

I/O PSYCHOLOGY NEWSLETTER

August to August 2014

Department of Psychology, Illinois Institute of Technology
Lewis College of Human Sciences



Volume 25

November 2014

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CONGRATULATIONS 2014 GRADUATES!

Ph.D.

Brendan Neuman, *Development of a creative work Analysis*. Defended April 2014. Alan Mead.
Jason Raad, *Beliefs and Contextual Mediators and Moderators of Discretionary Workplace Behavior*. Defended December 2014. Kemp Ellington
Jeremy Watson, *Making Good Decisions: The Role of Team Personality Diversity and Group Polarization*. Defended Spring 2014. Ron Landis.



Jeremy Watson and Brendan Neuman Celebrating their graduation

differences on a police officer selection test. Defended January 2014. Scott Morris.
Maura Burke, *Conducting Meta- Analysis at the Group-Level of Analysis: Recommendations for the Use of Intraclass Correlations*. Defended Spring 2014. Ron Landis
Sean Wright, *Longitudinal Measurement Equivalence in Training Evaluation: Testing for Alpha, Beta, and Gamma Change in Self- Efficacy*. Defended December 2013. Kemp Ellington.
Shujaat Ahmed, *Work family conflict for single and married employees: A multi- method approach*. Spring 2014 . Roya Ayman.
Zeenatroohi Kwon, M.S., *Appropriateness of aggregation in adverse impact analysis: A Monte Carlo simulation*. Defended November 2013. Scott Morris.

M.S. in Personnel and Human Resources Development Fall 2013– Summer 2014

Bodemer , Kristine M.
Kober, Philip J.
Lauritsen, Matthew W.
Min, Hanyi
Nguyen, Anh Thu T.
Nguyen, Anh Thu N.

M.S.

Andrew M. Rand, M.S., *Mixing up the applicant pool: How to attract conscientious and diverse job applicants*. Thesis Equivalent Project defended January 2104. Scott Morris.
Dj Sergent Himstedt, *The relation between Organizational structure and psychological climate*. Fall 2013. Roya Ayman.
Kelly Levin , *360- Degree Feedback Rating Consistency: Does Dimension Importance Matter?* Fall 2014. Ron Landis.
Mirinae Lee, M.S., *Assessing the variability in ethnic group*



Professor Ayman with Anh Thu Nguyen and Philip Kober

HONOR AND AWARDS



Charles Pounian and Shujaat Ahmed

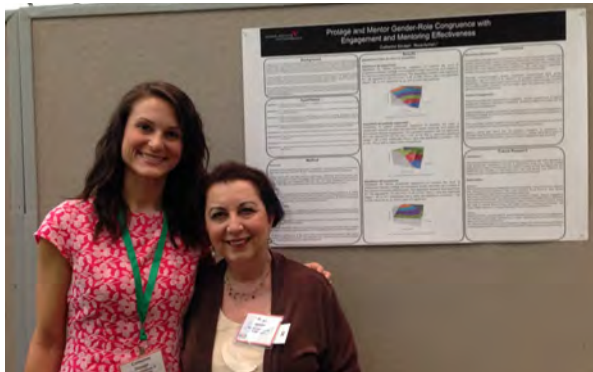
Pounian Award - Shujaat Ahmed, M.S., received the Charles "Arch" Pounian Award. She has published in journals, and has presented at both national and international conferences. Her research interests lie in work- family issues, well- being and social support, with a focus on methodology. She has been involved in several projects with IIT I/O faculty and external collaborators to include topics such as measurement equivalence and assessing work- family conflict via multi- method and longitudinal approaches. Shujaat serves as chair of the Society for Occupational Health Psychology graduate student issues committee. Currently she is working as a research associate at DePaul University.

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 I/O student, **bold** denotes an I/O Faculty.

