



Volume 22

October 2009

CONGRATULATIONS 2009 GRADUATES!

Ph.D.

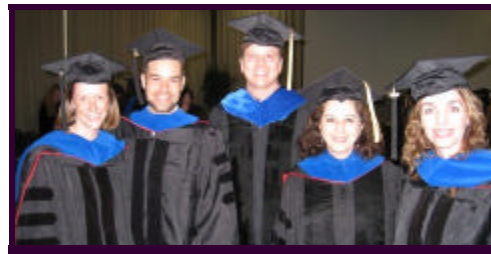
Eleni Speron, Ph.D. A comparison of metric linking procedures in item response theory. Defended May 2009.
 Adams, Susan, Ph.D. The impact of communication quantity and quality on Leader Emergence: The Role of Communication Medium. Defended September 2009
 Ronen, Eyal, Ph.D. Transfer of e-learning in the workplace: Trainee characteristics & contextual factors. Defended 2009.

M.S.

Kuo, Vicki. (2007). The Effects of Rater Characteristics on Judgments of Leadership Emergence. Advisor: Ayman
 Soni, Harini (2008). A comparison of two multi-group DIF Methods. Advisor: Mead

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

Benuska, Sarah
 Flutka, Mike
 Fritts, Thomas
 Liu, Liwen
 McLaughlin, Joshua
 Paranjpey, Neelima
 Robb, Gary
 To, Hsiang
 Yadav, Namrata



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Honors & Awards

The I/O Program is thrilled to announce the success of several students in achieving honors & awards both within and outside of the program!

Mark Tawney, M.S. received the Charles "Arch" Pounian Award. He has presented papers at national conferences annually and published papers in several journals, with research interests ranging from statistical learning modeling to employee fitness programs and most recently studying empirical keying of personality and biodata for selection. He taught at DePaul University and currently works at I/O solutions as a Research and Development Manager.

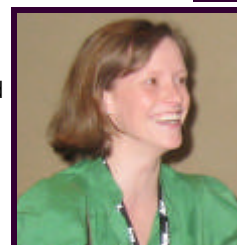
Sofiya Velgach, ABD, received the I/O Program Student Research Award in Honor of Dr. Nambury Raju. Her Academy of Management paper was awarded the best international paper in The Gender and Diversity in Organizations Division of AOM. She has presented in national and international conferences annually and has defended her proposal for her Ph.D. dissertation. Her research has focused on the work-family interface. She has taught courses at several institutions in the greater Chicago area and currently works for the Navy as an operational research analyst.

Susan Adams, Ph.D. was one of 4 finalists for the 2009 Jablin Dissertation Award for the International Leadership Association. She defended her dissertation in April 2009 and graduated in May 2009 and is currently teaching at Northeastern Illinois University. Her research interests focus on leadership, groups and teams, and communication processes. She has presented at national conferences and published papers in several journals.



Mark Tawney, recipient of the Pounian Award

Sofiya Velgach, recipient of the I/O Program Student Research Award, in Honor of Dr. Nambury Raju



Susan Adams, finalist for the 2009 Jablin Dissertation

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

Ayman, R. (May, 2009). *Culture and leadership: How Emic and Etic approaches enrich our understanding. A keynote address at Global to Worldly Leadership Symposium, The Leadership Trust, Ross-on-Wye Herefordshire, UK.*

Ayman, R., Korabik, K., & Morris, S. B. (2009). Is transformational leadership always perceived as effective? Men subordinates' devaluation of women transformational leaders. *Journal of Applied Social Psychology, 39*, 852-879.

Ayman-Nolley, S., Ayman, R. Fritts, T*. Ortiz, E. Landeros, M. (June, 2009). *Hispanic Children's Implicit Leadership Theory Examined Through Their Drawings.* Paper presented at Piaget Society Meetings-Park City Utah

Bassari, A. & Ayman, R. (May, 2009). *Implicit Leadership Theory in Iran.* A paper presented at Global to Worldly Leadership Symposium, The Leadership Trust, Ross-on-Wye Herefordshire, UK.

