



CONGRATULATIONS 2012 GRADUATES!

Graduates and Awards	1
Publications & Presentations	2-3
Student Activities	4
Alumni Professional Activities	5
Faculty Activities	6-7
Student Associations	8
IIT Center for Research & Service	9
WFRN and SIOP Conferences	10
Incoming Students, Orientation, & Open House	11
Teaching Assistants	11
From the Director's Desk	12
Collage	13

Ph.D.

Collins, Michael W. *A comparison of meta-analytic procedures when pre- and posttest variances are heterogeneous.* Defended Fall 2011. Advisor: Morris.

Deprez-Sims, Anne-Sophie. *The effect of non-native accents on the evaluation of applicants during an employment interview: The development of a path model.* Defended Spring 2012. Advisor: Morris.

Van Overberghe, Courtney T. *A Comparison of Two Algorithms for Adapting Interviews to Personality Scores.* Defended Spring 2012. Advisor: Mead.

Pollak, Pamela E. *Personality Scale Construction Using Latent Semantic Analysis as an Item Analysis Methodology.* Defended Spring 2012. Advisor: Mead.

M.S.

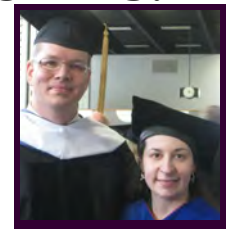
May, Jill L. *Using Confidence Intervals with a Small Sample Size Correction to*

Assess the Adverse Impact Ratio. Defended Spring 2012. Advisor: Morris.

Pugliese, Stefanie J. *Leader-Member Exchange as a Mediator between Negative Affectivity and Work-Family Conflict.* Defended Spring 2012. Advisor: Ayman.

M.S. in Personnel & Human Resource Development

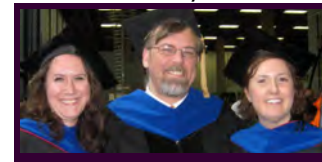
Ahmed, Shujaat
Ju, Bo
Lawrence, Bonny I
Liu, Yutong
Min, Sylvia
Olbie, Nicole
Olson, Paige
Osnowitz, William
Qin, Mengran
Trotto, Jordan
Vallejo, Rodney
Wheeler, Megan
Zablocki, Michael



Scott Morris & Anne-Sophie Deprez-Sims



Sylvia Min & Roya Ayman



Courtney Van Overberghe, Alan Mead, & Pam Pollak

HONORS & AWARDS

Pounian Award - Kimberly Burris, M.S., received the Charles "Arch" Pounian Award. She is active in research and has presented at international conferences on the topics of leadership, conflict management, and diversity. While working to complete her PhD, Kim is teaching statistics and research methods to graduate students at Elmhurst College. She is also helping to launch a technology start-up providing personalized positive psychology-based coaching to employees at all levels.



Ron Landis has been elected as a Fellow in both the Society for Industrial and Organizational Psychologists (SIOP) and the American Psychological Association (APA). Fellow status is an honor bestowed upon members who have shown evidence of unusual and outstanding contributions or performance in the field of psychology. Fellow status requires that a person's work has had a national impact on the field of psychology beyond a local, state, or regional level. A high level of competence or steady and continuing contributions are not sufficient to warrant fellow status; national impact must be demonstrated.

The paper, *The Earth Is Not Round* ($p = .00$), written by Ron Landis and Jose Cortina was named winner of the Best Paper of the Year for the journal *Organizational Research Methods*.

Scott Morris was named the 2011 "Reviewer of the Year" by the *Journal of Business and Psychology*. More than 300 reviewers were considered for this award, from which only four awardees are selected. The journal praised Morris's reviews as always returned in a timely manner, but more importantly the editors gave him the highest marks for the quality of his reviews. Morris's reviews were comprehensive, presented in a highly constructive and considerate tone, and very much captured the "big picture" issues associated with the manuscripts he evaluated. Morris's service to the journal, the profession as a whole, and IIT is well recognized because of the quality of his work.



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, **bold** denotes an IIT Faculty.

Publications

- Ayman, R. Mead, A. D.**, Bassari, A., & *Huang, J. (2012). Implicit Leadership in Iran: Differences between leader and boss and gender. In S. Turnbull, P. Case, G. Edwards, D. Schedlitzki, & P. Simpson (editors), *Worldly Leadership: Alternative Wisdoms for a Complex World* (pp. 135-157). Hampshire, UK: Palgrave MacMillan.
- Bradley-Geist, J. & **Landis, R.S.** (2012). Homogeneity of personality in occupations and organizations: A comparison of alternative statistical tests. *Journal of Business and Psychology*, 27, 149-15.
- Dierdorff, E. C., & **Ellington, J. K.** (2012). Members matter in team training: Multilevel and longitudinal relationships between goal orientation, self-regulation, and team outcomes. *Personnel Psychology*, 65, 661-703.
- Mead, A. D.**, Olson-Buchanan, J., & Drasgow, F. (In press). Technology-based selection. In M. D. Covert & L. F. Thomson (Eds), *The Psychology of Workplace Technology*. SIOP Frontiers Series. New York: Routledge Academic.
- Pettijohn, T. F. II, *Ahmed, S. F., & Pettijohn, T. F. (2012). Hunger and social motivation: Hungry people are less interested in sex and social activities than satiated people. *Current Psychology, Online First*.
- Wallace, J.C., Paul, J.B., **Landis, R.S.**, & Vodanovich, S.J. (2012). Occupational safety. In N. Schmitt (Ed.), *Oxford Handbook of Assessment and Selection*. Oxford University Press.