- Ahmed, S.* & **Ayman, R.** (June, 2014). Work- Family Conflict for Single and Married Employees: A Multi- Method Approach. Presented at Work family Research network conference. New York, USA
- Ahmed, S*., Min, H.* & **Ayman, R.** (May, 2014). A profile analysis on sources of received support across six countries. Presented at SIOP Honolulu, Hawaii, USA
- Ayman, R.** Korabik, K. (in press). Women and Global Leadership: Three Theoretical Perspectives. In Faith Wambura Ngunjiri and Susan R. Madsen (eds), *Women as Global Leaders*. International Leadership Association (ILA) & Information Age Publishing, Inc. (IAP)
- Boyce, A. S., **Mead, A. D.**, Conway, J. S. (2014, May). *Social desirability matching to mitigate faking on forced- choice MUPP-based assessments*. In S. L. Gutierrez (Chair), Practical considerations for developing and maintaining computer adaptive testing programs. Symposium presented at the 29th Annual Meeting of the Society of Industrial and Organizational Psychology, Honolulu, Hawaii.
- Burke, M.I.*, **Landis, R.S.**, & Burke, M.J. (May, 2014). *Conducting Meta- Analysis at the Group- Level of Analysis*. Presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Burke, M.J., **Landis, R.S.**, & Burke, M.I.* (in press). .80 and beyond: Recommendations for disattenuating correlations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Burris, K.*, **Ayman, R.** Che, Y.*, & Min, H* (2013). Asian Americans' and Caucasians' Implicit Leadership Theories: Asian Stereotypes, Transformational, and Authentic Leadership, *Asian American Journal of Psychology*, Vol 4(4), Dec, 2013. pp.258- 266.
- Carsel, T. S.*, Chatterjee, D.*, **Ayman, R.** & Korabik, K. (May, 2014). A cross- cultural investigation into the effects of Leaders' self- monitoring and work Orientation. Presented at Midwestern Psychological Association meetings. Chicago IL, USA
- Corrigan, P. W. Mittal, D., Reaves, C. M., Haynes, T. F., Han, X., **Morris, S.**, & Sullivan, G. (2014) Mental health stigma and primary health care decisions. *Psychiatry Research*. PMID: PMC24774076. DOI: 10.1016/j.psychres.2014.04.028
- Deprez- Sims, A.*, & **Morris, S. B.** (2013). The effect of non- native accents on the evaluation of applicants during an employment interview: The development of a path model. *International Journal of Selection and Assessment*, 21, 355- 367.
- Earnest, D.R. & **Landis, R.S.** (2014). The importance of applicant perceptions when recruiting employees to teams. *International Journal of Business and Social Science*, 5, 81- 91.
- Ellington, J. K.**, & Dierdorff, E. C. (2014). Individual learning in team training: Self- regulation and team context effects. *Small Group Research*, 45, 37- 67. doi: 10.1177/1046496413511670
- Ellington, J. K.**, & Wilson, M. A. (2014, August). Putting raters in context: A multilevel analysis of supervisory performance ratings. In S. Clinebell (Chair), *Performance management*. Symposium conducted at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Ellington, J. K.**, Dierdorff, E. C., & Rubin, R. S. (2014). Decelerating the diminishing returns of citizenship on task performance: The role of social context and interpersonal skill. *Journal of Applied Psychology*, 99, 748- 758. doi: 10.1037/a0036102
- Fleischer, A*., **Mead, A. D.**, Neuhengen, J.* (2014, May). *Comparability of Big Five scores from online and traditional samples*. In G. Sawheny & K. Cigularov (Chairs), Measurement equivalence of personality measures across different methods and cultures. Symposium presented at the 29th Annual Meeting of the Society of Industrial and Organizational Psychology, Honolulu, Hawaii.
- Gandara, D.* & **Ellington, K.** (2014, May). *Latent Profile Analysis of Learning Style Orientation Inventory*. Poster presented at the 29th Annual Meeting of the Society of Industrial Organizational Psychologists, Honolulu, HI.
- Harley, J.M. Bouchet, F., Papaioannou, N.*, Carter, C.*, Trevors, G., Behnagh, R.F., Azevedo, R., and **Landis, R.S.** (April, 2014). *Assessing Learning with MetaTutor, a Multi- Agent Hypermedia Learning Environment*. Presented at the annual meeting of the American Educational Research Association, Philadelphia, USA.
- Huang, J.*, & **Mead, A. D.** (Forthcoming, 2014). Effect of personality item writing on psychometric properties of ideal- point and Likert scales. *Psychological Assessment*.
- Keim, A.C., **Landis, R.S.**, Pierce, C.A., & Earnest, D.R. (2014). Why do employees worry about their jobs? A meta- analytic review of predictors of job insecurity. *Journal of Occupational Health Psychology*, 19, 269- 290.
- Landis, R.S.** (August, 2014). Discussant for symposium titled *Current issues in investigating common method variance*. Presented at the Annual Conference of the Academy of Management, Philadelphia, PA.
- Landis, R.S.** (August, 2014). Panelist for plenary session titled *Methodological approaches to establishing and enhancing research meaningfulness*. Presented at the Annual Conference of the Academy of Management, Philadelphia, PA.
- Landis, R.S.** (May, 2014). *Conducting analyses on matrices of meta- analytic correlations*. Presented as a panelist at the 29th Annual Conference for the Society of Industrial and Organizational Psychology, Honolulu, HI.
- Landis, R.S.** (May, 2014). *Expanding I- O psychology through connection: Deductive research meets inductive research*. Presented as a panelist at the 29th Annual Conference for the Society of Industrial and Organizational Psychology, Honolulu, HI
- Landis, R.S.** (May, 2014). *Publishing*. Invited presentation for the Junior Faculty Consortium for the 29th Annual Conference of the Society for Industrial and Organizational Psychology. Honolulu, HI.