Burdalak, M. (2009, February). *HIPAA for I/O Psychology and HR Management.* Presentation at the 30th Annual Industrial/Organizational and Organizational Behavior Conference, Chicago, IL.

Dierdorff, E. C., Ellington, J. K., & Belohlav, J. A. (2009, April). *Longitudinal effects of learner preferences on individual and team-level outcomes.* Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

*Deprez-Sims, A. S., & Ellington, J. K. (2009, February). *Trainer and trainee demographic characteristics: An examination of influences on training evaluation measures.* Symposium conducted at the 30th Annual Industrial/Organizational and Organizational Behavior Conference, Chicago, IL.

Ellington, J. K., & Surface, E. A. (2009, April). The trainer's impact in the learning environment: A multilevel examination. In S. T. Bell & A. Towler (Chairs), *The people factor: Considering trainee and trainer effects on learning.* Symposium conducted at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Eurich, T., Krause, D. E., Cigularov, K., & Thornton, G. C. III. (2009). Assessment centers: Current practices in the United States. *Journal of Business and Psychology.*

Gardner, P. C., Moore, J. T., Cigularov, K. P., Putter, S. E., Sampson, J. M., Maertens, J., Chen, P. Y., Quinnett, P., & Baker, A. (2009, April). *Comparison of online and face-to-face gatekeeper training.* Paper presented at the 42nd American Association of Suicidology Annual Conference, San Francisco, CA.

Gardner, P. C., Sampson, J. M., Cigularov, K., Chen, P. Y., Dougherty, J. P., Henry, M., Merrill, A., & Wilson, V. (2009, January). *Personality and Need for Recovery as Predictors of Physical and Mental Health.* Poster presented at the 2009 Rocky Mountain Academy of Occupational and Environmental Medicine Annual Conference, Littleton, CO.

Korabi, K. & Ayman, R. (August 2009). *Combining Work and Family: Experiential and Empirical Lessons from Project 3535.* Paper presented at the symposium chaired by Steven Poelman on xxx. *Academy of Management annual meeting, Chicago IL USA*

*Liao, C., & Mead, A. D. (2009). Fit of ideal-point and dominance IRT models to simulated data. Paper presented at the twenty-fourth annual meeting of the Society for Industrial and Organizational Psychology in New Orleans, LA.

Liu, L. *, Ayman, R., Ayman- Nolley, S. (May, 2009). *Chinese children's implicit leadership theories (ILT): The role of gender and grade.* A paper presented at Global to Worldly Leadership Symposium, The Leadership Trust, Ross-on-Wye Herefordshire, UK.

*Liu, L., & Ellington, J. K. (2009, February). *Effects of simultaneous learning, language similarity and motivation to learn on third language acquisition.* Paper presented at the 30th Annual Industrial/Organizational and Organizational Behavior Conference, Chicago, IL.

Mead, A. D. (Chair; 2009). New directions in test security and cheating detection research. Invited Symposium, presented at the annual meeting of the National Council on Measurement in Education in San Diego, CA.

Mead, A. D. (2009). Tracking stolen items using steganographic watermarking. Paper presented at the annual meeting of the National Council on Measurement in Education in San Diego, CA.

Mead, A. D., & Kustis, G. (2009). Predicting sales performance with the 16PF Questionnaire: Global versus primary scales. Paper presented at the twenty-fourth annual meeting of the Society for Industrial and Organizational Psychology in New Orleans, LA.

Publications & Presentations (Continued)

Mead, A. D. (2009). A top ten list of measurement-related errors. Paper presented at the thirtieth annual IOOB conference in Chicago, IL.

Mead, A.D., Fleischer, A., Sergent, J.D. (2009, June). Multidimensional adaptive personality assessment: A real-data confirmation. Paper presented at the GMAC CAT Conference, Minneapolis, MN.

