



Volume 22

October 2011

CONGRATULATIONS 2011 GRADUATES!

Ph.D.

Angela Sternberg, *The impact of trust on leader empowering behavior*. Defended Spring 2011. Advisor: Ayman.

M.S.

Kim Burriss, *Leader and follower profiles on conflict management strategies and relationship with leader- member exchange*. Defended Spring 2011. Advisor: Ayman.

Avi Fleischer, *Impact of instruction on a personality questionnaire*. Defended Summer 2011. Advisor: Mead.

Elisabeth Howard, *Methods of aggregating data for adverse impact analysis: A Monte Carlo simulation*. Defended Fall 2010. Advisor: Morris.

Mary Hunt, *The relationship between work-family conflict, social support and performance among health managers*. Defended Spring 2011. Advisor: Aymen.

Gargi Sawhney, *Media and proctoring effects on the measurement equivalence of three personality scales*. Defended Spring 2011. Co-advisor: Morris.

Jeremy Watson, *Broad and narrow personality traits as predictors of risky driving behaviors*. Defended Spring 2011. Advisor: Mead.

Izabela Widlak, *Effect of transformational leadership on student engagement, reactions, and learning*. Defended Spring 2011. Advisor: Ayman.



M.S. in Personnel and Human Resource Development

- Boyer, Peggy N. (Spring 2011)
- Burdalak, Marybeth (Spring 2011)
- Cairo, Katrina B. (Spring 2011)
- Devereaux, Mathew W. (Spring 2011)
- Jang, Younghee (Spring 2011)
- Miao, Si (Spring 2011)
- Williams, Bradford J. (Spring 2011)
- Zhao, Lei (Fall 2010)

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Honors & Awards



Teaching Awards—Kemp Ellington was awarded the IIT College of Psychology Junior Faculty Teaching Award for 2010-2011 for his excellence in teaching in the IIT Psychology department. He also won the IIT Bauer Family Award for Excellence in Undergraduate Teaching. Scott Morris was recognized for his outstanding teaching with the College of Psychology Excellence in Teaching Award.

Pounian Award—Jialin Huang, M.S., received the Charles “Arch” Pounian Award. Jialin is working on her Ph.D in I/O Psychology. She is interested in psychometrics, methodologies, statistics and culture differences. She has been involved in several projects in terms of measurement equivalence (ME), Differential Item Functioning (DIF), structural equation modeling (SEM), emotional intelligence (EQ) and personality testing. In 2009, she received her masters degree in Developmental and Educational Psychology from South China Normal University, Guangzhou, China. Currently, she is working at Wonderlic Inc. as a research scientist.



Grant Awarded

Kemp Ellington and Alan Mead received a three-year \$231,000 grant entitled "Collaborative Research: Assessing Individual Ethical Reasoning and Team Ethical Climate: Understanding their Relationship in Undergraduate Design Teams." The purpose of the grant is to study ethical decision-making at the individual and team levels among teams of science and technology students in order to improve the teaching and practice of ethics. This grant is a continuation of ethics research supported by a previous ethics grant to Margaret Huyck and is also a collaboration between researchers at IIT, Purdue, Michigan Tech, and Lehigh. The work will involve IIT's Ethics Center and improve student training in IIT's IPRO program. The IIT team will bear primary responsibility for psychometric analyses of the measures being developed, validation analysis and statistical modeling on individual and group levels. Danny Gandara and Jill May received assistantship support from the previous grant, and will continue their work on the new grant. To date, this line of research has generated 15 conference presentations and publications, including 12 that were presented by Jill and Danny.



