



**CONGRATULATIONS 2008 GRADUATES!**

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**Ph.D.**

Fortmann-Johnson, Kristen (2007). The evaluation of new criteria for polytomous DIF in the DFIT framework.

Advisor: Morris

Newhouse, Noelle K. (2008). The role of rate personality in self-boss agreement on interpersonal dimensions of performance.

Advisor: Mead

Weiss, Jennifer L. (2008). Anti-Arab bias in job applicant screening: The role of implicit and explicit attitudes. Advisor: Morris

**M.S.**

Arena, Fernando. (2007). The effect of charismatic leadership on corporate profitability: The moderating effects of perceived environmental uncertainty.

Advisor: Ayman

Ciezdalo, Michael. (2008). A Monte Carlo validity generalization assessment of the traditional direct corrections and maximum likelihood direct corrections procedures when artifacts are correlated.

Advisor: Morris

Deprez-Sims, Anne-Sophie (2008). Accents in the workplace.

Advisor: Morris

Liao, Chenwei (2008). Ideal-point and dominance IRT model-data-fit to simulated 16PF data.

Advisor: Mead

Polyashuk, Yelena (2008). Impact of Dyad Demographic Composition and Length of Relationship on Subordinates' Ratings of LMX and Trust.

Advisor: Ayman

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

Chitale, Mansi  
Fron, Jennifer

**Pounian Award**

Nahren Ishaya received the IIT I/O psychology program Charles (Arch) Pounian Graduate Fellowship Endowment award. Nahren is currently focused on research in the area of work-family conflict and works closely with Dr. Roya Ayman. Since her arrival at IIT in 2003, Nahren has been involved in conducting research and presenting at various national conferences such as IOOB, SIOP and recently, she presented her findings about predictors of work-family conflict at the APA conference in Boston. This fall, she also

accepted a position with I/O Solutions, Inc. as a project manager. Additionally, Nahren has worked as a lecturer at Northeastern Illinois University, where she taught social psychology. She has also completed multiple projects in the areas of employee surveys and change management as an internal and external consultant. Nahren's other professional



experiences include working as an assessor for the Leadership Academy and United Airlines.

## 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 cannot recognize them all by name.

\* denotes an IIT student

\*Arena, F. Ayman, R. & Daniels, A. (2008, August). *Moderating effect of environmental uncertainty on charismatic leadership and corporate profitability*. Paper presented at Academy of Management, Anaheim, CA.

Ayman, R. & \*Antani, A. (2008). *Social Support and Work Family Conflict*. In K. Korabik, D. Leroy, D. L. Whitehead (Eds). *Handbook of Work and Family* (pp. 287-304). San Diego, CA: Elsevier Publishing.

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

Cattell, H. E. P., & Mead, A. D. (2008). The sixteen personality factor questionnaire (16PF). In G.J. Boyle, G. Matthews, & D.H. Saklofske (Eds.) *The SAGE Handbook of Personality Theory and Assessment: Vol 2 Personality Measurement and Testing* (pp. 135-159). Thousand Oaks, CA: Sage.

Chen, P. Y., Rosecrance, J., Smith, A., & Cigularov, K. (2008, February). *New Tools for Hard Hats: Psychology of Safety. Lessons Learned About Training*. Panel discussion conducted at the 18<sup>th</sup> Annual Construction Safety Conference, Chicago, IL.

Cigularov, K., Chen, P. Y., & Smith, A. (2008, April). Safety training transfer climate and communication in predicting injury reports. In Y. Huang (Chair), *Occupation/Industry-focused studies of safety climate*. Symposium presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Cigularov, K., Chen, P., Thurber, B. W., & Stallones, L. (2008). What prevents adolescents from seeking help after a suicide education program? *Suicide and Life-Threatening Behavior*, 38, 74-86.

Cigularov, K., Chen, P., Thurber, B. W., & Stallones, L. (in press). Investigation of the effectiveness of a school-based suicide education program using three methodological approaches. *Psychological Services*.

Cigularov, K., Sampson, J., Gardner, P., Chen, P. Y., Dougherty, J., Henry, M., Merrill, A., & Wilson, V. (2008, March). *An investigation of personality determinants of person-occupation and demand-ability fit*. Poster session presented at the 7<sup>th</sup> International Conference on Occupational Stress & Health, Washington, DC.

Cigularov, K., Smith, A., Chen, P. Y., & Rosecrance, J. C. (2007, September). *Improving Safety in the Construction Industry: A Collaborative Project with Community*. Paper presented at the International Meeting of Young Psychologists, September 2007, Blagoevgrad, Bulgaria.

