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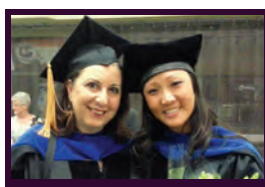
CONGRATULATIONS 2013 GRADUATES!

Ph.D.

Cruz, Jaime. *Effects of Organizational Justice on Employee Health.* Defended Fall 2012. Advisors: Stein & Ayman

Siskind, Ariel. *Effect of fidelity on computerized simulation assessment outcomes.* Defended Fall 2012. Advisor: Mead.

Tawney, Mark. *Empirically keying personality measures to mitigate faking and improve validity: A Monte Carlo investigation.* Defended Fall 2012. Advisor: Mead.



Jaime Cruz & Roya Ayman

Neuhengen, Jonas. *Assessment of the IPR Algorithm for the Differential Functioning of Items and Tests Framework.* Defended Spring 2013. Advisor: Morris.

Overfors, Christine. *Rating Goals in Performance Appraisal: Development of an Initial Taxonomy and Measure.* Defended Fall 2012. Advisor: Ellington.

Savage, Catherine, (Spring 2013). *Congruence of Protégé's Gender-Role and Mentor's Perceived Gender-Role on Protégé Engagement and Mentoring Effectiveness.* Defended Spring 2013. Advisor: Ayman.

M.S. in Personnel & Human Resource Development

Bentz, Steven
Burke, Maura
Carlson, Kristin
Gakhar, Vaishali

Qurashi, Nouman
Taylor, Stephanie
Yi, Che (Cherry)

M.S.

Carter, Cassia. *Automatically generating Big Five personality items: Feasibility, reliability and validity.* Defended Fall 2012. Advisor: Mead.

Hall, Rachael. *Evaluating Dynamic Job Performance: A Field Study of Dynamic Performance Characteristics and Performance Ratings.* Defended Fall 2012. Advisor: Ellington.

Huang, Jialin. *An investigation of writing ideal point and dominance personality items.* Defended Fall 2012. Advisor: Mead.

Miller, Aaron. *The effect of item and scale characteristics on the reliability and validity of conscientiousness scales.* Defended Spring 2013. Advisor: Mead.



Roya Ayman and PHRD graduates

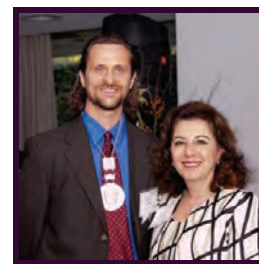
THE NEW COLLEGE AND OUR NEW CHAIR



Ellen Michell, Alan W. Cramb, Ron Landis & Mike Burke at Investiture

In May 2013, the IIT Board of Trustees approved for the College of Psychology and the College of Sciences and Letters to be reorganized into the new Lewis College of Human Sciences. This new College includes the Department of Psychology, Social Sciences, and Humanities.

Dr. Ronald S. Landis was named Department Chair for the new Department of Psychology.



Ron Landis & Roya Ayman

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

- Azevedo, R., Harley, J., Trevors, G., Duffy, M., Feyzi-Behnagh, R., Bouchet, F., & **Landis, R.S.** (2013). Using trace data to examine the complex roles of cognitive, metacognitive, and emotional self-regulatory processes during learning with multi-agent systems. In R. Azevedo & V. Aleven (Eds.), *International Handbook of Metacognition and Learning Technologies: Vol. 99. Springer International Handbooks of Education*. New York: Springer.
- Ben-Zeev, D., Frounfelker, R., **Morris, S. B.**, & Corrigan, P. W. (2012). Predictors of self-stigma in schizophrenia: new insights using mobile technologies. *Journal of Dual Diagnosis, 8*, 305-314.
- *Burris, K., **Ayman, R.**, *Che, Y., & *Min, H. (2014) Asian Americans' and Caucasians' Implicit Leadership Theories: Asian Stereotypes, Transformational, and Authentic Leadership. *Asian American Journal of Psychology*.
- Corrigan, P. W., **Morris, S. B.**, Michaels, P. J., & Rafacz, J. E. (2012). Challenging the public stigma of mental illness: A meta-analysis of outcome studies. *Psychiatric Services 63*, 963-973.
- Cortina, J.M. & **Landis, R.S.** (Eds.) (2013). *Modern research methods for the study of behavior in organizations*. New York: Routledge.
- Cortina, J.M. & **Landis, R.S.** (2013). Introduction: Transforming our field by transforming its methods. In J.M. Cortina & R.S. Landis (Eds.), *Modern research methods for the study of behavior in organizations*. New York: Routledge.
- Ellington, J. K.**, & Dierdorff, E. C. (in press). Individual learning in team training: Self-regulation and team context effects. *Small Group Research*.
- Kosyluk, K.A., Corrigan, P.W., & **Landis, R.S.** (in press). Employer stigma as a mediator between past and future hiring behavior. *Rehabilitation Counseling Bulletin*.
- Landis, R.S.** (2013). Successfully combining meta-analysis and structural equation modeling: Recommendations and strategies. *Journal of Business and Psychology, 28*, 251-261.
- Landis, R.S.** (2013). Data analytic methods. *Oxford Bibliographies Online: Management*. doi: 10.1093/obo/9780199846740-0065.
- Landis, R.S.**, Earnest, D.R., & Allen, D.G. (in press). Recruitment: The role of realistic job previews. In D. Cable & T. Yu (Eds.), *Oxford Handbook of Recruitment*. Oxford University Press.
- Landis, R.S.** & Rogelberg, S.G. (2013). Our scholarly practices are derailing our progress: The importance of "nothing" in the organizational sciences. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 6*, 299-302.
- Mead, A. D.**, Olson-Buchanan, J., & Drasgow, F. (2014). Technology-based selection. In M. D. Coovert & L. F. Thomson (Eds), *The Psychology of Workplace Technology* (pp. 21-42). SIOP Frontiers Series. New York: Routledge Academic.
- Pettijohn, T. F., *Ahmed, S. F., Dunlap, A. V., & Dickey, L. N. (2013). Who's got the upper hand? Hand holding behaviors among romantic couples and families. *Current Psychology, Online First*. doi: 10.1007/s12144-013-9175-4
- Petschonek, S., Burlison, J., Cross, C., Martin, K., Laver, J., **Landis, R.S.**, & Hoffman, J.M. (in press). Development of the just culture assessment tool (JCAT): Measuring the perceptions of health-care professionals in hospitals. *Journal of Patient Safety*.
- Schaefer, R. A., Green, S. G., **Saxena, M.**, Weiss, H. M., & MacDermid, S. M. (2013). Crossover of organizational commitment. *Human Performance, 26*(4), 261-274.
- Thompson, J. T., & **Morris, S. B.** (in press). What factors influence judges' rulings about the legality of affirmative action plans? *Journal of Business and Psychology*. doi:10.1007/s10869-013-9292-y



