



**Volume 22**

**October 2010**

**CONGRATULATIONS 2010 GRADUATES!**

**Ph.D.**

Fleener, Brandon (2010, Spring). A multi-level, multi source predictive study of charismatic leadership and performance: The role of gender.  
 Nelson, Sandra (2009, Fall). The effects of compositional demography on organizational climate level, climate strength and organizational performance.  
 Velgach, Sofiya (2010, Spring). The impact of role involvement and perceive control on the experience of work-family interface in India.

Roy, Sohini (2010, Fall). Personality-related job analysis instruments: Construct validation of the Work Styles Survey.

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

**Resource Development**

Maple Chen	Jen Pawelko
Peter Chi	D.J. Sergent
Lily Chuang	Mark Straetmans
Danny Gandara	Kelly Zhao

**M.S.**

Anderson, Rebecca C. (2009, Fall). The effect of pre-screening and predictor combination strategies on adverse impact in personnel selection.  
 Dorenwendt, Heiko. (2010, Fall). Measurement equivalence of a 360-degree feedback assessment translated into French and UK English.  
 Gradshtein, Michal. (2010, Fall). Factors affecting DIF: The role of translation, culture, and item characteristics.  
 Ichihara, Koren (2010, Spring). A multi-level analysis of demographic diversity and climate for service level and strength.  
 Neuman, Brendan. (2010, Fall). Measuring applicant faking through response latencies in online personality testing.

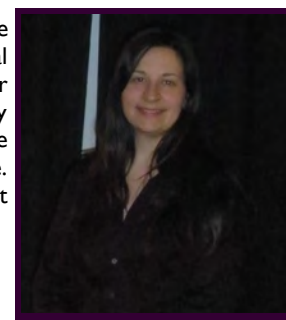


Spring 2010 PHRD graduates with Dr. Ayman

Graduates	1
Publications & Presentations	2-3
Student Groups	4
Student and Alumni Professional Activities	5
Faculty Activities	6-7
Open House	7
SIOP	8
IOOB	8
Center for Research and Service	9
Incoming Students & Orientation	10
Teaching Assistants	10
From the Director's Desk	11

**Honors & Awards**

**Charles Pounian Award** - Anne-Sophie Deprez-Sims, M.S., received the Charles "Arch" Pounian Award. She has published research in international journals, and has presented papers at several national conferences. Her research is on discrimination in the employee selection process, specifically exploring bias against persons who speak with foreign accents. Anne-Sophie also served on the executive committee for the 2009 IO/OB conference. She is currently working at I/O Solutions as a Research and Development Specialist.



**Rosabeth Moss Kanter Award** - Dr. Kemp Ellington's paper on occupational influences on work-family conflict, which was previously published in the Journal of Applied Psychology, was recognized in the *Annual Competition for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research* as one of the "twenty best articles of 2009."