Cigularov, K., Smith, A., Moore, T., & Chen, P. Y. (2008, March). *Communication about errors among construction workers: A two-study investigation*. Poster session presented at the 7<sup>th</sup> International Conference on Occupational Stress & Health, Washington, DC.

\*Colins, M. W., & Morris, S. B. (2008). Testing for adverse impact when sample size is small. *Journal of Applied Psychology*, 93, 463-471.

DeVille, J.O., Mead, A.D., & Kaufman, J.D. (2008, April). *Evaluating the Equivalence of Dell's Employee Survey Across Countries and Languages*. Paper presented at the twenty-third annual meeting of the Society for Industrial and Organizational Psychology in San Francisco, CA.

Dierdorff, E. C., & Ellington, J. K. (2008). It's the nature of the work: Examining behavior-based sources of work-family conflict across occupations. *Journal of Applied Psychology*, 93, 883-892.

Eurich, T., Krause, D. E., Cigularov, K., & Thornton, G. C. III. (in press). The current use of assessment center programs in the U.S. *Journal of Business and Psychology*.

Gardner, P. C., Putter, S. E., Chen, P. Y., Moore, J. T., Cigularov, K. P., Hoffmeister, K.K., & Martinez, J. M. (2008, April). *Gatekeeper training: What constitutes success?* Poster session presented at the 41st AAS Annual Conference, Boston, MA.

Grenfell, D., Dahl, N., Gonzales, L., & Cigularov, K. (2008, May). *Bridging the divide in Larimer county: A community story of hope*. Panel discussion presented at the Suicide Awareness and Prevention Summit, Denver, CO.

Harmon, V. (2008, August). *Affective/cognitive ambivalence in organizational identification*. Paper session at the annual meeting of the Academy of Management, Anaheim, CA.

Harmon, V., & Sargis, E. (2008, July). *Do awareness of information bias and information status in decision-making groups enhance the discussion of unique information?* Poster session at the annual meeting of Interdisciplinary Network for Group Research 2008 Meeting, Kansas City, MO.

## Publications & Presentations (Continued)

Harmon, V., & Sargis, E. (2008, May). *Do awareness of information bias and information status in decision-making groups enhance the discussion of unique information?* Poster session at the annual meeting of the American Psychological Society, Chicago, IL.

Henry, M., Dougherty, J., Burns, P., Fisher, M., Merrill, A., Wilson, V., Sampson, J., Gardner, P., Cigularov, K., & Chen, P. (2008, April). *Perceived and physiologic stress in traditional and second-degree nursing students.* Poster session presented at the 50<sup>th</sup> Western Institute of Nursing Conference, Garden Grove, CA.

Hoffmeister, K. K., Cigularov, K. P., Carey, A., Rohr, S., Gardner, P. C., Putter, S. E., Gibbs-Long, J., Chen, P. Y., Moore, J. T., & Martinez, J. M. (2008, April). *Barriers to Suicide Prevention Training Transfer.* Poster session presented at the 41<sup>st</sup> AAS Annual Conference, Boston, MA.

Hoffmeister, K., Sampson, J., Cigularov, K., & Chen, P. (2008, March). *What constitutes a competent mentor in the construction industry?* Poster session presented at the 7<sup>th</sup> International Conference on Occupational Stress & Health, Washington, DC.

Huang, Y., Chen, J., DeArmond, S., Cigularov, K., & Chen, P. Y. (2007). Roles of safety climate and shift work on perceived injury risk: A multi-level analysis. *Accident Analysis and Prevention*, 39, 1088-1096.

\*Hunt, M., Ayman, R., & Antani-Logan, A. (2008, August). *The link among performance ratings, ethnicity and work-family conflict.* In symposium chaired by Alysa Lambert and Christine E. Dickson on Managing Work and Family: An International Perspective, Academy of Management annual meetings, Anaheim, CA USA

\*Ishaya N. & Ayman, R. (2008, August). *Predicting work-family conflict via perceived involvement and overload.* Poster presented at the annual meeting of the American psychological Association, Boston, MA.

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.* (pp. 106-124). Malden, MA: Blackwell publishing.

\*Kwaske, I., & Morris, S. B. (2008, April). *Validating Individual Assessments: A Multilevel, Multistage Validation of Individual Assessments.* Paper presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Mead, A.D. (2008, April). *A comparison of K-fold and leave-one-out cross-validation of empirical keys.* Paper presented at the twenty-third annual meeting of the Society for Industrial and Organizational Psychology in San Francisco, CA.