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

Publications

- Ayman, R. & Adams, S. (2011). Contingencies, Context, situation, and leadership. In D.V. Day & J. Antonakis (Ed), *The Nature of Leadership* - second edition (pp. 218-256). Thousand Oaks, CA: Sage.
- Ayman, R. & Hartman, E. L. (2011). Laying the foundation: Creating a sustainable culture and shift in business paradigm. In Khalili, N.R. (Ed.), *Practical sustainability: From grounded theory to emerging strategies* (chapter 3). Palgrave: NY.
- Ayman, R., Mead, A. D., Bassari, A., & *Huang, J. (in press) Implicit Leadership in Iran: difference between leader and boss and Gender. In S, Turnbull, P. Case, G. Edwards, D. Schedlitzki, & P. Simpson (Eds.) *Worldly leadership: Alternative wisdoms for a complex world*. Hampshire, England: Palgrave Macmillan.
- Biddle, D. A., & Morris, S. B. (2011). Using Lancaster's mid-p correction to the Fisher exact test for adverse impact analyses. *Journal of Applied Psychology*, 96, 956-965.
- Biddle, D. A., Morris, S. B., & Anthony, C. A. (2011). Choosing a balanced statistical test for conducting adverse impact analyses. *EEO Insight*, 3(1), 7-28.
- Ben-Zeev, D., Rameshkumar, S., Morris, S., Swendsen, J., & Granholm, E. (2011) Examining risk factors for delusions of control, reference, and grandiosity in the daily life of people with schizophrenia. *Schizophrenia Bulletin*, 37 (S1), 12.
- Bradley-Geist, J. & Landis, R.S. (in press). Homogeneity of personality in occupations and organizations: A comparison of alternative statistical tests. *Journal of Business and Psychology*.
- Cortina, J.M. & Landis, R.S. (2011). The earth is NOT round ($p = .00$). *Organizational Research Methods*, 14, 332-349.
- Earnest, D., Allen, D., & Landis, R.S. (in press). A meta-analytic path analysis of the mechanisms linking realistic job previews and turnover. *Personnel Psychology*.
- Liu, L., Ayman, R. & Ayman-Nolley, S. (in press). Children's images of leadership in China. In S, Turnbull, P. Case, G. Edwards, D. S. Schedlitzki, & P. Simpson (Eds.) *Worldly leadership: Alternative wisdoms for a complex world*. Hampshire, England: Palgrave Macmillan.
- Mead, A. D., & Morris, S. B. (2011). About babies and bathwater: Retaining core principles of the uniform guidelines. *Industrial and Organizational Psychology*, 4, 554-557.
- Mead, A. D., Olson-Buchanan, J. O., Drasgow, F. (in press). Technology-

- based selection. In M. C. Coovert & L. F. Thompson (Eds.), *The psychology of workplace technology*. Hillsdale, NJ: Erlbaum.
- Morris, S. B., Kwaske, I. H., & *Daisley, R. R. (2011). The validity of individual psychological assessments. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 322-326.
- Scott, J. C., & Mead, A. D. (2011). Foundations for Measurement. In N. Tippins and S. Adler (Eds.), *Technology-Enhanced Assessment of Talent; SIOP Professional Practice Series*, (pp. 21-65). Wiley & Sons: New York, NY.



Brandon Fleener, Roya Ayman and Kemp Ellington presenting a poster at SIOP

Presentations

- *Anderson, R., & Morris, S. B. (2011, April). *The Effect of Prescreening on Adverse Impact in Personnel Selection*. Poster presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ayman, R., *Huang, J., Mead, A. D., Bassari, A. (2011, April). Implicit Theories of "Leader" and "Boss" in Iran. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *Blitz, D. L., & Morris, S. B. (2011, April). *Improving the accuracy of DFIT when sample sizes are unequal*. Paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Dierdorff, E. C., & Ellington, J. K. (2011, August). Goal orientation and self-regulation during team training. In J. E. Federman and B. S. Bell (Chairs), *Recent advances and future directions in*

Publications & Presentations (Continued)