Moore, J. T., Smith, A., Cigularov, K. P., & Chen, P. Y. (2008, October). *Proactive management: A multi-level communication intervention in the construction industry*. Paper presented at the 4th National Occupational Injury Research Symposium, Pittsburgh, PA.

Moore, J. T., Cigularov, K. P., Chen, P. Y., Martinez, J. M., Hindman, J., & Brietzman, S. (2009, April). *A Longitudinal Evaluation of Gatekeeper Training*. Paper presented at the 42nd American Association of Suicidology Annual Conference, San Francisco, CA.

Morris, S. B. (2009, April). *Accounting for covariance heterogeneity in the standardized mean change*. Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Polyashuk, Y., Ayman, R., & Roberts J. (April, 2009). Relationship Quality: The Effect of Dyad Diversity Composition and Time. Poster session presented at the meeting for Society of Industrial Organizational Psychology, New Orleans, LA.

Rajadhyaksha, U., and Velgach, S. (2009). Presentation entitled "Gender, Gender Role Ideology and Work-Family Conflict in India", was presented at the 2009, Annual Meeting of the Academy of Management

Raju, N. S., *Fortmann, K. A., Kim, W., Morris, S. B., Nering, M., & Oshima, T. C. (2009). The item parameter replication method for detecting differential functioning in the polytomous DFIT framework. *Applied Psychological Measurement*, 33, 133-147.

Smith, A., Cigularov, K., Chen, P. Y., & Rosecrance, J. (2008, October). *Train-the-trainer training—A case study*. Paper presented at the 4th National Occupational Injury Research Symposium, Pittsburgh, PA.

*Sowinski, D., Towler, A., & Mead, A. D. (2009). The effects of climate strength on the service chain model. Paper presented at the twenty-fourth annual meeting of the Society for Industrial and Organizational Psychology in New Orleans, LA.

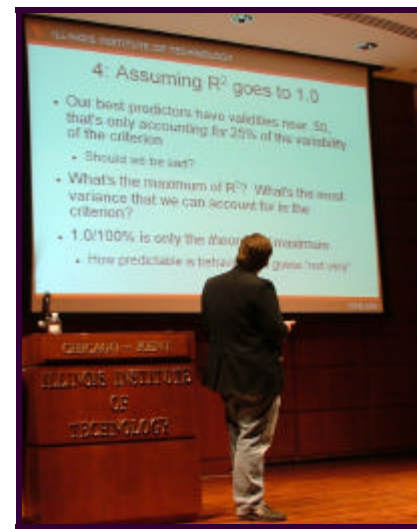
*Weiss, J. & Morris, S. B. (2009, April). *Arab Employment Bias: the Role of Implicit and Explicit Attitudes*. Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Celebrating IOOB at IIT!



Jeopardy at IOOB—Host, Konstantin; Judges, Kemp & Alan with the winning team of students!

Alan Mead presenting his keynote speech at IOOB—Chicago



IOOB participants listen intently during one of the many useful sessions



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.

Stephanie Adams is a Training Assistant at Quality Training Systems.

Koren Aragaki is a Project Manager at the Center for Research and Service.

Rebecca Anderson is a consultant at Inteflex.

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

Marybeth Burdelak is working as an intern at Henry Crown and Company.

Mike Cama is a Consultant at Wonderlic.

Peter Chi worked as an HR intern at Datalogic Scanning Inc in Eugene, OR.

Lily Chuang interned at the Shedd Aquarium.

Jamie Cruz is an Organizational Development Analyst with United Airlines.

Anne-Sophie Deprez-Sims is working in Organizational Development at Advocate Healthcare and served on the Executive Committee for the 2009 IOOB Conference.

Kevin Franke is an Associate Consultant at the Center for Research and Service.

Michal Gradshtein is an intern with Proctor & Gamble and was head of the IOOB Executive Committee.

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

Rachel Meredith is a Human Capital Consultant at Deloitte Consulting.

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

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

Pamela Pollack is a Research Associate at United Airlines.