Jialin Huang & Alan Mead at SIOP Presentation

Presentations

- Ayman, R.** (2013). How does backlash affect female leaders? A member of a panel discussion at Eastern Academy of Management. Seville Spain.
- Burlison, J.D. & **Landis, R.S.** (2013). Web-based social networking: Connecting site use to coworker support and extra-role job performance. Presented at the 121st Annual Conference of the American Psychological Association, Honolulu, HI.

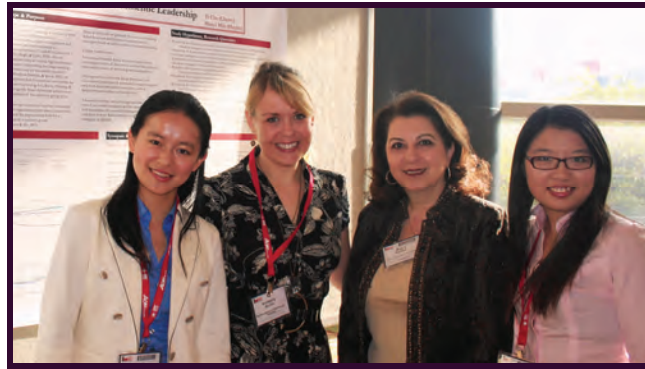
Publication & Presentation (Continued)



Scott Morris presenting at SIOOP

- *Burris, K; **Ayman, R.**, *Che, Y., *Min, H. (2013) Implicit Leadership Theories: Asian Stereotypes, Transformational, and Authentic Leadership. Poster presented at SIOOP, Houston TX
- Ellington, J. K., Mead, A. D., Landis, R. S.,** & *Overfors, C. M. (2013, August). Are we underestimating the predictive validity of GMA? In J. K. Ellington and E. C. Dierdorff (Chairs), Contextualizing the predictive validity of general mental ability. Symposium conducted at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.
- Harley, J. M., Carter, C., Papaionnou, N., Bouchet, F., Azevedo, R., & **Landis, R.** (2013). Examining learners' academic achievement emotions during science learning with an intelligent, hypermedia multi-agent system. Presented at the annual meeting of the American Educational Research Association, San Francisco, USA.
- *Huang, J., & **Mead, A. D.** (2013, April). An investigation of writing ideal point and Likert personality items. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology in Houston, TX.
- *Huang, J., & **Morris, S. B.** (2013, April). HGLM and Mantel-Haenszel tests for Adverse Impact. Paper presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Ishaya, N. & **Ayman, R.**, Korabik, K. (2013). WHY SO MUCH GUILT? Investigating How Overload Hurts and Why Control May Help. Paper presented at a Symposium at SIOOP, Houston TX.
- Keim, A.C. & **Landis, R.S.** (2013). A Transactional Model of Job Insecurity, Personality, and Coping. Presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Landis, R.S.** (2013). The publication process. Invited presentation for the Doctoral Consortium for the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

- *May, J. & **Morris, S. B.** (2013, April). Accuracy of Confidence Intervals with an Adjustment on Adverse Impact. Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Mead, A. D.** (2013, April). Development of a Naive Bayesian classifier for item domains. Paper presented at the annual meeting of the National Council on Measurement in Education in San Francisco, CA.
- Mittal, D., Sullivan, G., Reaves, C., Han, X., Mukherjee, S., **Morris, S. B.** & Corrigan, P. (2013, May), Does Serious Mental illness Influence Treatment Decisions of Physicians and Nurses? Poster presentation at the 166th Annual meeting of American Psychiatric Association, San Francisco, CA.
- Morris, S. B.**, *Wheeler, M., *Boyer, P. N., & *Daisley, R. R. (2013, April). Validity of Individual Assessments: A Meta-Analysis. Paper presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.