- research on self-regulation. Symposium conducted at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.
- Dierdorff, E. C., & Ellington, J. K. (2011, April). *Individual learning in team training: Self-regulation, self-efficacy, and moderating effects of team context*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Earnest, D.R. & Landis, R.S. (2011, April). *Online recruiting: Applicant reactions to individual and team positions*. Presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Fleener, B. A., Ayman, R., & Ellington, J. K. (2011, April). *A multi-level, multi-source study of charismatic leadership, gender, and performance*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *Gandara, D.A. & *May, J. (2010). *Counterproductive Team Behaviors: What Happens When Teams Go Bad?* Paper presented at the River Cities I -O Psychology Conference, Chattanooga, TN.
- *Gandara, D.A., *May, J. L., & Huyck, M.H. (2011). *Counterproductive team behaviors: How professionals can address the problem*. Poster presented at the 2011 APA Division 13 Mid-Winter Conference, Las Vegas, NV.
- *Howard, E., Morris, S. B. (2011, April) *Multiple Event Tests for Aggregating Adverse Impact Evidence*. Paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *Hunt, M., Ayman, R., & Logue, A.A. (2011). *Does Gender Matter?: Job Performance, Work-Family Conflict & Social Support*. Paper presented at ICWF in Barcelona, Spain.
- *Ichihara, K. & Ayman, R. (2011). *Organizational diversity and service climate: the role of representation in management*. Paper presented at a symposium chaired by Marinus van Driel. At annual meeting of Academy of Management in San Antonio, TX. USA.
- *Ichihara, K. & Ayman R. (2011). *Multilevel analysis of socio-demographic ethnic diversity and climate for service*. Paper presented at symposium chaired by Kizzie Parks at SIOP, Chicago, IL.
- Lancaster, W. & Landis, R.S. (2011). *Can the use of organizational commitment profiles predict turnover behavior?* Presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Landis, R.S., Burlison, J.D., & Earnest, D.R. (2011). *Allocating individuals to teams from a fixed pool*. To be presented at the 119th Annual Conference of the American Psychological Association, Washington, DC.
- Landis, R.S. (2011). *The publication process*. Invited presentation for the Doctoral Consortium for the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *May, J.L., & *Gandara, D. (2011). *Developing Methods of Measuring Ethical Comprehension among Undergraduate Students: Combining Quantitative and Qualitative Measures*. Paper presented at the meeting of the Association for Practical and Professional Ethics, Cincinnati, OH.
- *May, J.L., *Gandara, D., Edwards, H., Subhani, M., & Huyck, M. (2010). *Can One Measure of Ethical Competence Be Useful in Varied Undergraduate, Multidisciplinary Settings?* Paper presented at the 40th Annual Frontiers in Education Conference, Arlington, VA.
- Mead, A. D. (Chair; 2011, April). *Practical and Methodological Considerations for DIFIME Research*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Mead, A. D. (2011, April). *Hidden identification problems for IRT item bias analyses*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Schaffer, S.P., Huyck, M.H., Oakes, W.C., & *Gandara, D.A. (2011, June). *Assessing teamwork and best educational practices in diverse multidisciplinary programs*. Paper presented at the 118th ASEE Annual Conference & Exposition, Vancouver, B.C. Canada.
- Titus, C., Zoltowski, C.B., *May, J., Huyck, M., & Oakes, W. (2011). *The Creation of Tools for Assessing Ethical Awareness in Diverse Multi-Disciplinary Programs*. Paper presented at the 118th ASEE Annual Conference and Exposition, Vancouver, B.C. Canada.
- *Velgach, S., Ayman, R., & Rajadhyaksha, U. (2011). *Involvement and Control Impact Work Family Interface in India*. Poster presentation at SIOP, Chicago IL, USA.
- Zhang, L., Lin, Y., Ayman, R., & Korabik, K. (2011). *The Impact of Social Support on the Work-Family Interface in a Multinational Context*. Paper presented at the International Association of Cross-cultural Psychology in Istanbul Turkey.



Sofia Velgach and Dr. Ayman with their poster at SIOP



Liwen Liu, Dr. Ayman and Jialin Huang presenting at a symposium at SIOP

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.



Current I/O students at SIOF

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

Dana Moore works as Senior Manager, Organization & Transformation Solutions at Hitachi Consulting.

Will Osnowitz, Michael Zablocki, and Yutong Liu all work as Research Interns with an IIT alumnus Robert John Zagar of Zagar Safety Group Inc.

Elizabeth Pinkus-Huizenga works for IIT as the Associate Director for Residential Education in Housing & Residential Services.

Pamela Pollak, Ph.D., is an Organizational Development Professional at United Airlines.

Stacey Porter is Director of Global Talent Development at VMware, San Francisco area.

Stephanie Pugliese works as an Associate Consultant at the Center for Research and Service.

Zoe Qin is interning at PowerSuasion.



Students attending a symposium at SIOF

Shujaat Ahmed worked over the summer at NASA in Greenbelt, Maryland.

Anna Brown works as a Consultant at the Center for Research and Service.

Avi Fleischer teaches undergraduate statistics at Northeastern Illinois University.

Kevin Franke is working as an HR Intern at Mesirow Financial.

Danny Gandara is teaching in the Interprofessional Projects Program at IIT and in the Psychology Department at Northeastern Illinois University.

Jialin Huang works at Wonderlic as a research assistant.

Heather Leffler-McLinden works as a Talent Management Expert at Hewlett-Packard.

Kelly Levin works as an Associate Consultant at the Center for Research and Service and as a Testing Coordinator for the CPS project.



Dr. Ayman and Si Miao at graduation

Catherine Savage is an Associate at Vantage Leadership Consulting.

John Skinner is working as an intern at Valtera.

Rodney Vallejo works as an Associate Consultant for the Center for Research and Service and as an Assessment Centers Assistant for Vantage Leadership Consulting.

Jeremy Watson works as a Consultant at the Center for Research and Service, he also teaches an undergraduate Industrial Psychology course.

Megan Wheeler works as an Associate Consultant at the Center for Research and Service as well as the Graduate Assistant for IIT's Leadership Academy.

Brad Williams works at Norwood Crossing as a human resources recruiting specialist.

Sean Wright is an Associate Consultant and a TA for the Center for Research and Service.

Che Yi is an assistant with the CPS project for the Center.

Alumni Professional Activities

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

Melanie Anderson Lundberg is currently at the Allstate Corporate headquarters in Northbrook, Illinois as a Manager in Talent Management.

Russell Barcelona, Ph.D., is a Business Psychologist/Partner at Hyde & Lichter, Inc.

Jennifer Beach is an Internal Communications Manager at United Healthcare.