Mead, A.D., Wothke, W., & Zhang, Y. (2008, March). *ICL and ETIRM: Open Source IRT Estimation Software for Researchers.* Workshop presented at the annual meeting of the National Council on Measurement in Education (NCME) New York City, NY.

Moore, J. T., Cigularov, K. P., Hoffmeister, K. K., Chen, P. Y., Rohr, S., & Martinez, J. M. (2008, April). *Evaluation of a Community Gatekeeper Training: QPR.* Poster session presented at the 41<sup>st</sup> AAS Annual Conference, Boston, MA.

Moore, J. T., Cigularov, K. P., Hoffmeister, K. K., Chen, P. Y., Rohr, S., & Martinez, J. M. (2008, April). *Two Approaches to Evaluate a Gatekeeper Training.* Poster session presented at the 41<sup>st</sup> AAS Annual Conference, Boston, MA.

Morris, S. B. (2008). Estimating effect sizes from pretest-posttest-control designs. *Organizational Research Methods*, 11, 364-386.

Oshima, T. C., & Morris, S. B. (2008). An NCME instructional module on Raju's Differential Functioning of Items and Tests (DFIT). *Educational Measurement: Issues and Practice*, 27(3), 43-50.

Raju, N. S., \*Fortmann, K. A., Kim, W., Morris, S. B., Nering, M., & Oshima, T. C. (in press). The Item Parameter Replication Method for Detecting Differential Functioning in the DFIT Framework. *Applied Psychological Measurement*.

\*Roller, R., & Morris, S. B. (2008, April). Individualized Assessment: A Meta-Analysis. Paper presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Surface, E. A., & Ellington, J. K. (2008, April). Rethinking context in training effectiveness research: Instructor as the learning context. In E. C. Dierdorff (Chair), *Illuminating the 'murky ground': Linking context theory to empirical research.* A symposium presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Smith, A., Chen, P. Y., Rosecrance, J., & Cigularov, K. (2008, July). *Project Safe Talk: Safety communication training for construction workers.* Poster session presented at the National Occupational Research Agenda Symposium, Denver, CO.

Smith, A., Cigularov, K., Wilson, C., & Chen, P. Y. (2008, March). Project Safe Talk: Soft Skills for Hard Hats. In Y. Huang (Chair), *Interventions to improve safety climate and safety behaviors.* Symposium conducted at the 7<sup>th</sup> International Conference on Occupational Stress & Health, Washington, DC.

\*Sowinski, D. R., Lezotte, D. V., & \*Fortmann, K. A. (2008). *Climate for service and the moderating effects of climate strength on customer satisfaction, voluntary turnover, and profitability.* *European Journal of Work and Organizational Psychology*, 17 (1), 73-88.

\*Tawney, M.W., Mead, A.D., Green, A.P., Solberg, E.G., (2007)

## Student Professional Activities

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

**Fernando Arena** is a Sr. Professional Development Specialist at CME (Chicago Mercantile Exchange) Group.

**Anna Brown** is an Associate Consultant at the Center for Research and Service.

**Mike Cama** is a Consultant at Wonderlic.

**Anne-Sophie Deprez-Sims** is head of the Marketing and Budget Committee for IOOB@IIT.

**Tom Fritts** interned at Hewitt Associates as an HR Analyst.

**Michal Gradshtein** is head of Program Committee for IOOB@IIT.

**Rachael Hall** is an Associate Consultant at the Center for Research and Service and head of Fundraising Committee for IOOB @ IIT.

**Chenwei Liao** interned at CTA and is now an Associate Consultant at the Center for Research and Service.

**Liwen Liu** is an Engagement and Organizational Development intern at the American Red Cross.

**Josh McLaughlin** is interning at Hewitt Associates as an HR Analyst and completed an internship at Harris Bank.

**Rachel Meredith** is a Human Capital Consultant at Deloitte Consulting.

**Brendan Neuman** is now a Project Manager at the Center for Research and Service.

**Neelima Paranjpey** is interning at CTA.

**Samantha Paruchuri** is an Associate Consultant at the Center for Research and Service.

**Yelena Polyashuk** is a Visiting Instructor at Northeastern Illinois University and is head of the Hotel and Conference Location Committee for IOOB@IIT.

**Stefanie Pugliese** is interning at the City of Chicago in the Department of Human Resources' Testing Division.

**Alexander Purcale** is a Training, Development, and Recruitment Consultant for Shoreline Sightseeing Company.

**Sarah Rusakiewicz** interned in the Organizational Effectiveness department of Sears Holdings Corporation and is now an intern at Blue Cross/Blue Shield of Illinois.