Hanyi Min, Kim Burris, Roya Ayman & Cherry Che at SIOOP



Jialin Huang & Scott Morris at SIOOP

Student Professional Activities

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

Andrea Arango- Check-in Staff for CPS project
Andrew Rand- Associate at Vantage Leadership Consulting, Greater Chicago Area
Anh Thu Nguyen (AT)- Professional Development and Organizational Effectiveness Intern at CME Group
Ben Fearing- Senior Consultant at Strategic Talent Solutions, Greater Chicago Area
Bradford Williams- Senior HR Analyst at Sears Holdings Corporation, Greater Chicago Area
Brendan Neuman- Human Capital Metrics at United Airlines
Catherine Savage- Associate at Vantage Leadership Consulting
Christine Overfors- Personnel Officer at Minnesota Department of Human Services
David Coxhead- Adjunct Instructor at Elmhurst College
Elizabeth Howard- Project Coordinator at Strategic Talent Solutions, Greater Chicago Area
Georgia-Niki Papaioannou- Research Assistant at IIT MetaTutor
Heather Leffler McLinden- HR Business Partner at Hewlett-Packard, San Francisco Bay Area
Jessica "DJ" Himstedt- Leadership Development Consultant at Advocate Lutheran General Hospital
Jill May- Project Manager for IIT Site at Illinois Institute of Technology, Greater Chicago Area
John Skinner- Consultant at CEB Valtera, Greater Chicago Area
Kimberly Burris- Partner / Organizational Psychologist at Positivity
Kristine Bodemer- Intern at Riverside Medical Center
Mary Hunt- President at Lexington College, Greater Chicago Area
Matthew Lauritsen- Associate Consultant at the Center for Research Service
Maura Burke- Research Assistant for IARPA grant
Maxwell Porter- Test Proctor for CPS project
Michael Cama- Talent Management Consultant at Right Management
Patrick McLinden- Director of Talent Management and Mobility at VMware
Philp Kober- Intern in the Audience Research and Evaluation at Shedd Aquarium
Rebecca Daisley- Senior Organizational Development Consultant at Advocate Health Care
Roger Dimitrov- Biostatistician at Mercy Hospital & Medical Center
Sean Knudsen- Consultant at Strategic Talent Solutions
Shujaat Ahmed- Research Associate at DePaul University; Member for DePaul University's Diversity and Social Justice Committee; Graduate student committee member for the Society of Occupational Health Psychology (SOHP)
Stefanie Pugliese- Testing Specialist at City of Chicago
Steve Discont- Check-in Staff and Test Proctor for CPS project
Steven Bentz- Research Analyst at AbbVie



Anh-Thu Nguyen (Thu), Anh Thu Nguyen (AT), Andrea Arango, and Kristine Bodemer



Maura Burke, Steven Bentz, & Cherry Che



Maura Burke, Kelly Levin, Jeremy Watson, Mirinae Lee, and Jill May

Alumni Professional Activities– PHRD Alumni

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

Adam Ackerson- Vice President Human Resources at Wilton Brands Inc.
Adivi Nayak- Co-founder at MindWave Analytics Services Pte Ltd
Alexander Purcell- Experienced Industrial Organizational Psychologist, Acentric Consulting
Amy Deno Nowaczyk- Attorney at O'Drobinak & Nowaczyk, P.C.
Amy Hebert- Sr. Human Resources Generalist at Polaris Industries
Amy Hrabak- Consultant at Wonderlic, Inc.
Andy Garman- Chief Executive Officer at National Center for Healthcare Leadership
Anwaar Judeh-Benefits Professional at The Walt Disney Company, LA
Ben Roselle- Director of New Business Development at Optum, UnitedHealth Group
Bonny Lawrence- Transitional Planning Coordinator at Lexington Health Network
Brad Forcier- Consultant at Wonderlic, Inc.
Brian O'Sullivan- Vice President, HR Consulting Services at I/O Solutions, Inc.
Brooke Glover- Owner at Power Job Center
Chad Legel- President & CEO at Selection Works, LLC
Dana L Moore- Business Transformation Leader, EY
Deborah Peirce- Director of Global Talent Management at Baxter
Dudhat Patel Purvi- Sr. Consultant at Paragon
Garth Davidson- Head of Rewards and Services at Vodafone Qatar
Gene Batenga- SPHR of Human Resources Manager at PricewaterhouseCoopers
Grant Peirce- Founder and CEO of Peirce Group Organizational Effectiveness Consultants
Greg Olson- National Director of Education Solutions at Wonderlic, Inc.
Helen Michniewicz- Founder and Managing Director at Strategic Talent Advisors LLC
Jason Michniewicz- Talent Management Associate Manager at Allstate
Jen Pawelko- Director of Institutional Research at University of Wisconsin-River Falls
Jennifer Beach- Internal Communications Manager at UnitedHealthcare
John Nawn- Founder of The Perfect Meeting and adjunct instructor at Kendall College
Johnson Brad- General Manager/Business Development at Real Ryder Revolution
Joshua McLaughlin-HR Operations Program Manager at Aon
Lily Chuang- Research Associate (Psychometrics) at Applied Measurement Professionals
Liza Greane - launched own firm, offering Organizational Development, Facilitation, Succession Planning, Style Assessment, Team Effectiveness work, and Coaching Consulting, since 2011
Loren Lehnen- Sr. Consultant – Executive Compensation at Towers Watson
Lori Novak - Associate Director Foreign Exchange at Newedge USA, LLC
Marina Hartung- Senior Project Manager at Personified
Mark Straetmans- Research Associate of Strategic Talent Solutions
Melanie Anderson Lundberg- Director of Talent Management at ACE Group/Combined Insurance
Melinda Scheuer- PhD from Northern-Associte Consultant at Hay Group
Mengran Qin- Human Resources Assistant at CSR SIFANG CO.,Ltd.
Michael Callans- Vice President of Research and Development at Wonderlic, Inc.
Mike Flutka- Business Manager with concentration in Human Resources
Mike Matyasik- Director of Client Solutions at Wonderlic
Neelima Paranjpey, Organizational Development Professional
Nouman Qurashi- Associate Consultant of People & Change at KPMG
Orit Groag-Blavise -Instructional Design Manager at Brainlab Inc.
Rachel Moltz- Real Estate Consultant at @ properties
Renee Czeryba- Sr. Change Management Consultant/Organization Development & Effectiveness at Walgreens
Robert Cuthbert- Online Employee Selection Testing and Tracking System
Si (Cindy) Miao- Global Human Resources- University Relationship & Recruitment at Schneider Electric
Sohini Roy- IT Recruitment at WDC Consulting Singapore Pte Ltd.
Sylvia Min- Organizational Effectiveness Consultant at Allstate
Thomas Fritts- Director of Corporate Health and Wellness at XSport Fitness
Vaishali Gakhar- Employer Relations Coordinator and Career Development Advisor at the University of South Florida
William Osnowitz- HR Specialist of Total Rewards & Compensation, Aon, Hewitt.
Yutong Liu- Human Resource Assistant at Hampton Roads Transit, Hampton, VA