Publication & Presentation (Continued)



Professor Raya Ayman and Catherine Savage, SIOF 2014

- Landis, R.S.** (October, 2014). *Is organizational science hard or soft? Do we care?* 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.** (September, 2014). *Conducting, analyzing, and interpreting correlational research.* Presented at the 2014 Engaged Management Scholarship (EMS) Conference, Tulsa, OK.
- Landis, R.S.**, Earnest, D.R., & Allen, D.G. (2013). Recruitment: The role of realistic job previews. In D. Cable & T. Yu (Eds.), *Oxford Handbook of Recruitment*. Oxford University Press.
- May, J. L., ***Mead, A.**, & **Ellington, J. K.** (2014). *Ethical Climate in Multidisciplinary Teams: Development of the TECS.* Proceedings of the 121TH Annual ASEE Conference and Exposition. [CD]
- May, J.*, **Mead, A.**, & **Ellington, J. K.** (2014). *Measuring team ethical climate: Development of the TECS.* Proceedings of the 2014 IEEE International Symposium on Ethics in Engineering, Science and Technology (IEEE Ethics'2014). [CD]
- Morris, S. B.**, & Huang, J.* (2014, May). *Assessing Homogeneity of Effect Size in Meta- analysis with Dichotomous Data.* Paper presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Morris, S. B.**, Daisley, R. L.*, Wheeler, M.*, & Boyer, P.* (2014). A meta- analysis of the relationship between individual assessments and job performance. *Journal of Applied Psychology*. PMID: PMC24865578. doi: [10.1037/a0036938](https://doi.org/10.1037/a0036938)
- Morris, S. B.**, Huang, J.*, ²Zhao, L., Sergent, J. D.*, & Neuhengen, J.* (2014). Measurement Equivalence of the Rogers' Empowerment Scale for Whites and African Americans with Severe Mental Illness. *Psychiatric Rehabilitation Journal*. NIHMSID: NIHMS599396. doi: [10.1037/prj0000069](https://doi.org/10.1037/prj0000069).
- Overfors, C. M.*, & **Ellington, J. K.** (2014, May). *Rating goals in performance appraisal: Developing a taxonomy and measure.* Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Petschonek, S., Burlison, J., Cross, C., Martin, K., Laver, J., **Landis, R.S.**, & Hoffman, J.M. (2013). Development of the just culture *assessment tool (JCAT): Measuring the perceptions of health- care professionals in hospitals. *Journal of Patient Safety*, 9, 190- 197.

Savage C* and **Ayman, R.** (May, 2014). Protégé and Mentor gender- role congruence with engagement and mentoring effectiveness. Presented at SIOF Honolulu, Hawaii USA

Saxena, M. (2014, July). An ecological momentary approach to communicable disease control in South Asia. In D. Maynard (Convenor), Humanitarian work psychology and the United Nations Millennium Development Goals. Symposium conducted at the 28th Scientific Convention for the International Congress of Applied Psychology, Paris, France.

Van Overberghe, C. T.* & **Mead, A. D.** (2014, May). *Comparing two algorithms for adapting interviews to personality scores.* Paper presented at the 29th Annual Meeting of the Society of Industrial and Organizational Psychology, Honolulu, Hawaii.

Tawney, M. W.* & **Mead, A. D.** (2014, May). *Empirically keying personality measures to mitigate faking effects.* In C. M. Reddock & A. R. Schwall (Chairs), New Developments in biodata research and practice. Symposium presented at the 29th Annual Meeting of the Society of Industrial and Organizational Psychology, Honolulu, Hawaii.

Taylor, S.* & **Mead, A. D.** (2014, May). *Modeling item difficulty for perceptual speed and accuracy tests.* In A. Shaw & P. L. Wadlington (Chairs), Think fast! Understanding speeded cognitive ability tests in organizational contexts. Symposium presented at the 29th Annual Meeting of the Society of Industrial and Organizational Psychology, Honolulu, Hawaii.