**Gary Robb** is an Associate Consultant at the Center for Research and Service.

**Rebecca Roller** is an Organizational Development Associate at Advocate Health Care.

**Mark Tawney** is a Research and Development Specialist at I/O Solutions.

**Hsiang To** interned at Linn Energy in the Human Resources department.

**Namrata Yadav** is a Learning Consultant at Bank of America.

2008 I/O Orientation Reception



SIOF 2008 in San Francisco



Sarah Benuska, Katrina DeGraff

## Alumni Professional Activities

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

**Adam Ackerson**, M.S., is Manager of Training and HR Technology at Wilton Industries.

**Jennifer Beach**, M.S., is a Senior Associate at Mercer.

**Jeff Becker**, Ph.D., works in management development at Exelon Corporation, consulting on talent management and OD processes in ComEd (the Illinois electric utility company). He supports leaders of the Transmission and Distribution business unit among other client groups.

**John Brubaker**, M.S., is an HR Assessment Analyst with Publix Super Markets, Inc. in Lakeland, FL.

**Adriana Calcev**, M.S., is a Senior Business Intelligence Analyst with Advocate Health Care in Oak Brook, IL. She is also trained as a Master Black Belt in Six Sigma.

**Jennifer Dembowski**, Ph.D., is a Licensed Psychologist in Tennessee ('01) and has been working at FedEx in Memphis as an Industrial Psychologist Advisor since 2003. She is the 2008-recipient of FedEx's prestigious 5-Star Award for groundbreaking research and studies on employee loyalty and engagement. We are proud of her accomplishments and celebrate this success with her!

**Kristen Fortmann**, Ph.D., is a consultant with Strategic Talent Solutions specializing in leadership assessment and development.

**Allan Fromen**, Ph.D. is Principal, Reuters Primary Research.

**Erica Hartman**, Ph.D., is a Project Manager at Applied Psychological Techniques.

**Burt Krain**, Ph.D., is Chief Scientist, Competency Development at the Total Force Integration Branch, OPNAV N11, U.S. Navy, Great Lakes. He is in charge of the development and implemen-



Jennifer Dembowski, Ph.D.

tation of competencies for the Navy's Total Force including enlisted, officers, reservists, civilians and contractors. He has also established a private consulting firm, Krain Associates.

**Russell Lobzen**, Ph.D., is a Consultant at Capital H Group.

**Teri Pappas**, Ph.D. is the founder of Pappas Consulting Associates, LLC, a firm specializing in providing professional development coaching and services to women in the workplace.

**Jennifer Roberts**, Ph.D., was recently promoted to Director, Organizational Development at AT&T in Dallas, TX.

**Rebecca L. Romano**, Ph.D., is Senior Vice President, Learning & Leadership Development, at Bank of America in New York City.

**Ben Roselle**, M.S., is Managing Director at Roselle Leadership Strategies and Owner, Roselle Leadership Strategies.



Alumni & students at SIOP  
L to R: Ramzi Baydoun, Ilianna Kwaske, Jaime Kuo-Cruz,  
Brendan Neuman



L to R: Cinzia Bellarosa, Jeff Becker, Eyal Ronen

## Faculty Activities

### Dr. Roya Ayman



Roya Ayman, last year, was very busy with hiring for the three position vacancies in the I/O program. In addition, she provided training for Chinese managers from Inner Mongolia on leadership. Furthermore, she provided a workshop in Mexico for the executives of a multinational company's Latin America region on Facing Changes and Planning for the Future. Additionally, she was also a member of a team invited by the state of Louisiana to evaluate an I/O program for expansion. Dr. Ayman was also invited last December as a guest presenter at Delphi University's conference on *How do Women Fair in Leadership positions?* Dr. Ayman was a reviewer for the following academic conferences and journals: the British Academy of Management, Journal of Business and Psychology, Journal of Organizational Behavior,

Journal of Community, Work and Family, SIOP and Academy of Management: Gender and Diversity and Organizational behaviour divisions. She was also a reviewer for Social Science of Canada granting agency. Roya was the chair and the discussant for a session at the Academy of Management on team leadership. Roya also continued her collaboration with the Leadership Academy at IIT. Moreover, with the help of Nahren Ishaya, Mary Hunt, and Stefanie Pugliese- the work family research team at IIT - they submitted a proposal and were one of the finalists for the WorldatWork grant.