Alumni Professional Activities– Ph.D. Alumni

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

Allan Fromen, Ph.D. - Vice President and Consulting Partner at IDC
Amy Antani Logue, Ph.D. -Vice President of Human Resources / Organizational Development Systems and Metrics at Advocate Health Care
Amy Daniels, Ph.D. - Principal of Daniels Consulting Group, LLC
Angela Sternburgh, Ph.D. - Director at Organization Effectiveness and Talent Development (Retail)
Anne-Sophie Deprez-Sims, Ph.D.- Project Manager at APTMetrics, Inc.
Anselmi Tobin, Ph.D. - Director of Global Talent Management and OE at Materion Corporation
Brandon Fleener, Ph.D. - Project Manager at APTMetrics, Inc.
Bruce Fisher, Ph.D.- Partner at Strategic Talent Solutions
Casey Mulqueen, Ph.D. - Director of Research & Product Development at TRACOM Group
Charmon Parker Williams, Ph.D. - Principal Consultant at Parker Williams Consulting: OD and Diversity Consulting
Chris Freiburger, Ph.D.- Principal at Human Capital Management Group, Inc. Greater Chicago Area
Dan Lezotte, Ph.D. - Vice President of Central Region at APTMetrics, Inc.
David Sowinski, Ph.D. - Consultant at Vantage Leadership Consulting
Erica Hartman Spencer, Ph.D. - Director of Talent Management Operations at Novo Nordisk A/S
Eyal Ronen, Ph.D.- Consultant, Executive Coach and Founder of Spotlight Leadership
Fred Rafilson, Ph.D.- Owner, I/O Solutions, Inc.
George Langlois, Ph.D.- Director of IIT Center for Research and Service
Ilianna Kwaske, Ph.D.- Managing Principal at Kwaske LLC
Jaci Jarrett Maszta, Ph.D.- Vice President/Practice Leader at Burke, Inc.
Jaime Cruz, Ph.D.- Sr. Associate Consultant Hay Group, San Francisco
Jane Bryan, Ph.D. - Professional Training & Coaching Consultant and Contractor
Jeffrey Becker, Ph.D.- Director Leadership Development & Organization Effectiveness at Land O'Frost
Jen Runkle, Ph.D. – Owner of Runkle Consulting
Jennifer Dembowski, Ph.D. – Sr. Org Effectiveness Consulting Manager at The Home Depot
Jennifer Roberts, Ph.D.- Director of Organizational Development at AT&T
Jennifer Weiss, Ph.D. - Executive Consultant & Industrial Psychologist at Human Resources Alignment Consulting
John Behr, Ph.D.- Adjunct professor Northwestern University,
John Scott, Ph.D.- COO at APTMetrics, Inc.
Joseph Jones, Ph.D.- Senior Researcher at American Institutes for Research
Karen Gates, Ph.D. - Director Human Resources and Organizational Development at Chicago Meat Authority
Kristen Johnson, Ph.D. - Evaluation Manager at College of American Pathologists (CAP)
Leah Groehler, Ph.D. - Owner of viaPeople
Linda Liang, Ph.D.- Owner of Organizational Resources and Management Consulting
Lisa Sandora, Ph.D.- Talent and Performance Manager at U.S. Cellular
Mark Frame, Ph.D. - Associate Professor of Psychology at Middle Tennessee State University
Mark LoVerde, Ph.D.- Director of Global Research Office at CEB
Michael Barr, Ph.D.- Acting Dean of Academic Affairs/Executive Dir. of Bus. Psychology at The Chicago School of Professional Psychology
Michael Henry, Ph.D. - Associate Director at APTMetrics, Inc.
Mike Burke, Ph.D. - Professor at Tulane University, Past president of SIOP
Mitchell Gold, Ph.D. - Senior Consultant at Right Management
Noelle K. Newhouse, Ph.D. - Associate Professor at The Chicago School of Professional Psychology
Pamela E. Pollak, Ph.D.- HR Manager at Corporate at United Airlines
Pete Leddy, Ph.D.- Chief HR Officer, Life Technologies, NuVasive
Ramzi Baydoun, Ph.D. - Senior Manager, Talent, Abbott Labs
Russ Day, Ph.D. – Owner of R. R. Day & Associates and Human Resources Consultant
Russell Barcelona, Ph.D.- Partner and Business Psychologist at Humber, Mundie & McClary
Russell Lobsenz, Ph.D. - Director of HR at Starwood Hotels & Resorts Worldwide, Inc.
Sharon Boslet, Ph.D. - Consultant at Towers Watson
Sharon Pappas, Ph.D. - Assistant Professor & Internship Director at The Chicago School of Professional Psychology
Shetal Desai-Patel, Ph.D. - Experienced Industrial/Organizational Psychologist and Sr. Instructional Design/Innovation Consultant
Stephen Steinhaus, Ph.D. - Principal at HR Alignment Consulting, Ltd. (HRA)
Teresa Pappas, Ph.D. - Principal, Pappas Consulting Associates, LLC.
Timothy Kroecker, Ph.D. - Senior Operations Research Analyst at Air Force Research Laboratory
William Schiemann, Ph.D. - CEO of Metrus Group, Inc. & Board of Directors at HR Certification Institute

Faculty Activities

Dr. Roya Ayman



Roya Ayman, during an administratively busy year with changes in the department, kept her active work with several research and practice projects in addition to her regular supervision of students' theses, dissertations, and internship supervisions.