Professor Kemp Ellington and Daniel Gandara, SIOF 2014

Student Professional Activities

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

Amber West—Associate Analyst at I/O Consultant
Andrea Arango—Check- in Staff for CPS project
Andrew Rand—Associate at Vantage Leadership Consulting, Greater Chicago Area
Ben Fearing—Senior Consultant at Strategic Talent Solutions, Greater Chicago Area
Bradford Williams—Workforce Planning Manager at Hewlett-Packard, Dallas, TX
Catherine Savage—Associate at Vantage Leadership Consulting
Cassia (Hamilton) Carter—Research Specialist at National Center for Healthcare Leadership
Christine Overfors—Personnel Officer at Minnesota Department of Human Services
David Coxhead—Associate at Talent Algorithms Inc.
David Blitz—Sr. Assessment Scientist at Findly
Emily Sanders—Intern at Strategic Talent Solutions.
Elizabeth Howard—Consultant at Strategic Talent Solutions, Greater Chicago Area
Elizabeth Pinkus- Huizenga—Associate Vice Provost for Residence and Greek Life
Georgia- Niki Papaioannou—Research Assistant at IIT MetaTutor
Heather Leffler McLinden—HR Business Partner at Hewlett-Packard, San Francisco Bay Area
Inna Koval—Human Resources Intern at Vedder Price.
Jessica "DJ" Himstedt—Leadership Development Consultant at Advocate Lutheran General Hospital
Jill May—Project Manager on a NSF Grand at Illinois Institute of Technology
John Skinner—Consultant at CEB Valtera, Greater Chicago Area
Karen Lucas—HR intern at S&C Electric Company
Kimberly Burris—Partner / Organizational Psychologist at Positivity
Kristine Bodemer—Intern at Riverside Medical Center
Maria Ustavalkova—Talent Acquisition Sourcer at Premier Onboard
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—Research Analyst and I/O Solutions
Michael Cama—Talent Management Consultant at Right Management
Michelle Jackson—Adjunct instructor in the IPRO Department at IIT and Adjunct Instructor at Le Cordon Bleu Culinary Institute.
Patrick McLinden—Director of Talent Management and Mobility at VMware
Rebecca Daisley—Senior Organizational Development Consultant at Advocate Health Care

Rebecca Anderson—Senior Consultant at Deloitte, Greater Chicago Area
Roger Dimitrov—Biostatistician at Mercy Hospital & Medical Center
Rui Han—Intern at US Cellular
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—Adjunct Instructor at IIT
Steven Bentz—Research Analyst at AbbVie



Faculty and Students during the graduation ceremony, SIOP 2014, Hawaii



IIT students during student orientation, 2014

PHRD Alumni Professional Activities

We are very proud of the successes of all our alumni.

- Aaron Witkowski**—Manager at Advocate Health Care
- Adam Ackerson**—Vice President Human Resources at Wilton Brands Inc.
- Aditi Nayak**—Co-founder at MindWave Analytics Services Pte Ltd
- Alethea Moraes—Ignatius**—Human Resources Professional at Massachusetts Hospital & Health Care, Boston
- Alexander Purcell**—Experienced Industrial Organizational Psychologist, Acentric Consulting
- Amy Deno Nowaczyk**—Attorney at O'Drobinak & Nowaczyk, P.C., Greater Chicago Area
- Amy Hebert**—Sr. Human Resources Generalist at Polaris Industries
- Amy Hrabak**—Consultant at Wonderlic, Inc.
- Anna (Joyce) Bracco**—Talent Management Consultant, Marseille Area, France
- Andy Garman**—Chief Executive Officer at National Center for Healthcare Leadership
- Anwaar Judeh**—Benefits Professional at The Walt Disney Company, LA
- Anh Thu Nguyen**—Talent Development Consultant at Roll Global.
- Ben Roselle**—Director of New Business Development at Optum, UnitedHealth Group
- Bonny Lawrence**—Director of Admissions at Lexington Health Network, Greater Chicago area
- Brad Forcier**—Consultant at Wonderlic, Inc.
- Brad Johnson**—General Manager/Business Development at Real Ryder Revolution
- Brad Williams**—Workforce Planning Manager at Hewlett-Packard
- 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 I/O Solutions, Chicago Area
- Cherry Che**—Analyst at Hay Group, Beijing, China
- Dana L Moore**—Business Transformation Leader, EY
- Deborah Peirce**—Director of Global Talent Management at Baxter
- Diana (Stewart) Sanderbeck**—HR Director, HRBP at ASML, Greater San Diego Area
- Diya Patel**—Manager at Accenture, Greater Chicago Area
- Dudhat Patel Purvi**—Sr. Consultant at Paragon
- Emily Landem Brown**—Consultant at Daniels Consulting Group
- Garth Davidson**—Head of Rewards and Services at Vodafone Qatar
- Gene Batenga**—PHR 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
- Jana Szostek**—Director at Indiana Northwest Assessment Center
- Jen Pawelko**—Director of Institutional Research at University of Wisconsin- River Falls
- Jennifer Beach**—Associate Director of Communications Manager at United Healthcare, Minneapolis
- Jennifer (Fron) McInerney**—HR Business Partner at BMO Harris Bank, Greater Chicago Area
- John Brubaker**—Post-Graduate Legal Fellow at City of Chicago Law Department, Labor Division
- John Nawn**—Founder of The Perfect Meeting and adjunct instructor at Kendall College
- Jordan Trotto**—HR Specialist at Exe Software Group, Greater Chicago Area
- Joshua McLaughlin**—HR Operations Program Manager at Aon, Greater Chicago Area
- Kelly Zhao**—Audience Research at John G. Shedd Aquarium
- Lindsey "Thora" Bey**—Configuration Specialist at Vangent, Inc.
- Lily Chuang**—Research Associate (Psychometrics) at Applied Measurement Professionals
- Liza Greane**—Sr. Organizational Development Consultant at Providence Health & Services, Providence Health and Services, ASTD Cascadia Chapter, Portland, Oregon
- Liewn Liu**—Ph.D. candidate at University of Illinois and Researcher at the American Institute for Research, Washington DC
- Lily Chuang**—Research Associate at Applied Measurement Professionals
- Loren Lehnen**—Sr. Consultant – Executive Compensation at Towers Watson Inc.