### Dr. Scott Morris



Scott Morris and his students are involved in a number of research projects related to personnel selection and statistical analyses. Recent selection research has focused on sources of bias in hiring decisions; one study examined the effect of foreign accents while another investigated prejudice against Arab job applicants. Other research has explored a variety of methodological issues, including: identifying the best methods for adverse impact analysis; adapting meta-analysis for longitudinal program evaluation research; and refining Raju's DFIT analysis for Likert-type data. Dr. Morris recently joined the editorial board of Personnel Psychology, and has served as a reviewer for the Journal of Applied Psychology, Psychological Methods, Organizational Research Methods and the SIOP conference. In addition to his

role as a member of the I/O faculty, Dr. Morris is also the Assistant Dean of the Institute of Psychology and Chair of IIT's Institutional Review Board (IRB).

### Dr. Alan Mead



Alan Mead, and students working with him, are actively engaged in research on psychometric applications (such as differential item functioning), technology's impact on HR functions (such as computerized testing), and applications of personality theory (such as the relative security of personality assessments). Alan actively researches the application of measurement models to practical problems such as translation of surveys and tests across cultural, demographic, or language boundaries to ensure that everyone is assessed fairly. He is a technophile and proficient software developer and holds LPIC-1 and Linux+ certifications in Linux system administration and maintains several LAMP-based websites. Before joining the faculty of IIT, Dr. Mead worked as a manager, research scientist, and psychometrician for Aon Consulting, and

has implemented systems as diverse as computerized tests, web applications, data mining systems, and psychometric estimation utilities. He has been published in journals such as *Psychological Bulletin*, *Personnel Psychology*, *Applied Psychological Measurement*, *Educational and Psychological Measurement*, and *Applied Measurement in Education*. He has authored numerous chapters and is a frequent participant at the Society for Industrial and Organizational Psychology annual meeting.

## Faculty Activities

### Dr. Konstantin Cigularov

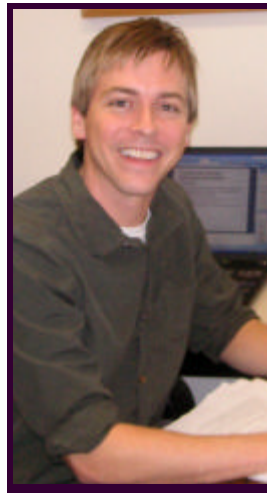


Konstantin Cigularov received his Ph.D. in Industrial-Organizational Psychology from Colorado State University in 2008 and recently joined the I/O Program as an Assistant Professor. He is teaching undergraduate courses in industrial-organizational psychology and statistics, as well as graduate courses in training and development. His areas of specialization and research include organizational climate/culture and occupational health and safety; training/program development, evaluation, and transfer; as well as measurement and cross-cultural issues of work motivation. In his research and consulting projects, Konstantin has been collaborating with colleagues and students from various disciplines (e.g., psychology, business, ergonomics, public health, epidemiology, industrial economics) and institutions (e.g., IIT, Colorado State University, University of Economics (Bulgaria), National Institute of Occupa-

tional Safety and Health, Colorado Department of Public Health and Environment). Some of his current projects include: (a) investigating the organizational predictors of work safety and health in the construction industry, such as safety climate, safety training transfer climate, leadership, and communication; (b) examining gender, age, culture, and measurement issues related to achievement motivation; (c) exploring the individual and contextual factors related to success and physical and mental well-being of nursing students; and (d) evaluating the effectiveness and transfer of community suicide prevention gatekeeper training programs.

### Dr. Kemp Ellington

Kemp Ellington, after joining the I/O program at IIT in the fall of 2007 as a Visiting Professor, accepted a tenure-track position as an Assistant Professor to begin in fall of 2008. Kemp is teaching undergraduate courses in I-O Psychology, and will also be teaching a graduate course in performance appraisal this spring. In addition to teaching, he has recently been involved in research in a team-training context examining the impact of individual learning and goal orientations on training outcomes over time. Kemp has also continued his involvement in training effectiveness research with the Special Operations Forces Language Office (SOFLO), building on research presented at SIOP 2008 which focuses on the impact of the trainer on various trainee learning outcomes.



### Dr. Vicky Harmon

Vicky Harmon has worked on several research projects related to the topics of team processes and organizational identification. She recently completed her dissertation, which examined the effects of differences in team members' abilities on their motivation to perform in their teams. She is also involved in a project examining information sharing in decision-making groups. Additionally, she is working on developing a measure of ambivalent organizational identification. This summer Vicky presented her work at three professional conferences. Additionally, she was a reviewer for Group Processes and Intergroup Relations. This year, she is a Visiting Assistant Professor at IIT.



## Expansion of the Center

The Center for Research and Service offers professional consulting and research services through the Institute of Psychology. Its staff partners with clients to assess and improve individual, team, and organizational performance. The Center presents expertise in areas related to human resource measurement, including design and administration of organizational surveys and 360-degree feedback instruments, test development and validation, and training needs analysis and evaluation.