## 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

- \*Adams, S. A., Ayman, R., Roch, S. (2010, August). *Communication Frequency and Content on Leader Emergence: Does Communication Medium Matter?* Paper presented in a round-table paper session, Academy of Management meetings, Montreal, Canada.
- Ayman, R. & \*Adams, S. J. (2010). Contingencies, Context, Situation, and Leadership. In Day, D., & Antonakis, J. (Eds.). *The Nature of Leadership*. Thousand Oaks, CA: Sage.
- Ayman, R. & Hartman, E. (2010). Laying the Foundation: Creating a Sustainable Culture and Shift in Business Paradigms. In Nasrin Khalili (ed).
- Ayman, R. & Korabik, K. (2010). Leadership: Why gender and culture matter. *American Psychologist*. American Psychologist, Vol. 65, No. 3, 157–170.
- Ayman, R., Korabik, K. Van Rhijn, T. Lero, D. S., & Hammer, L. (2010, August). Testing a Model of Work-Family Conflict in North America. In Symposium, Work Family Conflict from a Cross-Cultural Perspective, *Work Family Conflict*, Anat Drach-Zahavy (Chair). Academy of Management meetings, Montreal, Canada.
- Ben-Zeev, D., Ellington, J. K., Swendsen, J., & Granholm, E. (in press). Examining a cognitive model of persecutory ideation in the daily life of people with schizophrenia: A computerized experience sampling study. *Schizophrenia Bulletin*.
- Corrigan, P.W., Morris, S., Larson, J., Rafacz, J., Wassel, A., Michaels, P., Wilkniss, S., Batia, K., & Rusch, N. (2010). Self-stigma and coming out about one's mental illness. *Journal of Community Psychology*, 38, 259-275.
- \*Deprez-Sims, A., & Morris, S. B. (in press). Accents in the workplace: their effects during a job interview. *International Journal of Psychology*.
- Doverspike, D., Morris, S. B., & Snyder, D. (2010, April), *At Odds Over Adverse Impact: Perils and Pitfalls in Statistical Reasoning Involving Discrimination*. Workshop presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Ellington, J. K., Surface, E. A., & Wilson, M. A. (2010, August). *Transfer of language proficiency training in the Army Special Forces*. Paper presented at the 118th annual conference of the American Psychological Association, San Diego, CA.
- \*Fleischer, A., \*Neuhengen, J., & Mead, A. D. (2010, May). *The impact of instructions on a personality questionnaire*. Poster presented at the annual meeting of the Association for Psychological Science, Washington, DC.
- \*Gandara, D., \*May, J. & Gandhi, A. (March, 2010). *Cross-Functional Teamwork: Creating a Measure for Assessing Effectiveness*. Paper presented at the 31st annual meeting of the Industrial and Organizational/ Organizational Behavior Conference, Houston, TX.
- \*Gandara, D., \*May, J., & Huyck, M. (February, 2010). *Cross-functional team training: Development of undergraduate KSAOs for success*. Poster presented at the Mid-Winter Conference of Division 13 of the American Psychological Association, Society of Consulting Psychology, Scottsdale, AZ.
- \*Gandara, D., \*May, J., & Huyck, M. (April, 2010). *Applying Assessment Centers to the Educational Setting*. Paper presented at the RosEvaluation Conference, Terre Haute, IN.
- Harmon, V.M., \*Howard, E., \*Rusakiewicz, S., & \*Paruchuri, S. (2010). *Components of organizational attachment and the potential for ambivalence*. Poster presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- \*Hunt, M. & Ayman, R., & Logue-Antani (2009, November). *The Relationship between Work-Family Conflict, Social Support and Performance among Health Care Managers*. Paper presented at Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
- \*Ichihara, K.A., & Ayman, R. (2010, August). Relationship Between Ethnic Diversity, Climate for Service, and Climate Strength. In The Impact of Diversity and Climate Perceptions on Organizational Effectiveness Diversity and Climate, Roya Ayman (Chair). Academy of Management meetings, Montreal, Canada.
- \*Kwon, Z., \*May, J.L., \*Neuhengen, J., & \*Sergent, D.J. (2010). *Methods of aggregating adverse impact data: A review*. Paper presented at the 31st annual