PHRD Alumni Professional Activities (Continued)

We are very proud of the successes of all our alumni.

Lori Novak—Associate Director Foreign Exchange at Newedge USA, LLC
Marina Hartung—Senior Project Manager at Personified
Mansi Chitale—Recruitment Administrator at NHS Berkshire West, Reading, UK
Mark Straetmans—Talent Measurement Consultant at Knowledge Advisors, a CEB company, Chicago
Mathew Devereaux—Account Executive at HUB International, Greater Grand Rapids, Michigan Area
Melanie Anderson Lundberg—Director of Talent Management at ACE Group/Combined Insurance
Megan Wheeler— Training and Development Manager at Huga, Brooklyn , New York
Mengran Qin—Staff Manager at CSR SIFANG CO.,Ltd.
Michael Callans—Vice President of Research and Development at Wonderlic, Inc.
Michael Dandrige—Human Resources Business Partner at Bally Technologies , Las Vegas, Nevada
Michael Zablocki—Recruiting Coordinator at ComED, Greater Chicago Area
Mike Flutka—Business Manager with concentration in Human Resources at All Terrain, Greater Chicago Area
Mike Matyasik—Director of Client Solutions at Wonderlic
Namrata Yadav—VP, Leads Diversity and Inclusion Education at Bank of America
Neelima Paranjpey (Ph.D from Benedictine University)- Assessment & Development Consultant at Vaya Group, Chicago
Nouman Qurashi- Management Consultant at KPMG, Chicago IL
Orit Groag- Blavise—Instructional Design Manager at Brainlab
Philp Kober –Receptionis/Human Resources Assistant at Gold Eagle Company
Paige Olson –Change Management Consultant at Daniels Consulting Group, Chicago, Illinois
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 –Talent Acquisition and Mobility at Schneider Electric, Chicago Area
Sohini Roy- IT Recruitment at WDC Consulting Singapore Pte Ltd.
Sylvia Min- Organizational Effectiveness Consultant at Allstate
Thomas Fritts– Regional Sales Manager at AT&T –Acquisitions, Greater Chicago Area
Vaishali Gakhar- Career Development and Strategic HR Professional, Tampa/ST.Petersburg
William Osnowitz– Compensation Analyst, Greater Chicago Area
Yutong Liu- Human Resource Assistant at Hampton Roads Transit, Hampton, VA



Jeremy Watson Ph.D., Ronald Landis Ph.D., Brendan Neuman Ph.D. and Alan Mead Ph.D. during the graduation ceremony, Hawaii, 2014

Ph.D. Alumni Professional Activities

We are very proud of the successes of all our alumni.