Sharon Boslet, Ph.D., works as a consultant at Towers Perrin.

Lily Chuang, M.S., is working as a Research Associate at Applied Measurement Professionals.

Mike Collins, Ph.D. recently started working as HR Officer at the National Park Service, Arizona Servicing Human Resources Office.

Renee Czeryba is now at Walgreens as a Sr. Change Management Consultant in the Change Management department.

Garth Davidson is working in Doha, Qatar at Vodafone as their Head of Rewards and Services.

Jennifer Dembowski is now working at The Home Depot as a Sr. Org Effectiveness Consulting Manager

Mark Frame, Ph.D., accepted a new position in 2010 as an Associate Professor of I/O Psychology at Middle Tennessee State University.

Thomas Fritts works as an IT Consultant at T.L. Fritts Sporting Goods.

Allan Fromen, Ph.D., is the Vice President of Consulting at GfK Custom Research.

Jennifer Fron is a Senior HR Consultant at Harris Bank.

Andy Garman, Ph.D., is the CEO at The National Center for Healthcare Leadership and a professor of Health Systems Management at Rush University Medical Center.

Mitchell Gold, Ph.D., is the Director of Client Services at Service Management Group.

Burt Krain will be retiring this year from the Office of Secretary of Defense, Manpower and Personnel after 40 years of service. He will continue to teach and consult in my area of expertise, competency modeling, and hopes to develop new business endeavors to apply his talents and business expertise.

Joseph Jones, Ph.D., works as a Senior Research Scientist at PDRI.

Larry J. Laffitte, Ph.D., is a Corporate Development Officer and Senior Personnel Psychologist for the Air Force Research Laboratory.

Pete Leddy, Ph.D., is a Senior Vice President at Life Technologies.

Russell Lobsenz, Ph.D., is working as the head of Global Talent Development at Orbitz Worldwide.

Isis Martinez is a Senior Consultant in Human Capital, Organization & Talent at Deloitte.

Joshua McLaughlin works as a Global HR Measurement Leader at Aon Hewitt.

Patrick McLinden, Ph.D., is a Manager at Deloitte Human Capital Consulting.

Cindy Miao is working as a Contract Recruiter, University Relationship & Recruitment, Talent Acquisition Management, Schneider Electric North America

Helen Michniewicz is currently the Senior Talent Management Consultant and Owner at Michniewicz Consulting.

Alethea Moraes-Ignatius works as a Human Resources Generalist at Boston Health Care for the Homeless Program.

John Nawn is a Founder of The Perfect Meeting.

Aditi Nayak is the COO at MindWave Solutions Pte Ltd.

Sandra Nelson, Ph.D., is a Personnel Research Psychologist at OPM.

Lori Novak is an Associate Director of Foreign Exchange at Newedge USA.

Jan Pawelko is working as the Coordinator of Institutional Research and Assessment at The University of Tampa.

Jennifer Roberts, Ph.D., works as Director of Organizational Development at AT&T.

Eyal Ronen, Ph.D., is a Consultant Trainer and Coach at CLS Human Capital.

Jen Runkle, Ph.D., is the owner of Runkle Consulting.

Ben Roselle works as a Senior Program Manager in Enterprise Talent Development at UnitedHealth Group and is also a Strategic Business Advisor for Roselle Leadership Strategies.

Eleni Speron, Ph.D., is a Senior Consultant at I/O Solutions Inc.

Angela Sternburgh, Ph.D., is currently the Senior Director of Global Staffing at Kellogg Company.

Sofiya Velgach, Ph.D., works as a Deputy Director in the Navy Selection and Classification Division.

David Waldschmidt, Ph.D., is now working for the American Dental Association as the Director, Department of Testing Services and the Secretary/Director, Joint Commission on National Dental Examinations.

Jennifer Weiss, Ph.D., is an Executive Consultant and Industrial Psychologist at Human Resources Alignment Consulting.

Azah Widati is now the Head of Scholarship Management Division, Center for Education, Training and Development of Human Resources, Finance Education and Training Agency, Ministry of Finance of Republic of Indonesia.

Namrata Yadav is a VP and Leadership Development Consultant at Bank of America.

Kelly Zhao works in Audience Research at Shedd Aquarium.



IIT's I/O programs crosses generations! Alum Dr. George Langlois and alum Dr. Michael Burke with his daughter, first year student Maura Burke.

Faculty Activities

Dr. Roya Ayman



Last year Dr. Ayman, who overcame a serious illness, also collaborated with alumni and students on several projects which yielded some of the publications and presentations listed earlier. She also led the two searches for the positions in I/O division, which yielded success.

She is the section editor of *Journal of Management and Organization* and is on 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 methodology. Several ongoing projects focus on adverse impact analysis. Another project is a validity generalization study of individual psychological assessments in employee selection. Other ongoing research explores statistical methods for evaluating measurement equivalence. Several students are currently working to refine Nambury Raju's DFIT framework to better identify problematic items.