Dr. Scott Morris with Elizabeth Howard at SIOP

## Publications & Presentations (Continued)

- meeting of the Industrial and Organizational/ Organizational Behavior Conference, Houston, TX.
- \*May, J.L., & \*Gandara, D. (March, 2010). *Assessing Ethical Climate in Undergraduate Project Teams: Adapting a Measure*. Paper presented at the 31st annual meeting of the Industrial and Organizational/ Organizational Behavior Conference, Houston, TX.
- \*May, J.L., & \*Gandara, D.G. (March, 2010) *Measuring and Enhancing Ethics In Cross Disciplinary Project Teams: an Integrated Approach*. Paper presented at the 19th annual meeting of the Association for Professional and Practical Ethics in Cincinnati, OH.
- \*May, J.L., \*Gandara, D., & Huyck, M. (April, 2010). *Measuring Aspects of Ethics in Cross-Disciplinary Undergraduate Teams*. Paper presented at the RosEvaluation Conference in Terre Haute, IN.
- \*May, J.L., \*Gandara, D., & Huyck, M. (June, 2010) *The Creation and Validation of Measures for Ethics in Cross-Disciplinary Student Teams*. Paper presented at the 117th annual meeting of the American Society for Engineering Education, Louisville, KY.
- \*May, J.L., \*Sergent, D.J., \*Neuhengen, J., & \*Kwon, Z. (2010). *Adverse impact in the courts: A review of the trends*. Paper presented at the 31st annual meeting of the Industrial and Organizational/ Organizational Behavior Conference, Houston, TX.
- Mead, A. D. (2010, April). *Noncomparability of speeded computerized tests: Differential response speededness?* Paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Mead, A. D. (Co-Chair; 2010, April). *Issues in applying IRT to real-world problems*. Symposium conducted at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Mead, A. D. & Meade, A. W. (2010, April). *Item selection using CTT and IRT with unrepresentative samples*. Paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Mead, A. D. (Co-Chair; 2010, April). *Practical and methodological considerations for medium-of-administration research*. Symposium conducted at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Morris, S. B., \*Howard, E., & \*Kwon, Z. (2010, April). *Data aggregation in adverse impact analysis*. Paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- \*Porter, S. & Ayman, R. (2010). Work flexibility as a mediator of the relationship between work-family conflict and intention to quit. *Journal of Management & Organization*, 16, 411-424.
- \*Pugliese, S. (2010, March). *Mentoring functions: Support for three principal components*. Symposium presented at the 31st annual meeting of the Industrial and Organizational/ Organizational Behavior Conference, Houston, TX.



Nancy DeLay, Ting Pang Huang, Liwen Liu, and Yutong Liu at SIOP 2010

- Schaffer, S., \*Gandara, D., Chen, X., Huyck, M., & \*May, J. (June, 2010). *What Makes a Team "Cross-Disciplinary"? Development and Validation of Cross-Disciplinary Learning Measures*. Paper presented at the 117th annual meeting of the American Society for Engineering Education, Louisville, KY.
- Scott, J. C., & Mead, A. D. (In press). Foundations for Measurement. In N. Tippins and S. Adler (Eds.), *Technology Enhanced Assessment of Talent*; SIOP Professional Practice Series: Wiley & Sons: New York, NY.
- \*Speron, E. & Morris, S. B. (2010, April). *Comparison of IRT metric linking methods*. Paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.



Elizabeth Howard, Sam Purachuri, and Sarah Rusakiewicz

## Student Groups

### Asian Psychological Association

The Asian Psychological Association was founded in February 2010 by several Chinese students in the I/O psychology program at IIT. We were lucky enough to have Dr. Roya Ayman as our advisor to support and guide us through the foundation procedure. Even though the title of this student club sounds exclusive it is open to all. From its beginning, APA commits itself to fully utilize the resources this university provides and as such it is open for all students who are interested in psychology.

In only three months, we successfully spread our reputation by organizing numerous activities. Since the Spring of 2010, we have been donating computers, monitors, printers, conference tables, chairs, refrigerators and printing paper to upgrade professors' labs in order to give students a better academic environment to study and research. In March, we held an open house to promote our organization. That was followed by a movie night in April to get students to apply their knowledge by analyzing human behaviors in a movie. Additionally we funded up to 75% of trips for students who were interested in attending the SIOP conference in Atlanta, Georgia. We ended our Spring semester with a beautiful finale by cooperating with GAIOP to sponsor a farewell party for all graduates. Our organization has remained strong and we believe, with the leadership of our new president, Bo Ju, the APA will continue contributing to the I/O program and give every psychology student at IIT a colorful school life.