Presentations

- Ayman, R.** (2011, November). Gender and leadership. Invited Presentation at DePaul University, Chicago IL.
- Ayman, R.** (2012, May). Does the findings on gender and leadership effectiveness apply to mentoring? Presentation at Association for Psychological Science Convention, Chicago IL.
- Ayman, R.** (2012, July). No Clergy? Bahá'í's Faith and Shared Leadership. A Presentation at Irfán Colloquia, Acuto Italy.
- Azevedo, R., **Landis, R.S.**, Feyzi-Behnagh, R., Duffy, M., Trevors, G., Harley, J., Bouchet, F., Burlison, J., Taub, M., Pampara, N., Yeasin, M., Rahman, A.K.M.M., Tanveer, M.I., & Hossain, G. (2012). The effectiveness of pedagogical agents' prompting and feedback in facilitating co-adapted learning with MetaTutor. In S. A. Cerri, W. J. Clancey, G. Papadourakis, & K. Panourgia (Eds.), *Proceedings of the 11th International Conference of Intelligent Tutoring Systems* (pp. 212-221). Amsterdam, The Netherlands: Springer.
- *Burris, K., **Ayman, R.**, & Korabik, K. (2012, April). Leader-member exchange and leaders' and subordinates' conflict management strategy profiles. Poster presented at the 27th Annual Conference of the Society for Industrial and

Organizational Psychology, San Diego, CA.

- *Burris, K., **Ayman, R.** & Korabik, K. (2012, July). Leader's and subordinate's conflict management strategy profiles: The role of dyad gender composition and gendered organization. Presented at International Conference on Advances in Management. Nassau, Bahamas.

- *Carter, C.K. & **Mead, A.D.** (2012, April) Automatically generating Big Five personality items: Feasibility, reliability, and validity. In A.D. Mead and S.T. Murphy (Chairs), *Recent innovations at the item level for better assessment*. Symposium conducted at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.



Cassia Carter & Alan Mead at SIOP

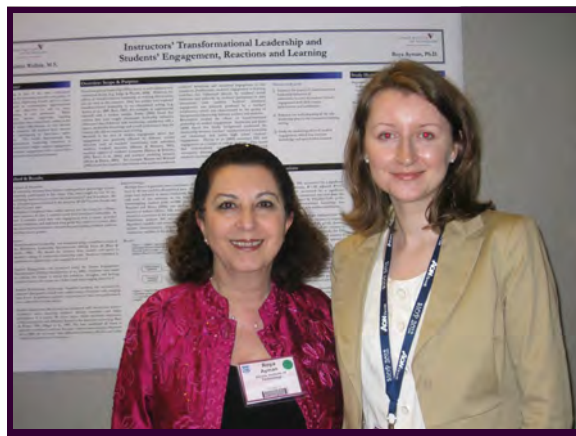
- *Collins, M. W., & **Morris, S. B.** (2012, April). Accounting for variance heterogeneity in meta-analysis. Paper presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Dierdorff, E. C., Rubin, R. S., & **Ellington, J. K.** (2012, April). Decelerating the diminishing returns of citizenship on task performance. In T. N. Bauer and J. R. Rineer (Chairs), *Expanding new frontiers of OCB research: Context matters*. Symposium conducted at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- *Huang, J. & **Mead, A. D.** (2012, April). Comparison of multiple-group methods for detecting violations of measurement invariance. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Kath, L., Cunningham, C. J. L. & **Mead, A. D.** (2012, April). Methods for the masses: Demystifying multilevel (or hierarchical linear) modeling. Master tutorial presented at the annual meeting of the Society for Industrial and Organizational Psychology in San Diego, CA.
- Keim, A., **Landis, R.S.**, & Pierce, C.A. (2012, April). Ante-