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.—System Director, Talent Acquisition and Management, Presence Health, Greater Chicago Area.
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.
Brendan Neuman—Program Manager– Talent Management at United Airlines
Bruce Fisher, Ph.D.—Partner at Strategic Talent Solutions
Casey Mulqueen, Ph.D.—Director of Research & Product Development at TRACOM Group
Cinzia Bellarosa, Ph.D.—Language Proficiency Assessor at Language Testing International
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
Courtney Van Overberghe, Ph.D.—Senior Consultant at SHL
Dan Lezotte, Ph.D.—Vice President of Central Region at APTMetrics, Inc.
David Waldschmit, Ph.D.—Director of testing services, American Dental Association, Secretary Joint commission on National Dental examinations.
David Sowinski, Ph.D.—Partner at Vantage Leadership Consulting
Denis Armstrong, Ph.D.—Chief Human Resources officer at Vita- Mix Corp, Ohio Area
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
Eleni Speron, Ph.D.—Adjunct Professor at the Chicago School of Professional Psychology
Fred Rafilson, Ph.D.—Principal at the Rafilson Group Inc., Oregon.
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
Jeremy Watson, Ph.D.—J.D. Power
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
Jennifer Thompson, Ph.D.—Associate Professor at The Chicago School of Professional Psychology
Joanne Adams Stoud, Ph.D.—President at JStroud Management Consulting, Greater Chicago Area.
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 at I- CAR
Kristen Johnson, Ph.D.—Evaluation Manager at College of American Pathologists (CAP)
Kenneth Elliott, Ph.D.—Global Director of Analytics at Hewlett Packard, Austin TX area.
Laura Rode, Ph.D.—Human Resources Director at Hinshaw& Culbertson LLP, Greater Chicago Area.
Leah Groehler, Ph.D.—Owner of viaPeople, Consulting services in North Carolina Area.
Linda Liang, Ph.D.—Owner of Organizational Resources and Management Consulting
Lisa Sandora, Ph.D.—Senior HR Manager at Orbitz Worldwide, Greater Chicago Area
Marguerite Kunze, Ph.D.—Owner of MKunze Consulting LLC., Phoenix area
Mark Frame, Ph.D.—Associate Professor of Psychology at Middle Tennessee State University
Mark LoVerde, Ph.D.—Director of Global Research Office at CEB
Mark Tawney, Ph.D.—Vice President of Testing Services at I/O Solutions
Melinda Scheuer, (Ph.D., NIU)—Senior Consultant, HR Workforce Insights at Allstate.
Michael Barr, Ph.D.—Acting Dean of Academic Affairs/Executive Dir. of Bus. Psychology at The Chicago School of Professional Psychology

Ph.D. Alumni Professional Activities

We are very proud of the successes of all our alumni.

Michael Henry, Ph.D.—Associate Director at APTMetrics, Inc.

Michael Fields, Ph.D.—Independent Mental Health Care Professional , Chicago Area.

Mike Burke, Ph.D. —Professor at Tulane University, Past president of SIOF

Mitchell Gold, Ph.D.—Senior Consultant at Right Management

Nancy DeLay, Ph.D.—Executive Consultant at Kenexa, Nebraska area.

Noelle K. Newhouse, Ph.D.—Associate Professor at The Chicago School of Professional Psychology

Norberto Valbuena, Ph.D.—Profesor Asociado en Universidad Natiocional Experimental Rafael Maria Baralt, Venezuela.

Pamela E. Pollak, Ph.D.—HR Manager at Corporate at United Airlines

Patrick Devine, Ph.D.—Professor of Industrial- Organizational And Sport Psychology at Kennesaw State University, Atlanta area.

Pete Leddy, Ph.D.—Chief HR Officer, Life Technologies, NuVasive

Ramzi Baydoun, Ph.D.—Senior Manager, Talent, Abbott Labs

Rebecca Romano, Ph.D.—Vice President, Talent Development ar NBCUniversal Inc., Greater New York City Area

Rod Fralicx, Ph.D.—Healthcare Practice Leader, Hay Group

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.—VP, Talent Management and Organizational Development at Connolly, LLC Greater New York City Area

Sandra Neslon, Ph.D.—Personnel Research Psychologist, OPM Washington D.C. Metro Area

Sharon Boslet, Ph.D.—Senior 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)

Sofiya Velgach, Ph.D.—Deputy Director, Navy Selection and Classification Division U.S. Navy, MPT&E

Susan Slater, Ph.D.—President at Corvus International and owner, Corvus International, Chicago area, Deer Park IL.

Stephen Guastello, Ph.D.—Professor of Psychology at Marquette University, Greater Milwaukee Area.