Scott serves a statistical advisor for the Center for Adherence and Self Determination, a NIMH-funded research center exploring how consumer empowerment can improve participation

in mental health services. His work with the CASD includes studies of the measurement equivalence of an empowerment measure, and a meta-analysis of the effectiveness of anti-stigma programs.

Scott serves on the editorial boards of *Journal of Applied Psychology* and *Journal of Business and Psychology*. He is also a member of the Society for Industrial and Organizational Psychology Educational and Training Committee. In addition to his role as a member of the I/O faculty, he is also the Associate Dean of the College of Psychology, Chair of IIT's Institutional Review Board (IRB), and he was recently appointed the Interim Head of the Psychology Undergraduate Program.

Dr. Alan Mead



Alan has divided his time between teaching (individual differences, psychometrics, and meta-analysis/VG), research on personality, methodological, and technological topics, reviewing (*Journal of Business and Psychology*, *Journal of Applied Psychology*, *Educational and Psychological Measurement*, and *Personnel Psychology*) and consulting as the Scientific Advisor to the Center for Research and Service (mainly on psychometric, selection, or computerized testing applications).

With Kemp Ellington, and teams at

Purdue, Lehigh and Michigan Tech, he was notified of funding for a three-year NSF grant to develop and validate measures of individual and team ethical decision-making in engineering and design teams. The IIT portion of the award was \$231K.

Faculty Activities

Dr. Kemp Ellington



Kemp Ellington received the IIT *College of Psychology Junior Faculty Teaching Award* for 2010-2011, in addition to the IIT *Bauer Family Award for Excellence in Undergraduate Teaching*. With regard to research, Kemp has recently been involved in several studies examining team-based training, and presented one of these studies on the influence of goal orientation on self-regulation in team training at the 71st Annual Meeting of the Academy of Management in San Antonio.

Kemp's students and research lab are actively doing research in a variety of areas within performance management and training. For example, his lab is conducting a meta-analysis of citizenship performance, as well as a 30-year systematic review of context in organizational research. Kemp's students are currently involved

in diverse research projects, including the development of a measure of rating goals in performance appraisal, an examination of rating bias in appraisal, a study of the influence of performance dynamism on ratings, contextual influences on the transfer of e-learning programs, as well as an examination of the longitudinal measurement invariance of self-efficacy in training. Finally, Kemp has continued his research and consulting work with the U.S. Special Operations Forces (SOF), primarily in evaluating foreign language training.

Dr. Ronald Landis



Ronald S. Landis joins the I/O faculty as the Nambury S. Raju Professor of Psychology. Prior to his appointment at IIT, Ron served on the faculties of The University of Memphis, Tulane University and George Washington University. At The University of Memphis and Tulane University, Ron served as program director for the I/O groups.

Ron's research interests are primarily in the areas of statistics, measurement, and broader issues related to research methodology. Some of his more specific interests include applications of structural equation modeling, multiple regression, philosophy of science, and null hypothesis testing. Ron is also interested in issues associated with employee recruitment, individual and team performance, and organizational safety and health. Ron is currently the principal investigator (PI) on a \$1.3M grant awarded by the National Science Foundation to study the role of affect and emotion during learning.

Ron teaches courses that mirror his research interests and is presently teaching the first semester graduate statistics course. He plans to offer additional courses in statistics and research methodology including structural equation modeling and research methods for applied psychology. Ron is currently an Associate Editor of *Journal of Business and Psychology* and a former Associate Editor of *Personnel Psychology*.

Ron is excited about joining the I/O group at IIT and looks forward to collaborating with faculty, students, and alumni. He enjoys the research enterprise and is excited to be "part of such a vibrant, productive I/O program." Ron loves to discuss research ideas and is always interested in exploring options for new projects. He views a major part of his role as a faculty member to be encouraging and supporting student research and to assist graduate students in developing into productive and engaged scholars.

Dr. Jordan Stein



Jordan H. Stein, Ph.D., is a new Assistant Professor in the College of Psychology. Broadly, her research focuses on issues related to social and organizational justice. More specifically, her previous work has focused on workplace discrimination, cross-cultural differences in justice perceptions, and aspects of organizational justice that influence the punishment of workplace deviance, to name a few. Most recently, Dr. Stein and her colleagues published a study in the *Journal of Organizational Behavior* which examined the impact that the 9/11 terrorist attacks had on punishment in organizational settings. Additionally, she recently published a co-authored article in *Organizational Behavior and Human Decision Processes* which focused on the justice-based explanations and their relationship with managerial regulatory fit.