Publications & Presentations

- cedents of job insecurity: A meta-analytic review. Presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Korabik, K, **Ayman, R.** & VanRhijn, T. (2012, June). Polychronicity and the Work-Family Interface: Is Multitasking Beneficial? Presented at Work and Family Researchers Network Conference, New York, NY.
- Landis, R.S.** (2012). Integrating Meta-Analysis and Structural Equation Modeling. Invited presentation for the Center for the Advancement of Research Methods and Analysis (CARMA) Consortium Webcast Program, Wayne State University, Detroit, MI.
- Landis, R.S.** & Cortina, J.M. (2012, April). Methodological rigor in organizational research: The stigma of being soft. Presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Mead, A. D.** (2012, April). Reliability and validity of automated scoring of open-ended items. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Mortensen, R., Castano, N., Kotrba, L., *Ahmed, S., & Eisinger, S. (2012, August). Multi-level organizational diagnosis: learnings from a case study at NASA. Paper presented at the annual American Psychological Association Convention, Orlando, FL.
- *Pollak, P. E., & **Mead, A. D.** (2012, April). Personality scale creation using latent semantic analysis as an item analysis methodology. Paper presented at the annual meeting of the National Council on Measurement in Education in Vancouver, BC.
- *Pugliese, S., **Ayman, R.**, & Kunze, M. (2012, June). *The Mediating Effect of Leader-Member Exchange on the Relationship between Negative Affectivity and Work-Family Conflict*. Paper presented at a round table, Work and Family Researchers Network Conference, New York, NY.
- *Watson, J. B. & **Mead, A. D.** (2012, April). Bandwidth-fidelity dilemma: Personality and driving safety. Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- *Widlak, I., & **Ayman, R.** (2012, April). *Instructors' Transformational Leadership and Students' Engagement, Reactions and Learning*. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- *Widlak, I., & Sarkar-Barney, S. (2012, April). *East Meets West: Do We Learn Differently?* Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.



Harini Soni & Alan Mead at SIOOP



Roya Ayman & Izabela Widlak at SIOOP



Kim Burriss & Roya Ayman at SIOOP

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.

Shujaat Ahmed spent her spring as a research associate for Metrus Group, Inc and is currently a teaching assistant in the I/O Psychology department and is also a student ambassador for NASA.

Steven Bentz is currently a teaching assistant in the I/O Psychology department

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

Peggy Boyer is a consultant at Vantage Leadership Consulting.

Kimberly Burris is teaching statistics and research methods to graduate students at Elmhurst College. Kim also assisted Dr. Roya Ayman in facilitating a leadership workshop for a group of International Young Women, selected by the State Department.

Maura Burke spent her summer interning with the HR analytics team at Walmart located in Bentonville, AR.

Cassia Carter is working as a research assistant on the NSF REESE MetaTutor grant with Dr. Ron Landis.

Yi Che is currently a teaching assistant in the I/O Psychology department.

David Coxhead is working as a Union representative of SEIU and assisted in development and facilitation of 2012 Student Speak Survey.

Avi Fleischer teaches undergraduate statistics at Northeastern Illinois University.

Kevin Franke recently began working full-time as a Learning Outcomes Assessment Specialist in the Research and Development Department at Wonderlic.

Vaishali Gakhar worked as an Organizational Development intern at Cummins, Inc over the summer. She is currently working at the IIT Stuart School of Business as a career management center assistant.

Danny Gandara is currently an instructor with Interprofessional Projects Program at IIT and has begun working as an independent consultant with Yahoo!, along with assisting in the development and passage of the SIOP resolution supporting ENDA. Danny is also working as a researcher on the ethics assessment NSF grant with Dr. Mead and Dr. Ellington.

Jialin Huang works at Wonderlic as a research scientist.

Nahren Ishaya is working as a Change Management Consultant at Daniels Consulting Group.

Michelle Jackson is currently a teaching assistant in the I/O Psychology department. She assisted Dr. Roya Ayman in the design and facilitation of a leadership workshop for a group of International Young Women, selected by the State Department.

Sean Knudsen is now Research Associate at Strategic Talent Solutions and is also a research assistant in the I/O Psychology department.

Matthew Lauritsen recently accepted an office assistant position for CPS at the Center of Research and Service.

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.

Jill May works as an Assessment Consultant with the Interprofessional Projects Program and is working as a researcher on the ethics assessment NSF grant with Dr. Mead and Dr. Ellington.

Patrick McLinden is Director of Organization Development at VVware.

Hanyi Min is currently a teaching assistant in the I/O Psychology department.

Aaron Miller is working as a researcher on the ethics assessment NSF grant with Dr. Mead and Dr. Ellington.

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

Georgia-niki Papaioannou is working as a research assistant on the NSF REESE MetaTutor grant with Dr. Ron Landis.

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

Stefanie Pugliese has recently become employed as a Testing Specialist in the Department of Human Resources for the City of Chicago.

Nouman Qureshi is now Management Consulting Intern at Monar Consulting.

Catherine Savage is an Associate at Vantage Leadership Consulting.

John Skinner is working as a consultant at CEB Valtera.

Stephanie Taylor has recently taken up a TA position at the Center for Research and Service.

Rodney Vallejo was recently promoted to Associate Consultant at Center for Research and Service.

Jeremy Watson works as Project Manager at the Center for Research and Service.

Megan Wheeler was recently promoted to Program Manager 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.

David Zigun is currently working at Monar Consulting, Inc developing training programs for Millennials in the workplace.