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



Professors Mahima Saxena and George Langlois at the IIT Student orientation, 2014



Professors Roya Ayman and David Coxhead at the IIT Student orientation, 2014

Faculty Activities

Dr. Roya Ayman



Last year marked the quarter of a century that I have had the honor of directing of the I/O program at IIT. We have had highs and lows and now are stronger than ever. I am proud to have served in this capacity alongside my distinguished colleagues through the years. Last year, in addition to presentations and publications, which I worked with my students and colleagues, I also was invited to conduct classes and workshops on organizational research and leadership at NIDA in Bangkok, Thailand. With the assistance of Chenxuan Zhou and Kimberly Burris, I also conducted a workshop on cross-cultural interaction in the global work-place for Kiddy and Partners

LLP. I am still the associate editor of *Journal of Management and Organization* and I am on the editorial board for *Leadership Quarterly* and *International Journal of Cross Cultural Management*. Additionally last summer I volunteered to teach a course on line on the topic of group dynamics for an underground University in Iran (Baha'i Institute of Higher Education). I was also interviewed by Noveen TV on career-related decisions.

Dr. Scott Morris



Scott Morris and his students are involved in a number of research projects related to personnel selection and statistical methodology. Several ongoing projects focus on adverse impact measurement and strategies for reducing group differences in employment outcomes. Other ongoing research explores the validity of individual psychological assessments, bias in employment interviews, and methods to evaluate the measurement equivalence of self-report questionnaires.

Over the past year, Scott has been an active participant in the Society for Industrial-Organizational Psychology Task Force on Contemporary Selection Methods. This group has engaged the Equal Employment Opportunity Commission in a dialogue regarding best practices in adverse impact

Dr. Morris continues to teach courses in personnel selection and statistics, and serve as the associate chair of the Department of Psychology. He is on the editorial boards of the *Journal of Applied Psychology*, *Journal of Business and Psychology*, and *Organizational Research Methods*.

Dr. Alan Mead



Since May 2014, Alan has been consulting full-time as President of Talent Algorithms Inc., mainly on psychometric, selection, or computerized testing applications. He still conducts research on personality, methodological, and technological topics, especially exploring automated item generation for personality and ability tests and applying text analytics to psychometric problems, and he continues to sit on the boards of the *Journal of Business and Psychology* and *Journal of Computerized Adaptive Testing*. This summer, he and Kemp Ellington successfully completed year three of an NSF grant to validate instruments for assessing ethical reasoning for individuals and interdisciplinary teams and received a one-year extension to continue data-collection.

Alan is teaching Psychometrics this fall as an adjunct faculty member.

Faculty Activities

Dr. Kemp Ellington



Kemp Ellington recently had an article on organizational citizenship behavior (OCB) published in the *Journal of Applied Psychology*, as well as an article on team training published in *Small Group Research*. In addition, in August he presented research at the annual conference for the Academy of Management in Philadelphia, examining context effects in job performance ratings. Furthermore, he and graduate student Christine Overfors presented research at the annual conference for SIOP in Honolulu, which focused on rating goals in performance appraisal. Kemp is also continuing his work as co-investigator with Alan Mead on a National Science Foun-

ation grant studying ethics in undergraduate interdisciplinary teams. Kemp's students are currently working on diverse research projects on topics including contextual influences on the transfer of e-learning programs, an investigation of latent profiles of learning styles, individual and team context effects in team training, and a policy capturing study of performance rating goals.

Dr. Ronald Landis



My research activities were again focused around my National Science Foundation (NSF) grant in which we are studying factors associated with student learning and emotion. All of my research efforts are directed toward bringing visibility (positive I hope) to the I/O program at IIT. I have started some new research projects with students and colleagues on campus and continued to play a role in ongoing research projects with colleagues and former students from across the country. I contribute to numerous editorial boards, serving as an Associate Editor for *Journal of Business and Psychology (JBP)*, as Editor for a Special Issue for JBP, and a lead Editor for a new Special Initiative related to the Registered Reports format. I have also taken a role as Fellowship Chair for SIOP and am pleased to be serving the field in this

capacity. I am also 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. I have also completed my first year as Chair for the Department of Psychology. I have found the challenges associated with this role extreme, but the interactions with students, faculty, staff, and alumni very rewarding. I'm looking forward to a really exciting 2014-2015 academic year!

Dr. Mahima Saxena



Mahima Saxena's first year in her new position as an Associate Professor, went by all too quickly. Mahima taught a doctoral seminar in Occupational Health Psychology in addition to her undergraduate teaching. In July, she delivered a talk on the use of ecological momentary assessments for public health initiatives for the working poor in diverse cultural contexts, at the International Congress of Applied Psychology.

