities" whose names appear on your textbooks and journals!

Speaking of networking, we should never miss the IIT reception hosted by Dr. Ayman. While getting together with old friends, our students exchanged business cards with alumni from various research organizations or consulting firms. They can't always promise you a position, but their suggestions and follow-up contacts were conducive to your decision about taking courses or pursuing your interest in a particular area. All in all, it is worth the money to witness this exciting event and I strongly recommend attending the next SIOP Conference in San Francisco next April. For more information, please visit <http://www.siop.org/conferences>

-written by Liwen Liu., 2nd year



Namrata, John, Liwen, and Katrina

## I/O Open House

I/O Program Open House: Dr. Roya Ayman's house, 17 November, 2007, 6:30 p.m.

As has become customary this time of year, Dr. Ayman is again graciously opening her home to students, faculty, alumni and friends of the I/O program at IIT. Thanks to the im-

pressively multi-cultural group of individuals IIT has attracted, the potluck Dr. Ayman hosts is sure to be full of interesting culinary fare, and even more interesting conversation. Please join us at this event as we reach out to old acquaintances, and make new ones. Guests are encouraged to bring a dish to share.

-Brendan Neuman, 2nd year



## Incoming Students

### Ph.D. Track

**Brown, Anna Kristen**- University of Oklahoma

**Dube, Godwin**- University of Zimbabwe

**Pugliese, Stefanie**- New York University

**Roy, Sohini**- University of Delhi

**Ruano, Maritza**, M.S. – Illinois Institute of Technology

**Tawney, Mark**, M.S. – Illinois Institute of Technology

### PHRD Track

**Burdalak, Marybeth**- Loyola University Chicago

**Thomas Fritts**- DePaul University  
**Matthews, Lowell (Chris)** - University of Delaware

**McLaughlin, Joshua**- Marietta College

**Purcell, Alexander** – Illinois Institute of Technology

**Robb, Gary** - Western Michigan University



Orientation 2007

## Orientation Experience

With school in full swing and important deadlines quickly approaching, that day now seems like a memory from the distant past. Not fully knowing my way around Chicago to allow quite enough time to take the Red line El down from the North side to IIT, I arrived in room 240 in the nick of time. Dr. Ayman was beginning her introductions. Nervous and unsure about what the rest of the day would bring, I was comforted by the unfamiliar yet bright and inquisitive faces around me. Dr. Ellen Mitchell came in to greet us; then the faculty went around and introduced themselves and spoke of their research interests. Next, the teaching assistants told us their personal stories. Then we went around the room, each new student introducing him or herself - where we were from, and one interesting fact about us. Not only were we new students from various cities and states, we were from different countries as well. I thought how karmic it was that we all wound up in the same place, when we had come from such distinct starting points. After giving us an overview of the I/O program, Dr. Ayman told us that each student would go around with one TA to meet with each faculty member for 10 minutes. The jitters started: what would I say? But as soon as Sarah took me around, the anxiety quickly dissipated. Every faculty member was friendly and welcoming. I realized I wasn't being put through an interview (after all, I

had already been accepted into IIT!), it was just a way of meeting each member of my new I/O "family." Registration was our next event. Despite some technological troubles in the E1 computer lab, with their great leadership the TA's got us registered successfully. Then it was off for a campus tour – "this is where you will be spending most of your time," "there's the computer lab where you can print off your papers before class," and, "here's some really cool architectural building, but don't ask us why it's so great, you'll have to ask the architecture students!" The long, productive day came to an end with a lovely reception of food, drinks, and goodies. Current students, faculty, and alumni were present to talk to us new students about the program, Chicago, and life in general. There were so many friendly new faces, that I didn't know where to begin. But just making a dent was what it was all about. Reflecting on that experience now, I realize how far my fellow first year-students and I have come in just a short period of time. I hope we all continue to grow professionally as colleagues and together as friends.

- written by Stefanie Pugliese, 1st year

## Teaching Assistants



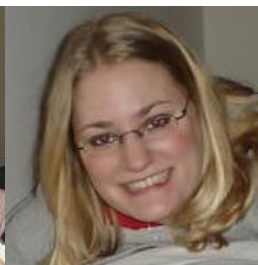
Liwen Liu



Chenwei Liao



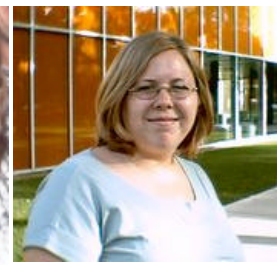
Kimberly Burris



Sarah Rusakiewicz



Rachael Hall



Jill May

**ANNUAL I/O  
PSYCHOLOGY  
NEWSLETTER**

Information &  
Application:

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([Rachael@RachaelHall.com](mailto:Rachael@RachaelHall.com))

**Important Dates to  
Remember:**

**I/O Open House**  
Hosted by Dr. Ayman  
November 17th, 2007

**SIOP Conference**  
San Francisco, CA  
April 10-12, 2008

**IOOB Conference**  
Colorado State Univ., Denver  
March 12-14, 2008

## From The Director's Desk

Dear students, alumni and friends,

Last year, we started a transition period in our program. Dr. Annette Towler left IIT and we wish her well in her endeavors. We are very excited to welcome Dr. Alan Mead as a tenure track assistant professor in the I/O program. He had graciously stepped in to assist in teaching the courses that Dr. Nam Raju used to teach. Alan is a graduate of University of Illinois in Champaign and is an expert in selection and personality with strong emphasis on psychometric theory. Alan, before coming to Chicago, had been working as a consultant to companies for several years.

This year the program is in the process of finding new faculty for the two positions that are open. We are grateful to Dr. Kemp Ellington who has accepted a visiting Assistant Professor position with the program. As you have noticed in his bio, his expertise is in performance management which includes training and performance appraisal.

Last year we had three alumni who caringly presented at our internship meetings. Dr. Douglas Panozzo, Dr. Lisa Sandora, and Dr. Susan Slater. We are grateful for these individuals' continuous support and sacrificial attention. The students enjoyed and were inspired by these presentations and a chance to meet these successful alumni. We also greatly appreciate Dr. Steve Stanard's contribution to the program by offering the Organizational Assessment course and helping our students learn what it is to be a practitioner in our field. 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 which are now vacant. Also, Ellen has provided

added support for some of the graduate students for their travel to conferences and in appreciation of their quality of work in the program. She has truly made a difference!

We look forward to seeing you in this year's event at the open house on November 17<sup>th</sup> and the SIOP reception in San Francisco. 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