Alumni Professional Activities

We are sincerely 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 Humber, Mundie & McClary.

Ramzi Baydoun, Ph.D., is senior manager of Talent Management at Abbot Laboratories.

Jennifer Beach is an Internal Communications Manager at United Healthcare.

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

Michael Burke, Ph.D., is a professor at Tulane University.

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

David Coxhead is working as a Union representative of SEIU.

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 working at The Home Depot as a Sr. Org Effectiveness Consulting Manager.

Mark Frame, Ph.D., is an Associate Professor of I/O Psychology at Middle Tennessee State University.

Thomas Fritts works as a Director of Corporate Health and Wellness at XSport Fitness.

Allan Fromen, Ph.D., is the Vice President of Consulting at GfK Custom Research. He also received a Great Mind award from the Advertising Research Foundation (ARF) this past March.

Jennifer Fron is a HR Business Partner at BMO 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., recently joined Right Management (Division of Manpower) as Senior Talent Management Consulting. In addition to building out the Midwest Region, he is also serving clients nationally and globally in areas of strategic workforce planning, leadership development, executive selection and coaching, and employee engagement measurement strategies.

Burt Krain is working as an I/O Psychologist at Krain & Associates.

Joseph Jones, Ph.D., works as a Senior Researcher at American Institutes for Research.

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 and on the Board of Directors at NuVasive.

Russell Lobsenz, Ph.D., is working as the head of Talent Development/Interim Head of Human Resources at AppNexus.

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

Joshua McLaughlin works as a HR Advisor at Aon Hewitt.

Cindy Miao is working as a Staffing Specialist at Schneider Electric (China).

Helen Michniewicz is currently the Founder and Managing Director at Strategic Talent Advisors LLC.

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

John Nawn is the Founder of The Perfect Meeting and Chief Experience Officer at SolutionPeople.

Aditi Nayak is the COO at MindWave Solutions Pte Ltd.

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

Amy Deno Nowaczyk received her J.D. from Valparaiso University School of Law in May 2012. She is currently working as an attorney at John M. O'Drobinak, PC in Crown Point, Indiana.

Jen Pawelko is working as an Associate Policy and Planning Analyst at University of Wisconsin-River Falls.

Jennifer Roberts, Ph.D., works as Director of Organizational Development at AT&T. She has recently picked up some additional responsibility around Business Process Integration for HR.

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.

John Scott, Ph.D., is COO at APT Metrics, Inc.

Eleni Speron, Ph.D., is working as an Adjunct Professor at the Chicago School of Professional Psychology.

Angela Sternburgh, Ph.D., is currently the Director of Business Effectiveness at Sears Holdings Corporation.

Mark Straetmans is currently a Research Associate at Strategic Talent Solutions. He is also working on his Psy.D at the Chicago School of Professional Psychology.

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

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

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

Kelly Zhao works as an Audience Research Specialist at John G. Shedd Aquarium.

Faculty Activities

Dr. Roya Ayman



Roya Ayman was active with several research and practice projects in addition to her regular supervision of students' theses, dissertations, and internship supervisions. She has continued to be the associate editor of *Journal of Management and Organization* and is on the editorial board of *Leadership Quarterly*. She has also reviewed ad hoc for various other academic journals.

With Kim Burris at the helm and the assistance of Yi Che and Hanyi Min, she designed and conducted a study on Asian American and Caucasian Implicit Leadership theory

and traditional Leadership models which has been submitted to SIOOP this year.

Roya has also been working with the Center for Research and Service on a leadership development project.

Additionally, with the help of Kim Burris and Michelle Jackson, she designed and conducted a leadership workshop for a group of International Young Women who were visiting US from Burma, Mongolia, Egypt, Tunisia, and Libya, on a state department grant, at St. Mary's College in Indiana. Her presentations at various conferences last year are represented in the Newsletter earlier.

Dr. Scott Morris



Dr. Morris was recently appointed as the Interim Chair of the Department of Psychology and serves as the Head of the Psychology Undergraduate Program. In addition to his administrative role, Scott 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 and the extent to which group differences are stable across settings. Another group is working on a validity generalization study of individual psychological assessments. Other ongoing research explores statistical methods for evaluating measurement equivalence. Several students are currently working to refine Nambury S. Raju's DFIT framework to better identify problematic test items.

Scott has been serving as 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. He has also been involved in a consulting project with the Social Security Administration.

Scott serves on the editorial boards of *Journal of Applied Psychology* and *Journal of Business and Psychology*. In Spring of 2012, he was promoted to the rank of full professor.

Dr. Alan Mead



Alan Mead has divided his time between research, service, teaching and consulting. Over the past year, his lab has focused on psychometric topics such as better methods for writing and evaluating personality items, including research on ideal-point items. Recently, the lab has started to address automated generation of ability test items. Alan remains on the editorial boards of the *Journal of Business and Psychology* and the *Journal of Computerized Adaptive Testing*. His consulting has mainly on psychometric, selection, or computerized testing applications. Alan taught *Individual Differences*, *Psychometrics*, *Compensation*, and undergraduate *Research Methods*.