Over the past year, the Center for Research and Service has seen incredible growth in both its staff and product and service offerings. In the last fiscal year, the Center funded more students than ever before, providing tuition support for 18 Clinical students and 7 I/O students. In addition, 32 students were involved in project work. This growth has positioned the Center to meet its mission to support scholarship and research in the Institute of Psychology by funding students and supporting student training and development.

Recently, Heather McLinden joined the Center team as Associate Director. Heather is a graduate student in the I/O program at IIT and recently completed comprehensive exams. She has several years of experience in industry, working on many projects related to test development and validation. In addition to helping the Center grow its relationships with clients and strategic partners, Heather is working closely with Dr. Alan Mead, an IIT faculty member and the Center's Scientific Advisor, to upgrade the Center's online testing platform for use in certification testing. This platform allows for the creation of customizable online test design, administration, and reporting.

Current graduate students include Brendan Neuman, Project Manager, and Associate Consultant Anna Brown have recently launched the Frontline Training Diagnostic, which is an instrument designed specifically for frontline bank and credit union employees to assess attitudes regarding both the value of additional training and the effectiveness of organizational support for training. Essentially, this diagnostic is valuable in assisting organizations in identification of training needs, assessment of managerial support for training, and assessment of overall organizational learning climate. Together with BAI, one of the Center's largest strategic partners, Brendan and Anna continue to impact the organizational effectiveness of banks and credit unions across the United States.

Koren Aragaki and Gary Robb remain with the Center as a Project Manager and Associate Consultant, respectively. New to the team are Kevin Franke, Rachael Hall, Chenwei Liao, and Samantha Paruchuri. This team of Associate Consultants works on a variety of projects, including survey design, administration, reporting, and follow-up. In terms of survey follow-up, the Center is excited to announce the completion of its Online Action Planning Tool, which is a customizable web-based system that organizations can use to develop and share action plans for survey follow-up. As many of you already know, survey follow-up is critical in ensuring actionable results are taken from survey feedback. This tool enables companies to do this in an intuitive, easy-to-use system that can be accessed online from any location.



L to R back row: Dr. Sander Marcus, Chenwei Liao, Brendan Neuman, Gary Robb, Dr. Bruce Fisher

L to R front row: Koren Aragaki, Anna Brown, Rachael Hall, Heather McLinden, Samantha Paruchuri

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## IOOB Student Conference

2008 IOOB (Industrial Organizational / Organizational Behavior Graduate Student Conference) conference was held by the Colorado State University (I/O Program). The conference theme was entitled "Shifting the Paradigm: Work in the 21st Century." Graduate students and professionals from various fields of IO/OB are allowed to present their work to each other. Although it is a poster presentation, the low stress environment allowed me to relax and meet new people that loved research as much as I do. The presentation quickly became many non-formal meetings that gave me the ability to answer questions about my work and to discuss and learn about other research that

is going on throughout the various fields of IO/OB. The keynote speakers were Michael Frese, John Mathieu, and Frank Landy. Along with speakers and posters were various workshops and symposiums that I was able to sit in on. There were workshops ranging from "Assessment Centers DO Have (Construct) Validity to Measure Intended Constructs" by George Thornton to "Virtual Teams: A Review and Discussion of Future Directions" by Travis Maynard. There was also a Wynkoop Brewery Social Gathering where everyone was able to relax, mingle, and enjoy their time in Denver. I was excited that I was able to go sightseeing in Colorado and go snowboarding in Winterpark. The next IOOB conference will be held in Chicago, Illinois on February 27 through March 1, 2009 by the Illinois Institute of Technology (I/O Program). The theme will be "The Winds of Change: Past, Present, and Future Influences of I/O Psychology." For more information please go to [www.iit.edu/~ioob/](http://www.iit.edu/~ioob/).

Written by Alexander Purcell, 2nd year

## SIOP Conference

In April 2008, many members of the IIT I/O family traveled to San Francisco, CA to participate in the 23rd annual SIOP conference. This year was unique in that the conference events began on Thursday and ended on Saturday night, shifting the schedule of the whole conference. What hasn't changed is the sheer volume of information that participants have access to at the conference. For three full days, twenty large rooms were scheduled with back-to-back panels, poster sessions, and seminars on any I/O related topic you could ever want. Some sessions were geared toward academics and steps forward the I/O literature has taken recently. Others were geared more toward the application of I/O theory and implications for practice. Some were oriented toward sharing best practices, such as "Computer Adaptive Testing and Personnel Selection," whereas others were aimed at helping I/O professional recognize trends and navigate employment in the field. Professionals came together to share their work,