- Kelly Zhao, Spring 2010 graduate



Kelly Zhao, Lily Chuang, Maple Chen, and Peter Chi

### Graduate Association of I/O Psychology

The creation of our organization spans several years. There are several steps to become a recognized student organization at IIT but it can be done. As time went by, more steps were being accomplished until in the last year when the Graduate Association of I/O Psychology Students (GAIOPS) was created. Thanks are in order for several students that helped push this organization into being: Roger Dimitrov, Stefanie Pugliese, Hsiang To, and Liwen Liu. Several students have since taken the reins of leadership in different capacities. Danny Gandara, DJ Sergeant, Stephanie Adams, Jonas Neuhengen, and Avi Fleisher served as the first official executive board that directed the group to host several events. In the following year Jill May and Zeenat Kwon joined the group. Currently, the organization is being led by Danny Gandara, Jill May, and Jonas Neuhengen. There are several opportunities for students to take on leader roles.

GAIOPS has hosted several events and hopes to conduct many more. The organization has held workshops for developing resumes and curriculum vitas on the professional development side to hosting fun activities such as movie nights. GAIOPS has also done considerable work in soliciting funds to send students to SIOP and helped raise funds from the school when IIT hosted the 30<sup>th</sup> annual IOOB conference. There is plenty of room for the organization to grow and we welcome any and all ideas. Please contact Danny Gandara at [d.a.gandara@gmail.com](mailto:d.a.gandara@gmail.com) if you would like to be a part of the organization or have any ideas for the students of the I/O Program.

- Danny Gandara, 3<sup>rd</sup> year



Jonas Neuhengen, Danny Gandara, and Anna Brown

## Professional Activities

### Alumni

**Michael Collins:** Human Resources Officer for the national parks in Arizona.

**Renee Czeryba:** Manager of Marketing Change Management at Sears Holdings Company.

**Allan Fromen, Ph.D:** Vice President of Consulting at GfK.

**Mitchell Gold, Ph.D:** Director of Client Services at Service Management Group in Kansas City.

**Anwaar Judeh:** Compensation & Benefits Specialist at Amcor Flexibles Inc. in Mundelein.

**Linda Liang, Ph.D:** Department Chair for the Online Ph.D. Program in Organizational Leadership at The Chicago School of Professional Psychology. She was on the 10:00 pm news on Channel 7, ABC, to talk about the Art of Negotiating.

**John Nawn:** Founder of [ThePerfectMeeting.com](http://ThePerfectMeeting.com), has established himself as a thought leader in the area of meeting effectiveness and efficiency. In addition to facilitation coaching and conducting workshops on maximizing productivity, John designs corporate and association meetings which focus on enhancing the attendee experience.

**Sandra Nelson, Ph.D:** Personnel Research Psychologist in the Classification, Assessment and Policy Group at the Office of Personnel Management (OPM) in Washington D.C.



Mark Twaney, Brian O'Sullivan, Emily Landem, Nahren Ishaya, and Peggy Boyer

### Students

**David Blitz** works as a Job Analysis Psychometrician for the Social Security Administration.

**Anna Brown** works as a Consultant at the Center for Research and Service. She is also working as a Testing Coordinator for the CPS project.

**Matt Devereaux** worked as a Human Resources Intern at the Chicago Police Department.

**Kevin Franke** works as an Associate Consultant at the Center for Research and Service.

**Danny Gandara** works as an Organizational Development Consultant with the Interprofessional Projects Program at IIT.

**Bonny Lawrence** worked as an Employee and Organizational Development Intern at Rush Hospital.

**Jill May** works as an Assessment Consultant with the Interprofessional Projects Program at IIT.

**Jonas Neuhengen** works as an Associate Consultant at the Center for Research and Service.

**Brendan Neuman** works as Project Director at the Center for Research and Service.

**Christine Overfors** works as a Human Resources Intern at the Environmental Protection Agency.

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

**Stefanie Pugliese** works as an Associate Consultant at the Center for Research and Service. She is also working as a Testing Coordinator for the CPS project.