She was on a panel at an international conference of Eastern Academy of Management in Seville, Spain. She also acted as a keynote speaker at a conference on gender and leadership Deutsche Hochschule der Polizei, Munster, Germany. Based on this experience, she and her research team members, Matthew Lauritsen and Chenxuan Zhou, designed and conducted a research project with the help of Desiree Darius (undergrad). The result of their study has been submitted

to SIOP 2014. Roya has also worked with the Center for Research and Service on a leadership development project for a company. She concluded that it was a great experience that she worked closely not only with George Langlois, but also with Jeremy Watson and Kelly Levin, students in the program.

Additionally, with the help of Kim Burriss and Chenxuan Zhou, she presented a workshop on Global Leadership for an international organization.

She has continued to be on the editorial board of *Leadership Quarterly* and the associate editor of *Journal of Management and Organization*, as well as ad hoc reviewer for many journals.

Dr. Scott Morris



Over the past year, Dr. Morris served as the interim chair of the department of psychology. In this role, he was responsible for overseeing the creation of two new undergraduate degree programs and guiding Psychology's transition from a college to a department in the Lewis College of Human Sciences. In August, he handed the reigns over to the new department chair, Ron Landis, and will continue serving as the associate chair.

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 measurement and strategies for reducing group differences in employment outcomes. Scott is also serving on the Society for Industrial-Organizational Psychology Task Force on Contemporary Selection Methods, which is in dialogue with the Equal Employment Opportunity Commission regarding best practices for adverse impact assessment.

Other ongoing research explores statistical methods for evaluating measurement equivalence. Current projects are working to refine Nam Raju's DFIT framework to better identify problematic test items.

Scott has been involved in several interdisciplinary projects. During the past year, he completed a consulting project for the Social Security Administration that involved statistical modeling of data from disability reviews, with the goal of finding ways to enhance the consistency of disability determinations. He also contributed to two federally funded research projects, one examining the stigma toward mental illness among health care providers at the Veterans Administration, and another applying event sampling methods to study decision making and innovation on construction sites.

Scott serves on the editorial boards of *Journal of Applied Psychology*, *Journal of Business and Psychology*, and *Organizational Research Methods*.

Dr. Alan Mead



Alan Mead has divided his time between teaching, research, reviewing, and consulting. He taught *Individual Differences*, *Psychometrics*, *Validity Generalization*, and *Statistics*. Alan continued his research on personality, methodological, and technological topics. Alan remains on the editorial boards of the *Journal of Business and Psychology* and the *Journal of Computerized Adaptive Testing*. In addition, his consulting has been mainly on psychometric, selection, and computerized testing applications.

Over the past year, his lab has been exploring automated item generation for personality and ability tests and applying test analytics to psychometric problems.

And as part of year one of a three-year NSF grant, Alan and Kemp Ellington, collaborated their work with teams at Purdue, Lehigh and Michigan Tech. Their work included validating instruments for assessing ethical reasoning for individuals and interdisciplinary teams, as well as examining the interaction of individual moral reasoning and team ethical climate.

Faculty Activities

Dr. Kemp Ellington



Kemp Ellington recently had an article on team training accepted for publication in *Small Group Research*. In addition, in August he presented research at the annual conference for the Academy of Management in Orlando, Florida. This study, on which he collaborated with Alan Mead, Ron Landis, and Christine Overfors, examined the impact of the nested nature of job performance rating data on validity coefficients. Kemp is also continuing his work as co-investigator with Alan Mead on a National Science Foundation grant studying ethics in undergraduate interdisciplinary teams.

Kemp's students are currently working on diverse research projects on topics including an application of the Theory of Planned Behavior

to discretionary performance at work, a meta-analysis of moderators of managerial training effectiveness, contextual influences on the transfer of e-learning programs, an investigation of latent profiles of learning styles, and an examination of the longitudinal measurement invariance of self-efficacy in training.

Finally, Kemp has continued serving as an ad hoc reviewer for *Organizational Behavior* and *Human Decision Making Processes* as well as the *Journal of Management and Organization*.

Dr. Ronald Landis



Ron mentions that his second year at IIT went by far too quickly. His activities were largely focused around the ongoing National Science Foundation (NSF) grant in which he, together with 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.

He serves on numerous editorial boards: as an Associate Editor for *Journal of Business and Psychology* (JBP), and as Editor for a Special Issue for JBP.

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 extra-

mural 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.

Ron is the new Chair for the Department of Psychology. Reflecting on the past few short months, he said the role has proven incredibly challenging, but also extremely rewarding. For 2013-2014, he is looking forward to another exciting academic year.

Dr. Mahima Saxena



Mahima is very excited about starting her first year at IIT as an Assistant Professor and is delighted to be a part of the impressive community of scholars within the Lewis College of Human Sciences. She is looking forward to setting up her laboratory and collaborating with faculty, students, and alumni on various research endeavors. Mahima continued to review for the Society of Industrial and Organizational Psychology and was recently invited to serve as a reviewer for the *Journal of Management*. She continues her work in occupational health psychology, examining the myriad outcomes of cognitive fatigue and subjective depletion on

performance and well-being. In addition, this summer Mahima worked on a Humanitarian Work Psychology project in rural South-east Asia in efforts to understand, develop, and promote IO psychology's role in development efforts and promotion of decent work in line with the United Nations' Millennium Development Goals (MDGs). Mahima looks forward to an exciting time at IIT!

Student Associations

GAIOPS

The **Graduate Association of Industrial-Organizational Psychology Students (GAIOPS)** is entering its fifth active year at 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.