Yelena Polyashuk is a Full Time Instructor at Northeastern Illinois University and served on the Executive Committee for the 2009 IOOB Conference.

Rebecca Roller is an HR Direct Operations Analyst at Advocate Healthcare.

DJ Sergent is an Associate Consultant at the Center for Research and Service.

Ari Sisklind is a consultant with Inteflex.

Harini Soni is a Psychometric Analyst at Pearson VUE in Chicago.

Mark Straetmans is interning at the Art Institute of Chicago.

Mark Tawney is a Research & Development Manager at I/O Solutions.

SIOF 2009



Roya visiting Yelena Polyashuk who presented at SIOF

Students, Faculty and Friends enjoying the IIT SIOF Reception



Namrata, Kemp, Maureen, Anna, & Eyal



Stefanie, Chenwei, Konstantin, Jen & friends

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 Brands, Inc.

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 (an 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.

Kristen Fortmann, Ph.D., is a Senior Education Research Analyst at the College of American Pathologists and an Adjunct Instructor at Northeastern Illinois University.

Allan Fromen, Ph.D. is now Vice President at Rodman & Renshaw.

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

Anwaar Judeh, M.S., is a Compensation & Benefits Specialist with Amcor Flexibles.

Burt Krain, Ph.D., is Chief Scientist, Competency Development at the Total Force Integration Branch, OPNAV N11, U.S. Navy, Great Lakes. He has also established a private consulting firm, Krain Associates.



Several Alumni with Roya at the SIOP 2009 Reception

Featured Alumnus: Michael Callans



Michael Callans is President of Psychology.com. Psychology.com provides innovative solutions to individuals and employers to support success in the attainment of personal and work-related goals. For employers, our solutions include customized development of standardize selection assessments and feedback tools. For individuals, our solutions include insightful self-assessments and the facilitation of

consultation with licensed, mental health professionals.

"My personal mantra is "make a difference" which has guided me through my career thus far. Initially as a social worker I sought to make a difference in my clients' personal lives. Then armed with knowledge acquired from the I/O program at IIT and various roles at Wonderlic I sought to make a difference as a researcher to build better tests, as a consultant to build better solutions, and as a leader to help grow a business and the careers of my team. Psychology.com is the natural extension of my desire to make a difference in the lives of people and their employers through the use of innovative technologies. I often ask myself "Am I MAD?" (Making A Difference)"

Russell Lobsenz, Ph.D., recently joined Orbitz as their Director of Global Talent Development.

Mark LoVerde, Ph.D., is a Managing Consultant at Valtera Corporation.

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., is 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 Owner and Managing Director of Roselle Leadership Strategies

Azah Widati, M.S., is Head of Graduate Administration Division at the Ministry of Finance of Republic Indonesia.

Faculty Activities

Dr. Roya Ayman



Dr. Ayman has completed 20 years serving IIT as the director of the I/O program. As a researcher, with her students and colleagues, she is involved in a number of research projects related to leadership, work family conflict, and diversity & organizational climate. Last year Dr. Ayman was also involved in several consulting projects such as working as a content expert with Capital H consulting group on designing a diversity training program for instructor lead as well as online. Also she was a topic expert in assisting 21st Century Learning Solutions, Inc. design an on-line course on "managing work team diversity and creativity". She also provided Leadership training for a group of Chinese managers and professionals from Inner - Mongolia. She has

served on editorial boards of journals such as Leadership Quarterly and International Journal of Cross-cultural Management and has provided reviews for other journals and conferences such as SIOP, Academy of Management, European Academy of management, European Journal of Work and Organizational Psychology, and Applied Psychology: International Review. This year Roya was the recipient of the Dean's Leadership Award for her service over the last 20 years to the I/O Psychology program and the Institute of Psychology.