Dr. Stein is also interested in the real-time

assessment of unfairness perceptions using context-aware experience sampling methodology (e.g., using handheld devices to collect physical GPS location inside one's workspace in conjunction with traditional survey based psychological measures of justice). Presently, she is conducting research which blends this methodology and dynamical systems theory to explore social justice relationships.

In sum, Dr. Stein's philosophy is one that values, creativity, blending ideas from various disciplines, and the creation of thought-provoking and practical new ideas in the classroom, her scholarly projects, and service related endeavors alike. Needless to say, Dr. Stein is thrilled to be able to pursue these passions in the College of Psychology at IIT.

Student Associations

GAIOPS

Graduate Association of I/O Psychology

The Graduate Association of Industrial-Organizational Psychology Students (GAIOPS) is entering its fourth active year at the Illinois Institute of Technology. The mission of our organization is to enhance the student experience by providing social, fiscal, and professional opportunities for I/O graduate students. Our activities have been diverse: we have hosted workshops on resume and curriculum vitae writing, organized movie nights, and raised funds for events such as the 30th Annual IOOB Conference hosted by IIT.

Last year, our organization primarily focused on providing fiscal support for professional development of students in our program. We funded 30 student memberships to SIOP and 10 memberships to the Academy of Management. Additionally, we provided funds for 30 of our students to attend the SIOP conference in Chicago. Overall, GAIOPS brought over \$6000 in funds to our students. The 2010-2011 Board included Danny Gandara, Jill May, and Jonas Neuhengen.

As our organization is growing, it is ultimately changing. We are pleased to announce the 2011-2012 GAIOPS Board: Michelle Jackson, Sean Wright, Niki Papaiannou, and Mirinae Lee. The Board has several activities and financial opportunities in store over the next two semesters, so keep an eye out for coming events. If you are interested in becoming involved with GAIOPS or have ideas for future activities, you can reach us at gaiops@gmail.com.



Danny Gandara and Jill May presenting GAIOPS research



GAIOPS members planning out a presentation

APA

Asian/Academic Psychological Association (APA) is a relatively new student organization which was founded two years ago by Kelly Zhao, Lily Chuang, Peter Chi, Maple Chen and Cindy Miao. Bo Ju and Jialin Huang joined the organization right after it was created. As time has gone by, the organization has been growing. Fall 2011, Zoe Qin, Yutong Liu, Shujaat Farah Rosabelle Ahmed, Vaishali Aroraa, Cherry Che and Haylee Min joined APA. Currently, the organization is being led by Bo Ju and Zoe Qin.

APA has hosted several events and hopes to conduct many more to benefit our students. The organization has held open-house retreats, provided internship meeting refreshment, movie night and reimbursement on the cost of attending some academic conferences such as SIOP. APA has also bought some office supplies for Roya's and Alan's Lab, like post-it pads and print papers. Without doubt, there is much room for the organization to grow and we are open to everyone and all ideas. Although APA was founded by Asians and is now operated by Asians, anyone who is interested in either the organization or the unique culture should feel free to join us. Please contact Bo Ju at boju929@gmail.com if you would like to join us or have any idea for how APA can benefit our I/O students.

---Bo Ju, PHRD 3rd year

Update on the Center for Research and Service By Bruce Fisher, Director

This past year has been an exciting one for the Center for Research and Service. We've brought on two new project managers, Jeremy Watson and Anna Brown, both of whom are doing great work for the Center and our clients. Anna has taken on responsibility for our surveys with financial institutions as well as our major testing project with the Chicago Public Schools system. Jeremy has assumed responsibility for other core Center services, including engagement surveys, on-line testing, 360 degree feedback systems, and preferred employer competitions. Please join me in congratulating Anna and Jeremy on their new roles with the Center.



The Center employs and supports a host of graduate assistants contributing their talents to the Center's operations and clients. In addition to working extensively with our employee survey business, Stefanie Pugliese has done the heavy lifting in a large scale test validation project and has proven her prowess with statistics and selection methods. Megan Wheeler has become our resident expert in 360 degree feedback and leadership development. Rodney Vallejo has worked intensively on re-designing surveys and scoring methods for two national competitions for preferred employers, as the Center continues to extend its reach in recognizing and helping companies develop



quality workplaces. Sean Wright has rapidly evolved into our "go-to guy" for large scale survey projects that require significant data management capabilities. Jonas Neuhengen has led upgrades to the Center on-line assessment technology, including improvements to our survey system, 360 degree feedback technology, web-based simulations, and survey action planning system. He is also a crackerjack statistician, taking on selection projects that require high level analytical skills. Kelly Levin, the newest member of our team, has developed skills with our 360 degree feedback and survey process, and is also poised to support the testing program for Chicago Public Schools.

Dr. Alan Mead, Scientific Advisor for the Center, has contributed greatly to the Center's success. He continues to manage a large on-line testing program for certification of technology talent for an international computer manufacturer. He has also led the development of empirical keying for several custom personality tests that our clients use in selection.