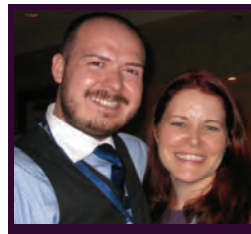
Last year, our organization was able to provide funds to support the largest contingent of IIT students to a SIOP Conference outside of the state. 20 students represented IIT through variety of activities ranging from Presentations to Poster Submissions, to hosting the first student-led Networking Event 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 2013 Social Networking Event



GAIOPS President, Michelle Jackson & Treasurer, Daniel Gandara

The GAIOPS board for the 2012-2013 GAIOPS Board: Michelle Jackson, Maxwell Porter, Daniel Gandara, and Sara Crouch. 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, 3rd year Ph.D. student



APA members on the way to SIOP conference



APA members at SIOP

APA

Asian/Academic Psychological Association (APA) recently celebrated its 4 year anniversary. We give great honor to founders, Kelly Zhao, Lily Chuang, Peter Chi, Maple Chen, and Cindy Miao. Within the past year, Cherry Che (previous president), graduated and received her M.S in Personnel and Human Resource Development. During the Fall of 2013, we welcomed our 6 new members: Ke Deng, Kritika Jadhav, Mo Zhou, Ruoqi Pei, Xiaopei Zhang, and Yunsheng Zou. With these fresh minds joining the association, we are open to all ideas and looking forward to more activities.

APA has assisted the IIT I/O 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, 5 members of APA received funding from our organization to attend the 28th annual SIOP conference which was held in Houston, TX.

We are pleased to announce the 2013-2014 APA Board: President: Chenxuan Zhou (czhou15@hawk.iit.edu), Vice President: Rui Han (rhan2@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.

-Chenxuan Zhou, APA President, 2nd year PHRD student

Update on the Center for Research and Service

This year marks the second year that the Center for Research and Service will have Dr. George Langlois as its Director. An alumnus of the I/O program at IIT, George has 30 years of experience as a consultant, and has had the privilege of establishing two national consulting firms.

The Center established a number of new projects and accomplishments for the 2012-2013 year. The Center launched a new volunteer board known as the Center Development Advisory Council. This council focuses on assisting in the growth of developing markets and new products, the mentorship of student staff, facilitation of research, and the raising of funds support the Center. Additionally, they tested 15,000 children applying for selective enrollment in Chicago Public Schools. For the upcoming year, twenty-five I/O students have the privilege of being employed by the Center as staff, project workers, and test proctors on the CPS Project. Furthermore, the Center was able to bring on seven new clients, and has begun migrating to using new, novel technologies for 360 degree survey methods.

Over the 2012-2013 year, the Center automated the tracking system they use for Chicago Public School testing, and they made the CPS Project Lead a full-time position. They also implemented a new staffing model, which by incorporating more project workers allows them to give more students opportuni-



ties for development and funding. George says the Center's goals for the next year include the following: developing a friendly and easy user interface for the research data they collect; fully implementing new technology systems for various survey methods, and testing even more Chicago Public School students than last year.

I asked George what type of message he hoped would reach the students in the I/O Psychology program, to which he responded with the hope that students would keep in touch with the Center. George insists that the Center is here to facilitate in the training and professional development of the students in our program, and that the Center can best do this when interested students stay in touch. At this time, the Center provides student funding through the CPS Project. Seven students possess full-time or graduate assistant positions within the Center. These individuals are getting hands-on training and experience that will help them grow into future I/O professionals.

From personal experience, I have to say that it was a pleasure working with the Center for Research and Service on the CPS project, and learning from George and the Center employees. They possess a cornucopia of knowledge and insight to bestow upon the students in our program, even while some of the employees are currently students themselves! I look forward with high hopes to seeing how the next year goes for the Center.

-Steve Discont, 2nd year PhD student

Raju Speaker Series from 2012 to 2013

In past academic year, Professor Landis, as part of his endowed chair, started a new tradition in the I/O program, The Raju Speaker Series. Named in honor of the late Nam-bury S. Raju, the goal of this series is to bring speakers to campus who are recognized for their contributions to important methodological topics as they relate to the study of behavior in organizational settings. The speakers in this



John C. Scott, CEO,
APTMetrics Consulting

series are selected both for the importance of their work and their ability to effectively communicate this research to a diverse audience of students, faculty, alumni, and guests. In the inaugural year of this series, we were fortunate to welcome to distinguished alumni from the I/O program: Dr. Stephen J. Guastello (PSYC PhD 1982) and Dr. John C. Scott (PSYC

PhD 1984). Steve, currently a professor of psychology at Marquette University, described some of his current work based on principles of nonlinear dynamics that separate the effects of cognitive workload and fatigue on human performance and allow us to find sources of resilience in the system. John, Chief Operating Officer of APTMetrics, focused his talk on how technology-driven, immersive simulations can be effectively architected to help organizations fulfill their commitment to a robust and diverse talent pipeline for leadership positions. These talks have set a high bar for those to follow and we thank both of them for their generous commitment of time and energy.



Stephen J. Guastello
Professor, Marquette
University

SIOP Conference

It was another exciting year for IIT I/O students and we are all so thankful to GAIOPs for planning the travel and lodging logistics as well as gathering funds to sponsor students who were able to attend the conference in Houston, Texas! I had the opportunity to attend the Master's Consortium with a few of my colleagues before the conference began. The Consortium is a program designed to allow I/O Master's students to network and attend workshops designed specifically for early career development and issues related to finding, keeping, and getting promoted in I/O jobs. We were also able to participate in a Q&A session with all the speakers, who were consultants and managers for successful organizations in our industry. As it was my first time attending SIOP, it was such a great opportunity to be introduced to the conference in a more intimate environment first.



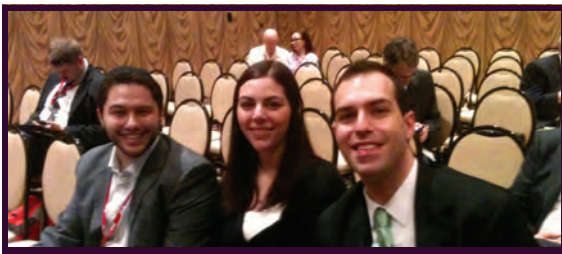
Faculty members at SIOP

It was also an action-packed year for IIT staff as both Dr. Mead and Dr. Morris were speakers at the conference. Dr. Mead was a discussant in a symposium regarding mobile devices in talent assessment and Dr. Morris served as a panel member and discussed issues with confidence intervals on adverse impact. It was both an honor and a pleasure to witness such great talents from our very own program.