Dr. Scott Morris



Dr. Morris and his students are involved in a number of research projects related to personnel selection and statistical analyses. Several ongoing projects focus on adverse impact analysis. These projects are exploring methods for building confidence intervals on the adverse impact ratio, methods to aggregate adverse impact statistics across samples, and the effect of alternate predictor combinations on the magnitude of adverse impact. Another topic of interest is how to adapt meta-analysis for longitudinal program evaluation research. A current project is testing out this new method using a meta-analysis of leadership development programs.

A third area of research is Item Response Theory. Scott is currently working with students to refine Raju's DFIT framework for evaluating measurement equivalence/ item bias.

This last year, Dr. Morris joined the editorial boards of *Journal of Applied Psychology* and *Personnel Psychology*. In addition to his role as a member of the I/O faculty, Scott is also the Assistant Dean of the Institute of Psychology and Chair of IIT's Institutional Review Board.

Dr. Alan Mead



Dr. Mead had a busy year. He worked with eight students on their thesis and dissertation research, including two students who successfully defended their dissertation proposals. His lab conducted research on item response theory test analysis, personality job analysis, computerized testing, exam security and item metrics, including presentations at SIOP, NCME, and the GMAC CAT Conference. Alan agreed to co-author a book chapter with John Scott in a SIOP series book on computerized testing. Finally, he consulted through the Center for Research and Service with clients on psychometric and technological projects.

Alan and students working with him are actively engaged in research on psycho-

metric 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.

Faculty Activities

Dr. Konstantin Cigularov



Dr. Konstantin Cigularov received his Ph.D. in Industrial-Organizational Psychology from Colorado State University in 2008 and joined the I/O Program as an Assistant Professor last year. He has been teaching undergraduate courses in industrial-organizational psychology, statistics, and motivation and success, as well as graduate courses in training and development. In the past year, Konstantin has been working with colleagues and students on research projects related to occupational safety and health management, training development and evaluation, and achievement motivation. As a member of a multidisciplinary research

team led by the Center for Construction Research and Training, Konstantin played an integral role in identifying the factors that contributed to 12 fatalities among construction workers at the largest private construction project in U.S. history in Las Vegas. This work was featured in the 2009 Pulitzer Prize-winning articles of the Las Vegas Sun journalist Alexandra Berzon.

Dr. Kemp Ellington



Dr. Kemp Ellington has continued his training effectiveness research with the U.S. Special Operations Forces (SOF), recently focusing on the transfer of foreign language proficiency training to job performance. He is also actively involved in research analyzing the dynamic nature of both subjective and objective measures of job performance, in addition to rater and contextual influences in performance appraisal. Kemp's research on the "longitudinal effects of learner preferences on individual and team-level outcomes" was also selected for the Top Poster Session at the SIOP 2009 conference in New Orleans. Kemp's students have been studying a variety of topics related to both training and job performance, including team training, forced dis-

tribution systems of performance appraisal, and cognitive processes involved in evaluating job performance. In 2009 Kemp was invited to serve on both SIOP's Lee Hakel and Graduate Student Scholarship Committees, in addition to the HR Division of the Academy of Management's Ralph Alexander Dissertation Award Committee.

Staying Busy at 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 pre-

sents 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 stayed busy, in spite of the state of the economy. The Center is still able to fund a number of students, including, Project Managers: Koren Aragaki and Brendan Neuman; Associate Consultants: Anna Brown, Rachael Hall, Kevin Franke, DJ Sergent, Samantha Paruchuri, and Jenn Marola; Additionally, the Center has employed 12 project workers, of which 5-7 are working on a consistent basis.

This fall, everyone is very busy as many projects which were on hold have now started up, along with new and annual projects kicking off. Some of the current projects going on are Item Development and Validation tasks, with 12+ project workers joining the Center to complete such assignments. In addition to employing and supporting I/O graduate students, the Center is also able to fund 1st year Clinical graduate students who assist with placement testing for CPS students. This year, Samantha and Anna will oversee this project which will take place over the winter 2010. Jenn works directly with Dr. Marcus in career and educational services scoring individual assessment tests.

Brendan worked closely with Dr. Fisher, Director, and they are happy to be able to offer a new suite of services to their bank and credit union clients.