share their experiences, and help to grow and enrich I/O psychology. It was impossible to even see every panel on the topic you may be interested in, let alone try and learn about a variety of areas. What was most impressive to me was the opportunity to network with researchers whose work we have studied, memorized and applied. It was also exciting to see some members of the IIT community participating as members of panels. A highlight of

the conference is the annual IIT reception, hosted by Dr. Ayman. This provided us with an opportunity to meet alumni and support the program which has given us all so much. IIT students are encouraged to bring employers as well, providing even more networking opportunities. This was my first year attending the conference, and I know I will do everything I can to attend as often as possible. It is an exciting event that can provide you with many opportunities. I strongly recommend attending next year's conference in New Orleans! For more information, visit <http://www.siop.org/conferences>.

-Written by Sarah Rusakiewicz, 3rd year



L to R: Dr. Roy Ayman, Anne-Sophie Deprez-Sims, Samantha Paruchuri, Sarah Rusakiewicz, Michal Gradshtein, Rachael Hall, Brendan Neuman, Dr. Alan Mead

## I/O Open House

The 2007 I/O Open House was again hosted by Dr. Roy Ayman. In spite of the cold autumn rain, our guests came from every corner of the city to enjoy this annual event. Professionals, mainly consisting of our alumni and senior PhD students, were the most popular advice-givers. Second and third-year students took every opportunity to learn about different work experiences and potential internship openings. First years, though curious and excited, were somewhat timid about initiating

conversation. Helpful elder students frequently stopped by their small circle and asked about their first three months' adventure into the program. While people were sharing their professional experiences, not everything was about work and school. Obviously, it wasn't necessary to discuss psychometrics with Dr. Alan Mead while enjoying his home-made M&M cookies! In contrast to the previous open house that I attended solely to enjoy, this time I assisted Dr. Ayman with the preparation. As we dragged tons and tons of ice and soda up to her apartment with bare hands, I could not believe that she has hosted this event for over a decade. This year, the upcoming I/O Open house falls on November 22<sup>nd</sup>. Please mark your calendars and join me to appreciate Dr. Ayman's years of hard work and all the support from her kind family! Sharing and enjoying—that's what we are there for!

-Written by Liwen Liu, 3rd year

## Incoming Students

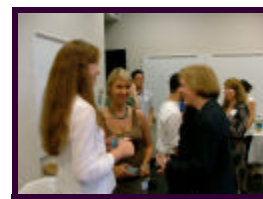
### Ph.D. Track

**Adams, Stephanie** - Purdue University (USA)  
**Fleischer, Avi**- Northeastern Illinois University (USA)  
**Neuhengen, Jonas** - Portland State University (USA)  
**Paliheua, Sue** - Chicago State University (USA, Sri Lanka)  
**Sawhney, Gargi** - Northeastern Illinois University (USA)  
**Sridharan, Priyanka**- University of Mumbai (India)

### PHRD Track

**Chen, Maple** - Shanghai Normal University (China)  
**Chi, Peter**- University of Oregon (USA, China)  
**Chuang, Lily**- National Taiwan University (Taiwan)  
**Gandara, Danny**- University of Texas at Arlington (USA)  
**Jang, Younghee, M.S.** - University of Pittsburgh (Korea)  
**Miao, Cindy**- Capital Normal University (China)  
**Pawelko, Jen**- University of Wisconsin,

Milwaukee (USA)  
**Sergent, D.J., MBA**—Webster University, CO (USA)  
**Straetmans, Mark**- Central Michigan University (USA)  
**Zhao, Kelly** - Henan University (China)



## Orientation Adventure

For me, it brings back the memory of the first experiences I spent here in Chicago. I think we all may have had the same ideas when we were getting ready to attend classes here at IIT. The first one, we've been through this already with our undergraduate college, adjusting should be a breeze. The second one, we have no idea what to expect from orientation or the I/O program. It is a rather frightening thought, moving to a large city not knowing what to expect. In my 24 years of experience I have learned that sometimes the best expectation to have is no expectation whatsoever, at least that way you can never be disappointed. Somehow we all made it through the move successfully and finally got to meet our colleagues for the first time. Most of us had visited campus already and some of us even managed to be able to get around without getting lost, the lucky handful. Our first meeting was nothing short of interesting. In that one room we met our professors, the dean, our TA's and every other first year student. Dr. M. Ellen Mitchell introduced herself and gave us a very warm welcome. Afterwards she let Dr. Roya Ayman take care of everything from there. Dr. Ayman introduced herself to us and shortly after the faculty introduced themselves along with the TA's. Now it was our turn. We were expected not only to introduce ourselves but also mention something interesting about ourselves. Oh yes, I remember doing this in my undergrad Cognitive Psychology class. I decided to use the same introduction: "Howdy, my name is Daniel Gandara, I'm from Texas and I like diced tomatoes, but not sliced tomatoes." OK not bad, got a couple of chuckles and nobody died from embarrassment. After the introductions we were split off to meet with our