**DJ Sergent** works as an Associate Consultant at the Center for Research and Service.

**Rodney Vallejo** works as an Associate Consultant at the Center for Research and Service.

**Jeremy Watson** works as an Associate Consultant at the Center for Research and Service. He is also a part-time Instructor at Illinois Institute of Technology.

**Megan Wheeler** works as an Associate Consultant at the Center for Research and Service.

**Brad Williams** works as a Human Resources Intern at the Chicago Police Department.

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

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

## 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 collaborated with alumni and students on several projects which yielded publication and presentations listed earlier. With several of her students, Roya also provided consulting for University Health System Consortium, on topics of supervisor subordinate relationships. She also provided leadership training for a group of Chinese managers and professionals from Inner – Mongolia in Hohhot – Inner Mongolia China. She was awarded the leadership fellow by Leadership Trust, U.K. for

her contribution to culture and leadership research. She is the section editor of *Journal of Management and Organization* and is on the editorial board of *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 Journal of Applied Social Psychology. Roya also works with the Leadership Academy at IIT as a faculty evaluator.

### Dr. Scott Morris



Dr. Morris and his students are involved in a number of research projects related to personnel selection and statistical analysis. Several ongoing projects focus on adverse impact analysis, exploring how we can improve assessments of employment discrimination through the use of more advanced statistical techniques. Along with Elizabeth Howard and Zeenatroohi Kwon, Scott presented some of this research at a symposium titled, "The 4/5ths Rule Is Just a Fraction: Alternative Adverse Impact Methodologies" which was included on a DVD of the top 20 reviewed sessions at the 2010 SIOP conference. He also delivered a workshop on adverse impact analysis at the SIOP conference, and participated in a National Technical Advisory Committee on the topic. A related area of research is on statistical methods for detecting measurement bias. These techniques use Item Response Theory to identify measurement artifacts that confound the interpretation of group differences on test scores or survey items. Specifically, Scott is currently working with students to refine former professor

Nambury Raju's DFIT framework to better identify problematic items. Other projects include a meta-analysis of leadership training programs, and a validity generalization study of individual psychological assessments as employee selection tools. This year, Scott began working as a statistical consultant for the Center for Adherence and Self Determination, a NIMH-funded research center exploring how consumer empowerment can improve participation in mental health services. Currently, he is leading a team of students on a research project examining the measurement equivalence of an empowerment scale across ethnic groups.

Dr. Morris serves on the editorial boards of *Journal of Applied Psychology* and *Personnel Psychology*. In addition to his role as a member of the I/O faculty, he is also the Associate Dean of the Institute of Psychology and Chair of IIT's Institutional Review Board.

### Dr. Alan Mead



Dr. Mead has worked with several of his students on a variety of projects and presentations. He has divided his time teaching graduate level courses, researching, and working as a consultant. Alan taught three different class last year including individual differences and personality, psychometrics, and structural equations modeling. Alan's research continues to focus on personality, methodological, and technological topics. His lab and students also support these research ideas and continue to work on publications, presentations and address current issues related to each topic. Additionally Alan devotes his time to reviewing articles for the *Journal of Business and Psychology*, *Journal of Applied*

*Psychology*, *Educational and Psychological measurement*, *Personnel Psychology* and SHRM Foundation grants. In August 2010, Alan received a contract from Pearson to summarize the state of the art in automated item generation. Alan also serves as a consult and Scientific Advisor to the Center for Research and Service, advising mainly on psychometric, selection, or computerized testing application.

## Faculty Activities

### Dr. Kemp Ellington



Dr. Kemp Ellington's paper on occupational influences on work-family conflict, which was previously published in the *Journal of Applied Psychology*, was recognized in the *Annual Competition for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research* as one of the "twenty best articles of 2009."