With Co-PI Kemp Ellington, work has progressed on a three-year NSF Ethics grant

to assess ethical reasoning for individuals and interdisciplinary teams. In year 1, they created a new team ethics measure and revised the individual measure and pilot tested both measures. In years 2 and 3 they will focus on collecting team data and additional validity evidence. This research has supported Jill May, Danny Gandara, and Aaron Miller and is a collaboration with teams at Purdue, Lehigh and Michigan Tech.

Faculty Activities

Dr. Kemp Ellington



Kemp Ellington is working as co-investigator with Alan Mead on a National Science Foundation Grant to study ethics in undergraduate interdisciplinary teams. Furthermore, his research on self-regulation and goal orientation in team training was recently published in *Personnel Psychology*. He is also currently involved in research examining rater and contextual influences on job performance ratings.

Kemp's students and research lab are active in conducting studies regarding numerous aspects of performance management and training. For example, his lab is making progress in conducting a meta-analysis of occupational moderators and organizational citizenship behavior

(OCB), as well as a systematic review of the role/influence of omnibus context in organizational research. Kemp's students are also currently conducting diverse research projects on topics such as the Theory of Planned Behavior and discretionary performance in the workplace, the development of a measure of rating goals in performance appraisal, a study of the influence of performance dynamism on ratings, a meta-analysis of moderators in managerial training, contextual influences on the transfer of e-learning programs, as well as an examination of the longitudinal measurement invariance of self-efficacy in training.

Dr. Ronald Landis



Ron mentions that his first year at IIT went by far too quickly. He has had great pleasure in getting to know his new colleagues (faculty, staff, and students), meeting many of our impressive alumni, and settling into a fantastic city. In addition to teaching, Ron's activities are largely focused around his ongoing National Science Foundation (NSF) grant in which he and his students are studying factors associated with student learning and emotion, starting new research projects with students and colleagues on campus, ongoing research projects with colleagues and former students from across the country, finalizing his first book (co-edited with Jose Cortina), and serving as an Associate Editor for *Journal of Business and Psychology*.

Ron has also had the great pleasure of getting more involved with George Langlois and the Center for Research and Service and is looking forward to future collaborations and

projects. Aside from teaching and research, he is actively seeking additional sources of extramural funding that can be used to fund graduate students. These projects are multidisciplinary in nature with faculty from across IIT's campus and collaborators from around the nation and world. Reflecting back upon his first year, he is even more energized than he was when he arrived on campus and looks forward to another fantastic year!

Mahima Saxena



Mahima Saxena joined the faculty as a Visiting Assistant Professor in I/O Psychology. She comes to us from Purdue University, where she received her graduate training and served as a lecturer for the Department of Psychological Sciences.

Mahima's research focuses on momentary and long-term aspects of self-regulation as manifested in occupational health and organizational deviance. She is also interested in cross-cultural psychology, particularly within the context of organizational deviance. Specifically, her research has examined job-burnout, counterproductive work behaviors such as incivility, and restoration via psychological detachment. Mahima has received grant support for her research exploring job-burnout among graduate stu-

dents. Her past work has also explored emotional cross-over of organizational commitment within military families on a DOD funded project. To this end, she is an expert in the experience sampling methodology, and has utilized experimental cognitive tasks, dyadic surveys, and field interviews in her research endeavors.

Mahima is currently teaching courses in Cross-cultural and I/O Psychology at IIT. She is very excited to be a part of this dynamic community of scholars and is looking forward to novel, interesting, and inter-disciplinary collaborations with members of the faculty and with graduate students.

Student Associations

GAIOPS

The Graduate Association of Industrial-Organizational Psychology Students (**GAIOPS**) is entering its fifth 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: focusing on networking, professional development, and social support for our current students and alumni through events ranging from social network outings, fundraising, and exam survival packs for current students.

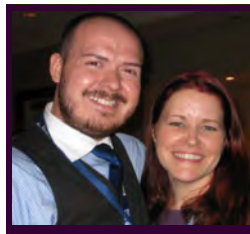
Last year, our organization was able to provide funds to support the largest contingent of IIT students to a SIOP Conference outside of the state. 20 students represented IIT through variety of activities ranging from Presentations to Poster Submissions, to hosting the first student-led Networking Event at a SIOP Conference.

Looking forward, our organization has several activities that will continue to enhance, not only the student experience at IIT, but also provide future development and networking support for professionals.

We are currently working with other university students groups, along with Chicago Industrial Organizational Professionals (CIOP) to host collaborative events, along with providing more funding for student development and conference participation.