New services consist of an employee engagement survey, 360 degree instrument, and a selection tool tailored to the jobs in financial services institutions. All of these services were created with frontline sales employees in mind.

Anna's responsibilities continue to expand and she recently shared project management duties with the Center's largest bank client. DJ has joined Brendan and Anna's team in serving banks and credit unions. She is catching on quickly and getting onboard to deliver consulting solutions to their clients.

Koren Aragaki continues to work for the Center and is keeping busy overseeing the large Item Development and Validation assignment, among many other projects. Rachael worked closely with a client in developing a Biodata scale, and took ownership of several key aspects of the project from item writing, to conducting the validation study, and writing the technical manual. Kevin and Sam remain occupied with the many large survey projects the Center undertakes annually, handling the tasks of survey design, administration, reporting, and follow-up. The whole team has also been occupied developing personality tests to select managers and staff.

Overall, the Center and its many dedicated workers continue to successfully impact the organizational effectiveness of companies across the United States and uphold the professional reputation of IIT's I/O program, with the guidance and support of their Director, Dr. Bruce Fisher. To learn more about the Center, please contact Bruce at fisherb@iit.edu or 312.567.6471.



Center Staff (from left to right)
Jenn Marola, Rachael Hall, Dr. Marcus, Samantha Paruchi,
Bruce Fisher, Koren Aragaki, Brendan Neuman, Anna Brown,
DJ Sergent, & Kevin Franke

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IOOB Student Conference

After 26 years, the IOOB conference was again hosted by IIT. The 2009 IOOB conference was held February 27-March 1, 2009 at IIT's downtown campus. Over 180 students registered to attend the conference! This number was definitely a new standard as it exceeded registration numbers from previous years. The three days of the conference were full of learning and networking opportunities. Friday started with a journey through time when Professor Roya Ayman introduced both the I/O program and the students who made the conference come true. The evening progressed with our first keynote speaker, Dr. Nancy Tippins, and a social networking event where sponsors from various consulting firms and organizations, and participants interacted over wine and hors d'oeuvres. Saturday started with a keynote address by Michael

Burke, an IIT alum and previous SIOP president. The day proceeded with professional workshops, and students' symposia and poster presentations. To close off the day we played jeopardy which was hosted and judged by faculty members who might have needed to consider a career in comedy (Konstantin Cigularov as host; Alan Mead and Kemp Ellington as judges). Individuals wanting to celebrate their victory or ones wanting to forget about their loss came together in a local Chicagoan bar. Our last day, Sunday, ended with our last keynote speaker, Dr. Alice Eagly and a thick coat of snow over Chicago.

We are happy to report that the conference ran smoothly and that thanks to Rachael Hall, we were able to raise enough money to cover all of our expenses and send seed money to the 2010 IOOB conference.

— Anne-Sophie Deprez-Sims, Michal Gradshtein, & Yelena Polyashuk; 2009 IOOB Executive Committee

SIOP Conference

Jambalaya, crawfish pie, and filet gumbo. The song by Hank Williams does an excellent job of capturing the spirit of New Orleans and SIOP 2009. Though it wasn't my first time in NOLA, it was my very first SIOP experience and one I won't soon forget. For me it started early by attending the pre-conference workshops. One of my colleagues turned me on to it and I found a workshop on executive coaching that I couldn't pass up. When everyone else from Chicago started to arrive we all felt the anticipation of the conference ahead. Running into the professors at several different points early on they advised anybody who was there for the first time to not be so compelled to visit every session all the time. Take breaks in between and enjoy the city. We definitely overdid it the first day. We tried to get too many sessions in and had nearly exhausted ourselves by the evening (yet somehow found the energy among us all to do a walking haunted tour).