Dr. Sandy Marcus, Practice Leader for Career and Educational Assessment Services, continues to supervise the Center's largest single project: testing for the gifted and academic enrichment programs of the Chicago Public School system. He also serves clients with counseling services regarding vocational testing, career search, and resume development. Known for both his mentoring and good humor, Sandy is a great contributor to the Center's success and culture.

Finally, I offer thanks to IIT's senior administration, Psychology faculty, our Board of Advisors, and our many alumni and clients, without whom our success would not be possible. Not surprisingly, with such support and the great team we have, prospects for the Center's future are bright.

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IOOB Student Conference

From March 3rd to March 6th, 2011, I attended the 32nd annual IOOB conference hosted by the Alliant International University in sunny San Diego, CA. On one hand, I was afforded a much-needed break from the cold, gray doldrums of late-winter Chicago. But beyond an increase in Vitamin D production, I gained an opportunity to present my research, to network with other students and practitioners, and to represent IIT at a professional conference.

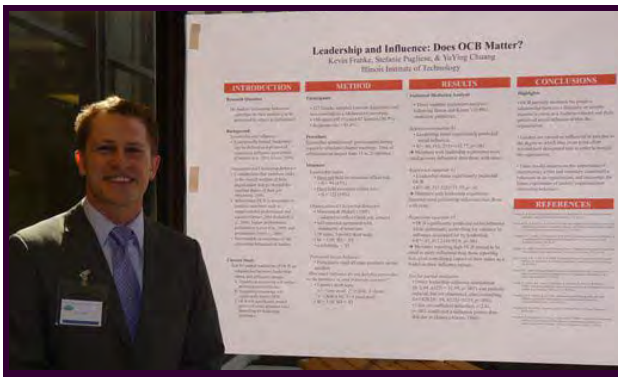
The poster I presented, coauthored by classmates Stefanie Pugliese and YuYing (Lily) Chuang, was titled Leadership and Influence: Does OCB Matter? We found that self-report ratings of citizenship behavior partially mediated the positive relationship between a fraternity or sorority member's status as leader/non-leader and peer ratings of their social influence within the organization. In other words, leaders were viewed as influential in part due to the discretionary effort they made to benefit the organization.

It is worth mentioning that this was my first academic conference and I was the only student from IIT in attendance. Needless to say, this

was a unique opportunity to test my social and professional mettle. I found the other students to be friendly and upbeat, while the practitioners in attendance were eager to listen to research and share their experiences. I enjoyed the poster sessions, but drew the most value from the guest speakers. Among my favorites: Dr. Diane Halpern's discussion of work/life conflict and Dr. Marshall Goldsmith sharing his wisdom gained over decades of executive coaching.

Overall, the trip gave me a strong sense of accomplishment and a valuable professional experience. I was proud to represent IIT and at no point felt unprepared or behind the curve. I am grateful to have had the opportunity and would like to thank the following people for their assistance: Dr. Mike Young, my advisor during the initial data collection, Dr. Roya Ayman, for her guidance during the Seminar in Leadership, and most of all, my talented partners Stefanie and Lily.

-Kevin Franke



Kevin presenting at IOOB



Students at the SIOP conference this year

SIOP Conference

The Society for Industrial and Organizational Psychology held its annual conference in Chicago this year. As students of Illinois Institute of Technology we were lucky that the conference was being held in our home town! All of the IIT faculty strongly urged students to attend the conference. As a first year Ph.D. student this was my first experience attending and beyond that, my first time attending a large conference. It truly was a wonderful experience.

I must admit that I think several of the students were somewhat anxious about the conference because it was a first time experience. After the first morning session though it seemed that everyone relaxed, enjoyed themselves, and learned a lot. Due to my interest in employee selection (and hence, adverse impact) several of the sessions I attended revolved around this topic. One of my favorite sessions was entitled, "Recommendations of a TAC on Adverse Impact." This session was a discussion on the 2010, "Technical Advisory Committee Report on Best Practices in Adverse Impact Analyses." Having read the report, it was incredibly interesting to hear several of the authors discuss how they arrived at the conclusions they did. Furthermore, hearing elaborations on several of the best practices gave me an improved understanding of the recommendations.

A second session which I enjoyed was entitled, "Abolish the

Uniform Guidelines." It was a large session and included several facilitators discussing their opinions on the Uniform Guidelines. I was thoroughly impressed with one contributor, James Outtz. I thought his perceptions of the Guidelines were sophisticated and his suggestion that position papers be written to help interpret the Guidelines was an excellent one. Finally, a session I attended which was somewhat outside my area of research interest was entitled, "Broad versus Narrow Traits." This session included several presentations discussing the predictive power of broadly versus narrowly defined personality traits. One research presentation I found interesting was with regards to the personality trait of Openness. The researchers laid out several facets of Openness (e.g., Ingenuity and Curiosity) which they found to have predictive advantages over the general factor of Openness. I found their findings to be intriguing.