Kemp was also invited to serve on both SIOP's 2010 Lee Hakel and Graduate Student Scholarship Committees. With regard to research, Kemp has continued his training effectiveness research with the U.S. Special Operations Forces

(SOF), and recently presented a study on the transfer of SOF foreign language proficiency training at the 2010 APA conference in San Diego. He has also been involved in several studies examining the influence of changing or "dynamic" job performance on supervisor evaluations of performance.

## I/O Open House

Experiencing a variety of food, drinks and friends sounds like fun and yes, it was fun! The I/O Open House was an unforgettable memory for me. My cohorts and I went to Dr. Ayman's home together, of course, with our own special food and drinks. When we arrived, the party had already begun. It was my first time attending an open house. Everything was fresh to me. At the beginning, I was overwhelmed by the delicious food. There were so many types of food on the tables and it made it look like a food festival, which was a result of having diverse members in our program.

With time passing on, more and more people joined us. My attention was directed more towards persons than on the food. Looking around the apartment, I realized that it was a totally different social style compared to my past experience. From my point of view, people would get to



Kevin Franke and Jeremy Watson with Dr. Ayman at the annual open house

know each other through a third party, such as a common friend, a colleague or a relative. They would eat food and have conversation while sitting around a table. However, people at this event were more likely to take the initiative. They walked around, approached and started a conversation by introducing themselves. The faculty members, senior students and alumni seemingly enjoyed meeting each other in their own ways. I had to admit that I was not used to the situation at first. Then, the faculty members and other students put me at ease with their consideration and kindness. They encouraged me to get out of my comfort zone and helped me to fit in with the new circumstance. We talked about academic life, cultural differences, and exciting experiences. I am so glad that I am a member of a tolerant and supportive group. I do appreciate that Dr. Ayman and her kind family held the awesome activity, which gave me an excellent experience. A big welcome to join us this year!

- Jialin Huang, 2nd year



## Conferences

### IOOB Student Conference

The 31<sup>st</sup> Annual Industrial/Organizational-Organizational Behavior (IOOB) graduate student conference was held in the prime time of conference season last year on March 12-14, 2010. The conference was hosted by the University of Houston in Houston, Texas. This year the conference theme was "Thriving in an Ever-Changing Economy: the Role of I/O and OB."

IOOB allows students to present their research as posters or formal presentations in front of other I/O graduate students and academics. It is a wonderful starter's conference for students who are looking to ease into the conference experience. IIT had the highest representation of any I/O program attending the conference, with six students participating/attending. IIT students contributed five papers to the conference. The paper "Assessing Ethical Climate in Undergraduate Project Teams: Adapting a Measure" co-authored by me and Danny Gandara was nominated for the Robert J. Wherry Best Paper Award.

In addition to the poster sessions, student presentations, workshops, and symposiums, the conference included talks by some of

the leaders in the field. Keynote speakers included IIT alum Dr. John Scott as well as Dr. Walter Borman, Dr. Robert Eisenberger, and Dr. Sheldon Zedeck. On the lighter side, there was also a Saturday night social event and IOOB Jeopardy.

The upcoming IOOB conference will be held in sunny San Diego, CA March 4-6, 2011 at Alliant University. Conference organizers are currently accepting submissions. For more information, visit the website at <http://www.ioob2011.com/>.

Jill May, 3<sup>rd</sup> year



Anna Brown, Stefanie Pugliese, Zeenatroohi Kwon, Jonas Neuhengen, Jill May and Danny Gandara

### SIOP Conference

Every year the Society for Industrial and Organizational Psychology (SIOP) holds its annual meeting in a different city around the country. Exploring those cities is part of what makes attending the conference so fun. This past April, SIOP chose to celebrate its 25th anniversary in Atlanta, Georgia. The students and faculty of IIT were well represented, and from what I could tell, everyone made the most of their time down south.