advisor to create our schedules for fall. Roya quickly pointed out how we will have many options in classes while we are here to study whatever we would like and explore our topics in depth. From there we were led to the Center where we met most of the staff and learned about opportunities for students. We introduced ourselves again and had a small chat with them before heading off to the computer lab. Somehow we managed to battle the newest technologies of the Banner system and succeeded. We were now students enrolled in classes. The day is only half over. Our TA guide, Hsiang, leads us on a tour of campus. He makes sure we know all of the critical areas, like the MTCC and the HUB, where the Bog is located. I think we found the library and the Main building on that tour too (were we supposed to be paying attention to those?). He ends our tour back at Life Sciences and back to our orientation room where our treat for being patient all this time is waiting. Food! We concluded our day with dinner and drinks and mixing with the faculty and other students. It was the perfect time to meet people. I met several of the other students who shared some of their wisdom with me. All in all, I'm glad I didn't know what to expect. Remember that part I said earlier about sometimes the best thing to expect is nothing at all. It held true then too. It turned out to be a positive experience where I met some awesome friends who I have already had the pleasure of sharing many experiences with...but those are stories for another time.

-Written by Danny Gandara, 1st year

## Teaching Assistants



Michal Gradshtein



Sohini Roy



Hsiang To



Stefanie Pugliese



Josh McLaughlin



Lizzie Howard

**ANNUAL  
I/O PSYCHOLOGY  
NEWSLETTER**

Information &  
Application:

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**Important Dates to  
Remember:**

**I/O Open House**

Hosted by Dr. Ayman  
November 22, 2008

**SIOP Conference**

New Orleans, LA  
April 2-4, 2009

**IOOB Conference**

IIT, Chicago  
February 27—March 1, 2009

## From The Director's Desk

Dear students, alumni and friends,

This is the 20<sup>th</sup> year that I have had the honor of serving as the director of the I/O program at IIT. During this time we have had ups and downs, and what I remember most and am proud of is to have been associated with a program where the students and alumni are supportive of each other and the program. During these years our alumni such as Steve Castello, Mike Burke, Linda Jeleniewski- Liang, Jennifer Dombowski, and John Scott have gained major career recognition by being President and Program director of SIOP, received awards such as IIT's alumni award, Julian award and FedEx research award. Our students such as Mark Frame, John Skinner, and Tobin Anselmi have been recognized by national institutions for their research. We are also grateful to Dean M. Ellen Mitchell and Olivia Anderson for establishing the Pounian award that recognizes the student in the program who consistently has been involved with research and the academic side of our field by presenting, publishing and teaching. We are proud to see our alumni having high positions in various companies and being active in academic settings. The success of our alumni and students is our pride and joy. During these years due to the hard work of the faculty and students, our program was recognized twice in the top ten programs in the country and North America once in 1989 and once in 2005.

As always, I would like to thank all the alumni and friends of the program for their support by attending our internship meetings, our open house, and the orientation and meeting with the students. Particularly last year we would like to thank alumna Erica Hartman from APT for giving her time and presenting at the internship meeting. We would also like

to thank Jon Leathbury of Hewitt Associates for presenting at the Psi Chi meeting and connecting with our students, which resulted in two internship opportunities. We are also grateful to our alumni who serve on the advisory boards of our Institute of Psychology and the Center for Research and Service and protect the interest of the I/O program (Jaci Masztel, Linda Jelanwski- Liang, George Langlois, Steve Steinhaus, Chris Fieburger). Also, it goes without saying that the program is extremely grateful to Dr. M. Ellen Mitchell, Dean of the Institute of Psychology for her support and encouragement. We are also appreciative of Dr. Bruce Fisher, Director of the Center for Research and Service, for his care and support of the program and particular attention in providing career opportunities and guidance to our students.

It has been a joy and privilege to serve as the program director and I hope that I can carry this service for the next term with the hard work of the faculty and students and the caring support of our alumni and friends.

Please stay in touch and let us know if you meet an alumnus who has lost touch with us. We try to send you career opportunities during the year and we hope that staying connected has some value for you as it has much value for us.

With warm regards,

Roya