GAIOPS members at the Fall 2012 Social Networking Event



GAIOPS Past President, Daniel Gandara & Current President, Michelle Jackson

The GAIOPS board for the 2011-2012 GAIOPS Board: Michelle Jackson, Sean Wright, Niki Papaianou, and Mirinae Lee. If you are interested in becoming involved with GAIOPS or have ideas for future activities, you can reach us at gaiops@gmail.com

-Michelle Jackson, GAIOPS President, 2nd year Ph.D. student



Cherry Che and Zoe Qin at SIOP



Fall 2012 APA Social Event

APA

Asian/Academic Psychological Association (APA) recently celebrated its 3 year anniversary. We give great honor to founders, Kelly Zhao, Lily Chuang, Peter Chi, Maple Chen, and Cindy Miao. Within the past year, Bo Ju (previous president), Yutong Liu, and Zoe Qin (previous president) graduated and received their M.S in Personnel and Human Resource Development. During the Fall of 2012, Rui Han, Yu Chen, and Chenxuan Liu joined APA. Currently, the organization is being led by Cherry Che, Shujaat Ahmed, and Hanyi Min.

APA has assisted the IIT IO program in holding several events, and hopes to conduct many more in the future to benefit our students. The organization has provided refreshments for monthly internship meetings. Last year, 2 members of APA received funding from our organization to attend the 27th annual SIOP conference which was held in San Diego, CA. Without doubt, there's room for the organization to grow and we are open to everyone and all ideas.

We are pleased to announce the 2012-2013 APA Board: President: Cherry (Yi) Che (yche1@hawk.iit.edu), Vice President: Shujaat Ahmed (sahmed22@hawk.iit.edu), and Treasurer: Hanyi Min (hmin3@hawk.iit.edu). 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 contact and join us.

-Cherry Che, APA President, 2nd year PHRD student

Update on the Center for Research and Service

This year the Center for Research and Service was very excited to welcome its new Director, Dr. George Langlois. George is a former graduate of the I/O program at IIT. He has been working at a consultant for over 30 years, establishing 2 national consulting firms. George has extensive experience in the areas of executive assessment and coaching, personnel selection, change management, leadership development, strategic planning and organizational surveys.

George stated that the chance to join the IIT Center for Research and Service came at a most opportune time in his professional life. He describes realizing that he was becoming bored in his current work and was looking for a change. Specifically he was looking for an avenue into a more non-profit, socially oriented path. After networking with colleagues and clientele, a fateful call from Dr. Ellen Mitchell arrived. Following a few more discussions with Dr. Mitchell and after meeting with the Provost and Psychology faculty, George accepted the position and states he is very excited about his new future with the Center.

George described his vision for the future of the Center as expanding its current toolkit and making more of an impact in the business field. Realizing the great foundation the Center has of assessment and measurement tools, he wants to broaden their offerings to include services that will facilitate opportunities for Center staff to work collaboratively with clients. He wants the Center to offer more services that call on the insight that the field of I/O psychology can offer organizations seeking optimal performance. An example of this would be developing a new product offering to assess and develop high performing teams. Another practice he is interested in supporting is the development of competency models to assist in identifying and developing top performers.

As for his work with the Leadership Academy, George smiles and says he has great plans for them as well. He stated that he is extremely excited to be participating in the development of future leaders, citing that last year the Center assisted by providing a half day assessment center for the scholarship applicants in the Leadership Academy. He took particular joy in being able to provide full assessments to all 48 scholarship applicants, of which 13 were selected. He stated that he wants to expand the Academy through more interaction with current business leaders and City Officials. He cited that he has already begun hosting dinners with the students in the Leadership Academy, inviting local CEOs and IIT Board members in efforts to not only make the Leadership Academy more visible, but to provide opportunities for students to meet top leaders in their respective fields.

George states that over the next several years he will be working to enhance the already collaborative environment between the Center and IIT Faculty, along with opening up Center for student and faculty research. George has also begun hosting brown-bag luncheons for Center staff, focusing on professional developments topics ranging from ethical to research methodology.

After interviewing George, it was clear that the Center is in for some very exciting times ahead. He also wants to encourage all I/O students, Faculty, and Alumni, alike, to contact him and get involved, citing that there will be an abundance of opportunities for development in the future. I know that I speak for many when I wish George all the luck and am excited to see what the Center for Research and Service will be doing next.

- Michelle Jackson, 2nd year, Ph.D. student.



**3105 South Dearborn Street
Suite 136
Chicago, IL 60616
(312) 567-6465
<http://www.iit.edu/~psycrcs/>**

WFRN Conference

This past June, the Work and Family Researchers Network (WFRN) held its first inaugural meeting in New York City. Not only did this conference provide a great reason for me to make a trip home, it offered an excellent opportunity to present my research, hear from other work-family researchers, and spend some time with my advisor and peers.

Unlike the SIOP conference, the WFRN conference was small, intimate, and informal. Researchers, academicians, and practitioners alike, seemed acquainted with one another on a first-name basis. The casual nature of the conference was echoed in the manner in which I was asked to present my research: via roundtable. Neither Dr. Ayman nor I knew what to expect from such a presentation format; only that handouts were "optional." I also did not know what to expect in terms of attendance, since I was slotted for 8am on a Saturday. To my surprise, the roundtable room was bustling at 8am and the particular table I was assigned to sit at was full.