This year's conference was packed with interesting seminars and posters. During the course of three days, I tried to take in as many sessions as possible. Two of my favorites included environmental sustainability and a panel discussion of the different perspectives of the practice of I/O psychology across the globe. The discussion on environmental sustainability focused on scalable behaviors or actions that employees engage in or bring to an organization that contribute to sustainability. The cross cultural discussion was interesting because there was a wide global representation of psychologists, with panelists from Sweden, Chili, Australia, and China. Each psychologist spoke to the differences in how their particular culture utilizes industrial/organizational psychology.

The weekend ended with Saturday night's IIT reception. Roya Ayman hosted a beautiful party with wonderful appetizers and a great turnout of alumni. The APA (Asian/Academic Psychology Association) presented Roya with the gift of an amazing IIT banner. APA did a great deal for the I/O students last semester, and the gift was such a warm gesture from the graduating members of

the club.

It was a pleasant surprise that the submitter for the international perspectives on I/O was an IIT alum, Mark LoVerde. This was my first exposure to the feeling that IIT really has a global reach. You never know who you'll meet and what they can teach you. The conference was a rewarding and educational experience in becoming part of the I/O community. I encourage all students to attend SIOP in 2011. Best of all, it will be in Chicago!

Megan Wheeler, 2<sup>nd</sup> year



Nahren Ishaya, Megan Wheeler, Peggy Boyer, Roya Ayman, Mike Cama, and Mark Tawney



## 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 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 continued to stay busy. The Center is still able to fund a number of students, including, Project Director, Brendan Neuman; Consultant, Anna Brown; Associate Consultants: Kevin Franke, Jonas Neuhengen, Samantha Paruchuri, Stefanie

Pugliese, DJ Sergent, Rodney Vallejo, Jeremy Watson and Megan Wheeler. Additionally, the Center has employed 12 project workers, of which 5-7 are working on a consistent basis.

This fall, everyone stayed very busy both with start-up projects, as well as on-going projects from last year. 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 1<sup>st</sup> year Clinical graduate students who assist with placement testing for CPS students. This year, Stefanie and Anna will oversee this project which started last winter. Rodney works directly with Dr. Marcus in career and educational services scoring individual assessment tests.

Brendan was recently promoted to Project Director and continues to work closely with Dr. Fisher, Director. Together they 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. Currently the Center is in the process of developing norms for the engagement survey and the 360 degree instrument.

Megan has assisted in the development and norming of the 360 degree instrument. Anna's responsibilities continue to expand and she continues to expand her project management duties with the Center's largest bank client. DJ has joined Brendan and Anna's team in serving banks and credit unions. DJ has also begun working on university survey initiatives, such as "Students Speak".

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. Kevin has also been working closely with Anna on a fully customizable online survey system to assist in employee feedback for organizations. Jeremy was recently hired as an associate consultant and has learned several roles quickly assisting with various projects. The Center's scientific consultant, Dr. Alan Mead works with Jonas on programming development and server management to fulfill the Center's IT needs. 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](mailto:fisherb@iit.edu) or 312.567.6471.