As the best is always saved for last, the most memorable event of the conference was surprising Dr. Ayman with a celebration for her 30-years of dedication to the I/O program at IIT! Friends, family, colleagues, and students both present and past came together to commemorate Roya for her work throughout the years. During orientation, Roya had told me that once you're a part of the program, you'll always be a part of it...and that familial spirit really shined through this experience.

Thank you to the staff and the members of GAIOPs for making this opportunity possible!

-Anh-Thu Tran Nguyen, 2nd year PHRD student



David Zigun, Kelly Levin, and Jeremy Watson attending SIOP presentation



Ron Landis and Daniel Gandara at SIOP



Both Ph.D. and PHRD students at SIOP reception



Celebrating Roya Ayman's 30 years in I/O Psychology at IIT

Incoming Students

Ph.D. Track

Bentz, Steven: (PHRD graduate of IIT)
Burke, Maura: (PHRD graduate of IIT)
Crouch, Sara: Florida State University
Deng, Ke: Hunan University (China)
Koval, Inna: Loyola University
Sanders, Emily: Middle Tennessee University,
 (I/O Master)
Zgorka, Jennifer: DePauw University

PHRD Track

Boonpitak, Opal: University of Illinois Chicago
Jadhav, Kritica: University of Mumbai (India)
Kestersen, Donnie: University of Houston
Lucas, Karen: University of North Florida
Maibuecher, Heidi: Augustana University



Incoming students at Orientation

Neacsiu, Cristina: West University of Timisoara (Master in Organizational Health Psychology, Romania)
Pei, Ruoqi: China University of Political Science and Law (China)
Ustavalkova, Maria: Illinois Institute of Technology
West, Amber: Northwestern Michigan University
Zhang, Xiaopei: China University of Political Science and Law (China)
Zhou, Mo: University of Oregon
Zou, Yunsheng (Joey): Elmira College

Orientation

As a first year doctoral student in the IO program at IIT, I didn't know what to expect regarding orientation. The other programs to which I was accepted offered a brief online orientation session, which was the antithesis to what IIT orchestrated for first year students. Grad students from prior years were in attendance, in addition to each member of the faculty. The day was organized around introductions, not only from faculty and veteran grad students to first years, but also vice versa. After the overall introduction to the program, our collective multitude of questions were addressed. Following this, we had the opportunity to sit one-on-one with each member of the faculty to learn more about their respective research interests. We explored the campus before finding our way back for food and drinks at the reception, to mingle in a more informal light. For many of us, Chicago is a long way from home, but I believe I can speak for my class when I say that the welcome we received from IIT's students and faculty, made our assimilation a wonderful experience.

-Sara Crouch, 1st year Ph.D. student



Dr. Ayman welcoming new students



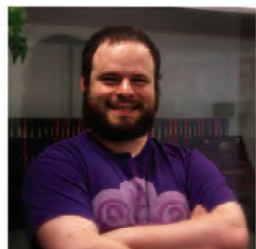
Faculty members introducing themselves at Orientation

Open House

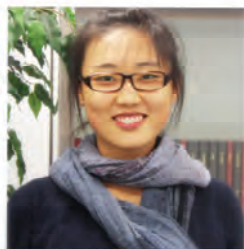
Every year, Roya graciously welcomes students, alumni, and faculty into her home for an open house party. Last year was no exception, with Roya ushering guests into her kitchen and living room to show them around and to encourage them to mingle. I had the pleasure of getting to interact with students (both PHRD and Ph.D) from various years, alumni from years past, and faculty. The food and drink that people made for the party was quite delectable. I felt almost spoiled at the quality of what I got to share with my fellow I/O students and professionals. I admit that that I felt somewhat intimidated at first, as the only other opportunity I had before to mingle with our professors was at the post-orientation open house, but we all became more comfortable as time passed. Roya's Open House truly provides us all an opportunity to relax, open-up, and bond with one another, especially outside of the pressure and expectations that come with being on campus. The Open House serves as a wonderful networking opportunity, and I am thankful that Roya dutifully arranges this event every year. Everyone should look forward to this year's Open House (November 23rd)!

-Steve Discont, 2nd year Ph.D Student

Teaching Assistants



Steve Discont



Rui Han



Maxwell Porter



Chenxuan Zhou

An Interview with the New Chair of the Department of Psychology

Steve Discont: First, I would like to congratulate you on your new position. Could you share with me what motivated you to want to become the Department Chair?

Ronald Landis: I am tremendously excited about the opportunities for IIT, Psychology, and the I/O program to grow and enhance our reputation. We have a tremendous history upon which to build a really interesting future and I wanted to take an active role in this entire process. I think we have a terrific faculty, a great group of current students, and an unbelievable alumni base and I am delighted to be entrusted with this important role.

SD: What are some of the challenges that you foresee in your first year as the Department Chair?

RL: As with any growth and change, the opportunities that are in front of us also can be a source of stress and uncertainty. For the department, I think we need to ensure that our focus remains on delivering the highest possible educational experiences to our graduate students while also developing our brand with the goal of attracting a larger undergraduate student body. Personally, I think my biggest challenge will be to figure out how to continue my own research while also balancing the administrative demands of being Chair.

SD: What are some changes that you would like to see come about in the department during your tenure as Department Chair?

RL: I would like for us to meet the challenge of growing our undergraduate student body. I think our collective reputation will be even stronger if we are able to reach this goal. I would also like for our faculty to be even more successful at securing funding to conduct their research as I believe a byproduct of this will be more graduate student funding.

SD: How do you feel that your knowledge and experience as an I/O Psychologist will contribute to your future work in your new role?