Overall, I (and from what I've heard from fellow students, we) had a wonderful experience at this year's SIOP annual conference. It was a fantastic learning experience and I came away from the weekend with a much stronger understanding of what types of research are going on in the world of Industrial and Organizational psychology. I hope to be able to attend another conference in the near future!

-Andrew Rand

Incoming Students

Ph.D. Track

Boyer, Peggy : Benedictine University (USA)
Coxhead, David: Syracuse University (USA)
Jackson, Michelle: University of Memphis (USA)
Knudsen, Sean: Augustana College (USA)
Papaioannou, Georgia-Niki: Panteion University of Social and Political Science (Greece)
Pinkus-Huizenga, Elizabeth: Illinois Wesleyan University (USA)
Williams, Bradford: University of Tennessee, Knoxville (USA)

PHRD Track

Bentz, Steven: Ohio State University (USA)
Blakely, Michelle: University of Illinois Urbana-Champaign (USA)
Burke, Maura: Tulane University (USA)
Che, Yi: China University of Political Science and Law (China)
Min, Hanyi: Southwest University for Nationalities (China)
Qureshi, Nouman: Northern Illinois University (USA)



Students and Faculty mingling at this year's orientation

Orientation Adventure

On August 16, I nervously entered the new student orientation for the I-O Psychology program. I was immediately greeted by the head of my new department, Dr. Roya Ayman, and two second year students. Given the care that was displayed to me in my first ten minutes, I knew I had made the right choice to come to IIT. Dr. Ayman further strengthened my view with her opening line- "Welcome to the I-O psychology family"- a line that I soon learned was in practice every day. Throughout the afternoon, I listened to information and advice on planning my academic path. I even had a chance to have an individual session with each faculty member. Later, the new students and I were given a very informative and entertaining tour of campus by the President of the graduate student group- GAIOPS, in which he imparted numerous useful tips to us. By the end of the afternoon, I, along with all of my new cohorts, was bursting with information and plans for the future. I particularly liked that the end of the orientation coincided with the beginning of the annual welcome back social, mixing the newly entered with other students further along and alumni. As refreshments were served, it was nice to have a chance to meet and chat with them. At the end of the day, I truly felt like I had joined a new family at the IIT I-O Psychology Department.

-Michelle Jackson, 1st year Ph.D. student

Open House

Last year's open house was an evening of great food, great friends, and a great time to meet the past and present members of the IIT I/O program. As a first year, this was the first time I had had a chance to meet many of these alumni, and it was great to hear about all of the many contributions they were all making to the world of I/O Psychology. It was also a really nice chance to meet some of our colleagues' significant others and hear about their lives outside of the academic world. After most of a semester of really hard work, a night out to just relax and have good conversation was a welcome change.

I look forward to this year's open house (November 19th, don't miss it!) and for the opportunity to eat some more yummy food and enjoy the company of my fellow IIT students, faculty, and alumni. See you all there!

-Cassia Carter

Teaching Assistants



Cassia Carter



Adrienne King



Mirinae Lee



Andrew Rand

**ANNUAL
I/O PSYCHOLOGY
NEWSLETTER**

Information &
Application:

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**Important Dates to
Remember:**

I/O Open House:
November 19th, Dr.
Ayman's house

**SIOP Conference: April 26-
28, San Diego, CA**

**IOOB Conference: Univer-
sity of Central Florida**

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 the end of the year, and overall enriched the morale of the program. Our thanks go to GAIOPS (Danny Gandara and Jill May) and APA (Jialin Huang and Bo Ju) for their commitment and support for the program. I hope that these clubs 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.

Also special congratulations to John Scott for being elected as APA Council Representative. We also owe John a great deal of gratitude for his generous financial contribution to the program, which allows us to support our student and faculty educational development.

We are starting a new era in the I/O program. We are excited to announce that Professor Ron Landis is the first Nambury S. Raju Endowed Chair in Psychology in the I/O division. We are very happy to have Ron with us and we look forward to great things to come from this addition to the division. Also, I would like to welcome our junior colleague Jordan Stein to the program; her expertise in Organizational Justice adds to our well-rounded curriculum in the program.

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 from last year we would like to thank Dave Waldschmidt, Renee Czeryba, and Jana Szostek for giving their time and 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, George Langlois, Steve Steinhaus, Chris Fieburger, Dan Lezotte). Also, it goes without saying that the program is extremely grateful to Dr. M. Ellen Mitchell, Dean of College 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.

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 email me if you would like to added to our distribution list, and you also become connected through LinkedIn.