The next day we worked on pacing ourselves a little better. Between all of us that went we decided to split up and attend different sessions to cover the most ground. It worked better and we had enough energy to not only attend Roya's IIT mixer, but to explore Bourbon Street as a group. Roya's mixer was a wonderful experience where several alumni from all over the country got together and met with the current students. My undergrad professor, Mark Frame, was attending as well and I was delighted to see him after being away from Texas for so long. Overall, it was an excellent experience. I understood more about research and practice and made some new contacts across the country for collaboration. I highly recommend every student to attend SIOP 2010 in Atlanta!

—Danny Gandara, 2nd year

I/O Open House

I still remember the first time when I heard the words "open house" I was wondering: what is that? It maybe sounds ridiculous for Americans, but you should know that I've never had that kind of awesome activity back in China during my past school years. Before we went to open house, we were informed to bring some special food. Cindy, Maple and I thought about it and decided that nothing would be better than making homemade Chinese food — Sweet and Sour Chicken which is my favorite. It turned out that no one even got a chance to taste my favorite food, because we were overwhelmed by tons of fantastic food, and deserts brought by so many alumni, faculty, and professionals coming from many places. However, I was not upset that no one had time to try my food, because even I was addicted to taking every opportunity to talk to alumni and professionals, and learning about different work experiences and potential internship opportunities. At first I felt timid to approach and talk with some of the profes-

sionals and alumni, but thanks to helpful faculty and senior students it was easy! They introduced us to them and used their sense of humor to make me relax and encourage me to socialize. I will never forget that!

So don't worry about talking with professionals, or about your bibliography or exams waiting for you in the next week, all you have to do is to overcome the freezing weather and get together. Once you are there, you will quickly forget about the cold and your classes, while you enjoy the wonderful company and food! Make sure to send your thanks to dear Roya. I can not imagine how much time and energy she devotes to the preparations. This year, the upcoming I/O Open House falls on November 22nd. Please mark your calendars and join me to appreciate Dr. Ayman's years of hard work and all the support from her kind family!

---Kelly Zhao, 2nd year

Incoming Students

Ph.D. Track

Franke, Kevin - Illinois Institute of Technology (USA)

Overfors, Christine - University of Minnesota (USA)

Savage, Catherine - Lewis University (USA)

Watson, Jeremy - University of California, Los Angeles (USA)

Wheeler, Megan - College of Charleston (USA)

Zigun, David - Lander College (USA)

Huang, Jialin - South China Normal University (China)

PHRD Track

Boyer, Peggy - Benedictine University (USA)

Devereaux, Matthew - Grand Valley State University (USA)

Ju, Bo - Central University of Nationalities (China)

Liu, Yutong - Emporia State University (China)

Lawrence, Bonny - University of California, Santa Barbara (USA)

Trotto, Jordan - DePaul University (USA)

Williams, Bradford - University of Tennessee (USA)

Zablocki, Michael - Loyola University Chicago (USA)

Orientation Adventure

After months of excitement, anticipation, and yes, a bit of anxiety, the day was finally here. Orientation and the start of our new lives as I/O graduate students at IIT. We came from as far away as China and as close as Chicago, each with a unique background and set of interests, but we all shared one common goal: To succeed in this program and walk away as examples of the excellent graduate training provided by the I/O program at IIT.

Some of us came to orientation with excitement, some with anxiousness. Others were nervous and did not know what to expect. The faculty and student representatives soon put us at ease with their warm welcomes and their kindness. And at the end of the presentation, we knew exactly what our time at IIT would look like, what was expected of us, and what we could expect in return. Registration was next, and it couldn't have been an easier process. Within a matter of 20 minutes, we all knew what classes we would be taking in our first semester, and had our schedules in hand. Orientation day ended with a lovely reception at which we were able to meet with current students, alum, and faculty. We chatted with second year students who gave us great advice on how to succeed in the first year. We met with students who were in the final stages of their dissertation, and we had the opportunity to continue our discussions with faculty about research interests. It was an excellent start to our time at IIT.

—Peggy Boyer, 1st year



First Year students enjoying the food and getting to know each other.



Students from all years getting together to welcome the new students at the orientation reception.