RL: Having strong interests in data analysis, I will likely rely on analytic approaches to identifying areas that require our collective attention. I don't mean to imply that I intend to remove human judgment from our decision-making, but rather that if we can all agree that certain quantitative metrics are valuable, these metrics can be used to track our progress toward important goals.



SD: What do you think are some ways that you see yourself having an impact on the I/O Psychology program in your capacity as the Department Chair, outside of your preexisting responsibilities as a professor in the I/O program?

RL: I view myself first and foremost as a faculty member and identify strongly as an I/O psychologist. I think my biggest impact to the program is, and will always be, to continue to conduct visible, high impact research, engage students in the research enterprise, and teach classes to the best of my ability. I believe serving as a mentor and someone who champions the importance of scientific research is the best way for me to impact the I/O program.

SD: As many people in the program know, you are also the Nambury S. Raju Endowed Chair. However, some of our incoming students may be unfamiliar with your title. Could you tell us what being the Endowed Chair means to you? How will being the Endowed Chair influence your time in your new role?

RL: I wake up everyday and consider myself incredibly fortunate to be the Raju Professor. The answer to the previous question, pretty much sums up how I feel about the position and how I view my role. My job is to make sure that being the Endowed Chair and the Department Chair remain distinct. I will continue to tirelessly work to conduct research and contribute to our field. Although it may take me some time to find the right balance, I will not compromise on this core belief.

SD: Could you elaborate a little more on what your responsibilities are as the Endowed Chair? I know you said that your job is to make sure that you keep your roles as the two Chairs separate, but I'm not sure if some students understand what your role exactly is as the Endowed Chair. A little more information I think would really help clear that up.

RL: An endowed chair is a faculty position supported by the earnings from invested funds contributed by individuals and organizations with an interest in the field. The fact that the position has its own independent financing assures both the university and the faculty member of stability and continuity. An endowed professorship is an honor bestowed by a university on a faculty member who has earned great respect in an academic discipline. It also ideally serves as a magnet for talented young faculty members and students who want to work with the chair.

SD: As the Department Chair, you also oversee the Clinical and Rehabilitation Counseling Psychology programs. What are some points of interest you think students in the I/O program should know about these programs (e.g., interesting research, faculty of note, etc)?

RL: I think the I/O students should know that our other graduate programs are strong, vibrant, and empirically rigorous. There are points of connection with faculty and students in our other programs that might be of interest. We have overlap in areas such as health and safety, methodology, and an interest in organizational issues. Even though there isn't a great deal of time to work across areas as students complete their respective programs, the relationships you are able to cultivate while in graduate school may reap unexpected dividends later in your career.

SD: Finally, if there was one particular message you would want the I/O Psychology students to gain from you acting as the Department Chair, what would it be?

RL: I hope that students come to our program to join our profession through the experience of taking courses, working, and interacting with nationally recognized faculty in I/O psychology. Students should make every effort to absorb everything they can from the faculty (and each other) while in the program. Take advantage of research opportunities, view your courses as the chance to gain key knowledge and skills, and attend presentations by outside speakers. In short, fully immerse yourself in the program and view every opportunity as a chance to build an even better career.

**ANNUAL
I/O PSYCHOLOGY
NEWSLETTER**

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**Important Dates to
Remember:**

**I/O Open House:
November 23th,
Dr. Ayman's house**

**The 29th SIOP Confer-
ence: May 15-17, Hono-
lulu, Hawaii**

From The Director's Desk

It is with great joy that I am informing you that Professor Ron Landis is the Chair of the Department of Psychology, Lewis College of Human Sciences at IIT. At the same time I would like to thank Professor Scott Morris for his selfless dedication for serving as the Chair of the Department of Psychology last year.

Last Spring I was humbled by the students and alumni and colleagues of the I/O program for celebrating my 30 years of service to IIT. This was an amazing experience. They orchestrated it all without my knowledge and when I walked in our IIT reception, I was stunned by the number of people and the warmth and affection that surrounded me. They had prepared a very touching video with testimonials which were one after the other heartwarming and inspiring. They had also collected notes from many who could not make it to SIOP, sending me their appreciation. Added to all this wonderful spirit, many of the students, colleagues and alumni generously had collected funds and offered a check to me. I am thanking each one of them personally, but I wanted to thank everyone collectively. I thought I studied leadership all my life, however on that moment, my team made me feel humbled and appreciated beyond my expectation.

Our student clubs have provided support both for providing refreshments at our internship meetings but also by enabling students to attend SIOP. I would like to thank members of the Asian Psychology Association (APA): Cherry Che, Shujaat Ahmed, and Hanyi Min, and the GAIOP members: Michelle Jackson, Sean Wright, Niki Papaaiannou, and Mirinae Lee. They worked tirelessly on behalf of the students and I think we all should send them our loving gratitude. I hope students in our program stay involved and take charge of the affairs of the students. We are very proud of our students' engagement in our program and their efforts to make it meet their needs. These activities are above and beyond their scholastic work which is reflected in the list of publications and presentations.

As always, I would like to also thank all the alumni and friends of the program for their support and giving their time generously by attending our internship meetings, our open house, and the orientation and meeting with the students. Particularly last year we would like to thank Drs. Angela Sternburgh, Amy Larmore Daniel, and Fred Rafilson for giving their time for presenting at the internship meetings. We

are also grateful to our alumni who serve on the advisory boards of both our Department of Psychology and the Center for Research and Service, protecting the interests of the I/O program (John Scott, Jaci Masztal, George Langlois, Steve Steinhau, Chris Freiburger, Dan Lezotte). Also, it goes without saying that the program is extremely grateful to Dr. M. Ellen Mitchell, Dean of the Lewis College of Human Sciences for her support and encouragement of the faculty and students in the I/O program. Her generosity and thoughtfulness makes the annual receptions of SIOP possible as well as the high turnout of faculty and 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 also become connected by way of LinkedIn.

-Roya Ayman