**3105 South Dearborn Street  
Suite 136  
Chicago, IL 60616  
(312) 567-6465**

## Incoming Students

### Ph.D. Track

**Carter, Cassia:** Pepperdine University

**Gandara, Daniel:** University of Texas-Arlington

**King, Adrienne:** Ohio State University

**Krishnadas, Devika:** Elmhurst College

**Lee, Mirinae:** University of Washington

**Levin, Kelly:** Indiana University

**Rand, Andrew:** Union College

**Sergent, Jessica:** Illinois Institute of Technology

**Wright, Sean:** Florida State University

### PHRD Track

**Ahmed, Shujaat:** Coastal Carolina University

**Carlson, Kristin:** Bates College

**Gakhar, Vasishali:** University of Rajasthan (India)

**Min, Sylvia:** University of Illinois-Chicago

**Olbie, Nicole:** University of Illinois-Urbana-Champaign

**Olson, Paige:** Washington State University

**Osnowitz, William:** Miami University

**Pinkus-Huizenga, Betsi:** Illinois Wesleyan University

**Qin, Mengran:** Hebei University (China)

**Taylor, Stephanie:** Spelman College

**Vallejo, Rodney:** University of Kentucky

## Orientation Adventure

I probably can't speak for everyone in our class, but I was a little freaked out on our IIT orientation day. I was absolutely certain everyone else had extensive experience in the field, I/O specific undergraduate majors, multiple publications, and were all basically I/O geniuses, and I, who had never even taken an I/O class, was going to be thoroughly outpaced. And then, to add to my nervousness, I was *that girl* that showed up 10 minutes late.

However, my fears were quickly put to rest. Even though we came from very diverse backgrounds and places, with experience in many different areas, and different reasons for being at IIT for this program, we all shared a desire to grow in the field of I/O and an excitement for research and practice. I remember telling someone right after orientation that I was so excited because I finally found a bunch of people out there just like me!

Having the opportunity to meet all the professors and get a sense of their research interests and go down to the Center and get a feel for what happens there was also really reassuring. Everyone was welcoming and inviting and willing to answer questions. It made me feel excited about the opportunity to spend the next however many years of my life in a place that was encouraging me to do something I loved and was willing to support me in every step of the way.

By the end of the day, after a comprehensive overview of what to expect and introductions to many of the people that will be there for us through the process, I think we all felt a little more comfortable and confident. And no matter where we all came from, we felt a sense of belonging and togetherness as we embarked on the next exciting step in our lives and careers.

- Cassia Carter



New students, Rodney Vallejo and William Osnowitz talking with Dr. Bruce Fisher



New Student, Cassia Carter talking with Christine Overfors

## Teaching Assistants



Peggy Boyer



Jialin Huang



Christine Overfors



Catherine Savage



Brad Williams

ANNUAL  
I/O PSYCHOLOGY  
NEWSLETTER

Information &  
Application:

Roya Ayman, Ph.D.  
Program Director

3105 S. Dearborn St.  
Suite 252  
Chicago, IL  
60616-3793

Phone:  
(312) 567-3516

E-Mail:  
ayman@iit.edu

[www.iit.edu](http://www.iit.edu)

**Newsletter Editors:**  
**Catherine Savage**  
(csavage3@iit.edu)  
**Bradford Williams**  
(bwillia5@iit.edu)

**Important Dates to  
Remember:**

**I/O Open House**  
Hosted by Dr. Ayman  
November 13, 2010

**SIOP Conference**  
Chicago, IL  
April 14-16, 2011

**IOOB Conference**  
Alliant International University  
San Diego, CA  
March 4-6, 2011

## From The Director's Desk

Congratulations to our students who maintained not only one but two students clubs. Their efforts provided support for student registration at SIOP, celebrations of end of the year and graduation gifts, and overall enriched moral of the program. Our thanks go to Peter Chi, Kelly Liao, Lily Chuang, Maple Chen and Danny Gandara for their commitment and support for the program. 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 the alumni and friends of the program for their support and giving their time generously by attending our internship meetings, our open house, and the orientation and meeting with the students. Particularly last year we would like to thank Chad C. Legel, M.S. President-Industrial/Organizational Solutions, Inc., Bruce Fisher Ph.D. Director of Center for Research and service at Institute of Psychology- IIT, Amy Logue, Ph.D. from Advocate Health Systems, Jennifer Fron, MS, from Harris Bank, and Groag Orit, MS from Inteflex Inc. for giving their time for presenting 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 Masztel, Linda Jelanwski- Liang, George Langlois, Steve Steinhau, Chris Fieburger, Dan Lezotte).

Also, it goes without saying that the program is extremely grateful to Dr. M. Ellen Michell, 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.

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.