Teaching Assistants



Gargi Sawhney



Jonas Neuhengen
Comps TA



Kelly Zhao



Maple Chen



Stephanie Adams

**ANNUAL
I/O PSYCHOLOGY
NEWSLETTER**

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**Important Dates to
Remember:**

I/O Open House
Hosted by Dr. Ayman
November 21, 2009

SIOP Conference
Atlanta, GA
April 8-10, 2010

IOOB Conference
University of Houston-
Downtown
March 12-14, 2010

From The Director's Desk

As I start my fifth term as the director of the I/O program at IIT, I am humbled by the support and recognition from the program. In addition, I am honored to have received the Dean's Leadership award. I owe my success in this service to my mentors Nambury Raju, Martin M. Chemers, and Iraj Ayman. Also as I have annually expressed, the success of our program is highly dependent on the great faculty who have worked hard over the years, and the active involvement of our students in research and their excellence in the work they do at their practices. It goes without saying that our close relationship with our very successful alumni has been a great asset of our program. As we move forward, we are very excited with our team of faculty who strengthen our presence in the sub areas of methodology and psychometrics, on selection and performance management, in leadership and training and development, and on work place safety and health by incorporating stress management and work-family interface.

Last year, was a diadem of my years of service as I witnessed the dedication of a few students rally the program's students, alumni, and faculty around hosting the IOOB conference in Chicago. I am sure by now you have read the description of the report of this great success. I would be remiss if I didn't mention the names of those who relentlessly worked on this project. Many Thanks go particularly to Michal Gradshtein, Yelena Palyashuk, and Anne- Sohpie Deprez-Sims and all those students who assisted them. I would also like to thank Dean Mitchell and Olivia Anderson for their support. Behind the scenes, Jack Spani and Tara Butterfield, went over and beyond the call of duty, giving extra time and attention to these students to make the event successful. We also would like to thank Prof. Harvey Kahalas, Dean of Stuart School of Business, for providing the space for this event at the downtown campus. It takes great team work to make an event like this successful and our students came through. Of course our alumni and friends were there as always to give support to this initiative by providing funds. This was a grassroots effort and we made it!

While we are on the topic of grassroots effort, I would like to recognize the work of three of our first year students, Danny Gandara, D J Sergent, and Jonas Neuhengen who for the first time organized the I/O student club at IIT. With this effort, they managed to provide funds for movie nights and discussions on topics related to I/O and they also were able to disperse funds for students attending SIOP. I hope that this club will continue and more students will get involved and take charge. We are very proud of the students' engagement in our program and their efforts to make it meet their needs.

As always, I would like to also thank all alumni and friends of the program for their support and giving their time generously and attending our internship meetings, our open house, and the orientation and meeting with the students. Particularly last year we would like to thank Dr. Fred Rafilson from I/O solutions and Rod McCloy, Ph.D. from HumPRO for giving their time to present at the internship meetings. 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 Maszta, Linda Jelaniewski- Liang, George Langlois, Steve Steinhaus, Chris Freiburger, Dan Lezotte, Allison Crean, Russ Day, Jim Heisler, John Scott, Carolyn Thompson, Russ Barcelona, and Guy Summers). Also, it goes without saying that the program is extremely grateful to Dr. M. Ellen Mitchell, Dean of Institute of Psychology for her support and encouragement and for Dr. Bruce Fisher, Director of the Center for Research and Service for his care and support of the program and particularly attention in providing career opportunities and guidance to our students.

The I/O program nominated two students to attend the Ph.D. consortium at SIOP (Susan Adams) and Academy of Management Division of Gender and Diversity (Heather Leffler). We also contributed towards the expenses of two students who were presenting at national and international conferences (Liwen Liu, and DJ Sergent). Please share your thoughts and suggestions to me via email. Also we want to stay connected and strengthen our network. For those alumni who are connected with us we send any information about opportunities that come our way and also provide assistance and support through our students when they need manpower. 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. You can also join our linkedin group, IIT Psychology Alumni Network.