The theme of my table was "positive and negative spillover," and approximately five of us were scheduled to present our research for 15 minutes each. This allowed ample time for discussion between presentations. Everyone at my table participated and offered their critiques and feedback. What I enjoyed most was hearing others' input regarding my research project, especially from those outside the field of I/O psychology. Overall, my favorite aspect of the conference was getting the chance to spend time with my peers, Shujaat Ahmed, Nahren Ishaya, and Mary Hunt, and my advisor, Dr. Ayman. On our walk from the Millennium Broadway hotel to Bryant Park, we grabbed some food from a street cart in true New York fashion, discussing our thoughts about the conference and ideas we gained for future research.

-Stefanie Pugliese, 5th year Ph.D. student

SIOP Conference

This was an extremely exciting year for all students who attended the SIOP 2012 conference. GAIOPS was able to alleviate the majority of expenses for students to attend the SIOP conference. For those of us on graduate school budgets, this was an amazing benefit.

Myself, as well as a couple other students from IIT were able to attend the Master's Consortium held a few days before the conference kicked off. This is a program designed for students enrolled in I/O master's programs. The workshops included an impressive lineup of speakers who have graduated from master's programs and have excelled in their current job. Of the speakers presenting at the consortium, my favorite was an individual who was working on the HR Analytics team at Google. Because of my past experience working in analytics, as well as, my interests in survey research and data analysis, this speaker was of particular interest to me. Witnessing the applicability of what the speakers had learned in their programs to their current job was an excellent opportunity for someone like me who is still continuing in I/O studies. One of the greatest aspects of the consortium was the ability to see the type of work one can pursue with a degree in I/O Psychology.



Alumni, Faculty & Student at SIOP

With the conclusion of the master's consortium, more students, faculty, and alumni enthusiastically arrived for the commencement of the conference. For myself, the most exciting part of the conference was seeing my professors and peers speak on different panels. Some of the sessions I attended were "Statistical and Methodological Myths and Urban Legends", "Recent Innovations at the Item Level for Better Assessment", and "How and When Does Team Composition Affect Performance?" to name a few. The conference was an excellent opportunity to discover the type of research going on in the field, network with alumni, and embrace the atmosphere of a SIOP conference.

It was also a great experience to be apart of the first student lead networking mixer at a SIOP conference. The GAIOPS President, Michelle Jackson, and Past President, Daniel Gandara obtained a luxury suite at the host hotel to sponsor the event. It was a great way to get to know faculty, alumni, students from other universities, and practitioners from the field in a more relaxed setting.

Overall, the 2012 SIOP conference held in San Diego was a fantastic learning experience and I anticipate attending more conferences in the future!



Both Ph.D. and PHRD students socializing at SIOP

-Maura Burke, 2nd year PHRD student

Incoming Students

Ph.D. Track

Ahmed, Shujaat: Coastal Carolina University
Arango, Andrea: University of Puerto Rico
Ashby, Jane: Old Dominion University
Carrarini, Christina Lynn: Governors State University
Discont, Steve: Ohio State University
Olbie, Nicole: University of Illinois Urbana-Champaign
Porter, Maxwell: Creighton University
Taylor, Stephanie: Spelman College
Vallejo, Rodney: University of Kentucky

PHRD Track

Bodemer, Kristine, Marie: University of Illinois Urbana-Champaign
Chen, Yu: Hunan Normal University (China)
Han, Rui: Qingdao University (China)
Kober, Philip: Concordia University
Matthew Lauritsen: St. Cloud State University
Nguyen, Abh Thu Tran (AT): University of Colorado Denver
Nguyen, Anh-thu N: University of Florida
Zhou, Chenxuan: Central University of Finance and Economics (China)



Incoming students at Orientation

Orientation Adventure

August 14th marked the new student orientation for the I/O psychology program and I found myself excited and ready to be further immersed in the world of I/O and a new university culture. Upon arriving, Roya warmly greeted me and introduced me to the fellow students and faculty members who would become “family” as Roya explained. After learning a little more about each fellow student and faculty member, we were allowed to have very personal and interactive meetings with each of the faculty members and hear about their exciting respective interests and projects. We were then given a very helpful and practical tour of the university campus by second year students who proved invaluable in explaining graduate life at IIT from the all-important student’s perspective. When it came time for the annual I/O reception, the vast and expansive network of IIT alumni, current students, and faculty was unmistakable. It was an amazing opportunity to be able to speak with a fellow classmate about his or her research interests and then turn around and find one’s self talking to an individual who has spent decades in applied consulting. The personable nature of the individuals present at the reception drove home the point that this is a familial community and that as Roya stated, “Once you are in the I/O program at IIT, you are in it for life”. Overall, it was an amazing experience that introduced me to engaging individuals, an exciting new program, and perhaps most important, newfound ideas and perspectives.

-Maxwell Porter, 1st year Ph.D. student



Faculty, students, and alumni mingling at this year’s orientation

Open House

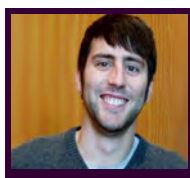
As in previous years, the open house this past year was a great success. I recall that an outstanding number of I/O students from different years were present, some of whom brought their significant others along with them. It was really nice to be able to interact with my peers outside of the classroom environment, as well as meet their significant others and talk to them about their lives and their work. What I really liked about the open house last year and in the past was that everyone was constantly mingling, all I/O Psychology students, faculty, and alumni alike. Although intimidating at first, I really enjoyed networking with several alumni, not to mention indulging in the different ethnic foods that many people so graciously brought to the event. Looking back, the mere feeling of warmth and inclusion brought me to a greater realization of what a close knit family our I/O Psychology program is, and how supportive the faculty and alumni are to the program and to the students. All in all, the food and company were great. I would like to thank the faculty and Roya for arranging this event. I eagerly await this year’s open house (Nov: 17). Hope to see all of you there!

-Shujaat Ahmed, 1st year Ph.D. student

Teaching Assistants



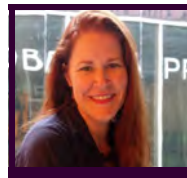
Shujaat Ahmed



Steven Bentz



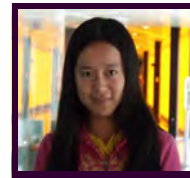
Cherry (Yi) Che



Michelle Jackson



Sean Knudsen



Hanyi Min

**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

Newsletter Editors:
Shujaat Ahmed
(sahmed22@hawk.iit.edu)

Michelle Jackson
(mjacks10@hawk.iit.edu)

**Important Dates to
Remember:**

I/O Open House:
November 17th, Dr.
Ayman's house

SIOP Conference: April 11-
13, Houston, TX

From The Director's Desk

These are exciting times at IIT. End of last spring, Provost Dr. Cramb decided to form a new college, named Lewis College of Human Sciences. The college will include departments of Psychology, Social Sciences, and Humanities. Dr. M. Ellen Mitchell has been named the Interim Dean and Professor Scott Morris, the Interim Chair of Psychology. The College will also include the Leadership Academy and Center for Research and Service with Dr. George Langlois as its director.

At this time we would like to say farewell and thank you to our dear colleague, friend, and alumni Dr. Bruce Fisher for his years of directorship of the Center and the Leadership academy. He showed excellent leadership and was a fantastic coach to many students in the program for their career development. While Bruce is now a Senior Consultant at Strategic Talent Solutions, he is still one of our devoted alumni and continues to support students by helping them with finding internships, talking with them, and guiding them. We are forever grateful to Bruce for his incredible dedication and professional contributions.

Congratulations to our students who have maintained not only one, but two students clubs. Their efforts provided support for student registration at SIOP, celebrations for the end of the year, and enriched overall morale of the program. Our thanks go to GAIOPS (Michelle Jackson, Sean Wright, Niki Papaianou, and Mirinae Lee) and APA (Cherry Che, Shujaat Ahmed, and Hanyi Min) for their commitment and support to the program. In addition, this year, Adrienne King, one of the spring Teaching Assistants, spearheaded a student survey with the help of Jeremy Watson from the Center for Research and Service. The survey proved to be very informative and helpful to the program's evolution and improvement. I hope students continue to get involved and take charge as these students have. We are very proud of the students' engagement in our program and their efforts to make it meet their needs. These activities are above and beyond their scholastic work, as demonstrated by the list of publications and presentations.

Last year we had the investiture celebration in honor of Professor Ron Landis, the first Nambury Raju Endowed Chair in psychology for the I/O division. Over the year Professor Landis has been graciously consulting with the faculty and planning for the activities in 2012, one of which is a lecture series. Please be attentive to the emails announcing the times and dates, so that you can attend and become informed on new topics and changing events in the field.

As always, I would like to also thank all the alumni and friends of the program for their support and generous time in our internship meetings, our open house, and the orientation with

the students. Particularly, we would like to thank Dr. David Waldschmidt, Dr. George Langlois, Dr. Ramzi Baydoun, Melanie Anderson, and Josh McLaughlin for giving their time for presenting at last year's internship meetings. We are also grateful to our alumni who provide internship opportunities. Additionally we thank those alumni who serve on the advisory boards of for the Institute of Psychology and the Center for Research and Service, protecting the interest of the I/O program (Jaci Masztel, George Langlois, Steve Steinhaus, Chris Fieburger, and 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, previous director, and Dr. George Langlois, our new Director of the Center for Research and Service, for their care and support of the program, particularly in their effort in providing career opportunities and guidance to our students.

Please share your thoughts and suggestions with 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, while also providing assistance and support with our students when they need manpower. I ask that you stay in touch and let us know if you meet an alumnus who has lost touch with our IIT family. You can also connect with us via LinkedIn.

-Roya Ayman