Mahima also started working with her first Ph.D., M.S., and undergraduate capstone students at IIT and is excited about the ongoing research within the Occupational Health Psychology Lab. With her student, Cristina Neacsiu and colleague Alan Mead,

Mahima is investigating incivility among STEM women, as well as the affective consequences of cyber-incivility at work. Mahima also embarked on a project looking at cross-cultural differences in selection preferences with Alan and Cristina. Simultaneously, Mahima continued her research efforts looking at work-place self-regulation, mind-wandering, and well-being. Aside from teaching, research and academic review activities, Mahima is also seeking external funding for her research and for student support. She looks forward to another exciting year and new research collaborations this year.

Student Associations

The Graduate Association of Industrial- Organizational Psychology Students (GAIOPS)

As the fall semester comes into full swing, this marks an exciting time for GAIOPS. We are coming off a tremendously successful year in which we were able to send more than 20 students with funding to the past SIOP conference in Hawaii. This is truly a landmark achievement for GAIOPS and I would like to reiterate my thanks to our outgoing GAIOPS officers, Michelle Jackson and Danny Gandara, for their hard work in providing so many students with such rich learning experiences.

Nonetheless, fruitful opportunities to further solidify GAIOPS' roots within the I/O program as well as the larger psychological community are ahead, and I'm very optimistic about the coming year. With bright new leaders, GAIOPS is poised to become a more active and influential student organization. I see the future goals of GAIOPS to be centered upon two aims: (1) a continued focus on the core ability of GAIOPS to provide funding for student attendance at educational conferences (i.e. SIOP) and (2) to serve as a facilitator of social interaction focusing on professional development and peer interaction. While GAIOPS is already an outstanding student-run vessel, I'm a firm believer in refinement and improvement and feel there is ample room for improvement concerning both of the aforementioned goals. We will be pushing for an equal if not greater level of support for students attending this year's upcoming SIOP conference in Philadelphia. Additionally, we are planning to increase our social presence both within the organization through social events, and through external events such as networking experiences and presentations; truly some great things ahead for GAIOPS.

In summary, we're coming off of a record year thanks to the

hard work of GAIOPS students. While the future will always be victim to uncertainty, I'm optimistic about GAIOPS due to the quality of students who comprise this great organization. *Success for GAIOPS is a marathon, not a sprint*, and I'm excited and honored to be a part of this leg of the journey. Onwards and upwards!

Humbly yours,

Maxwell Porter, 3rd year Ph.D. student

GAIOPS Officers

President :Maxwell Porter

Vice President: Steve Discont

Secretary: Khalid El-Amin



GAIOPS members at the IIT reception, SIOP 2014

ASIAN ACADEMIC PSYCHOLOGY ASSOCIATION

The name of this organization shall be Asian/Academic Psychology Association hereafter referred to as APA. The purpose of this organization shall be to enhance members' exposure to I/O Psychology professions, to facilitate communication among members, and to provide a platform for research ideas and experiences sharing. Specifically, APA has helped the I/O program organize certain events, and hopes to conduct many more to benefit our students. The organization has provided refreshment for monthly internship meeting.

The current president is Mo Zhou (mzhou13@hawk.iit.edu), and the treasurer is Ruoqi Pei (rpei1@hawk.iit.edu).

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



Mo Zhou, Ke Deng, professor Roya Ayman, Shujiaat Ahmed, Ruoqi Pei and Chenxuan Zhou during the IIT Reception at SIOP 2014, Honolulu, HI



APA members with professor Mead

Update on the Center for Research and Service

The Center for Research and Service (the Center) is one of the country's premier, university-based research and consulting service firms. Under the leadership of Dr. George Langlois, the Center has yet again managed to surpass its previous accomplishments. This is Dr. Langlois' third year as the Director of the Center for Research and Service, which makes this an excellent moment to ask his perspective of how the Center evolved since he first accepted this position. He noted that there is a slight shift in the client mix. More specifically the 360 degree survey products now account for 8 percent of the business. There is also a significant increase in both internal IIT and external clients who are seeking assistance with team development. Also the averaged client billing increased from just under \$3,000 to \$8,000. Another notable change is the reduction of turnover which now reached manageable levels, and use of more reliable and robust software. The students now use the software but do very little programming. With such impressive changes occurring over only three years it will be exciting to see what the future holds.

Between 2013-2014 the Center was involved in two projects where students evaluated the effectiveness of division teams, diagnosed the problems, made recommendations and witnessed the successful resolution of the issues. The Center staff also conducted a one-day course on the development and use of competency models for the Water District of Chicago. Lastly, this past year we witnessed the launch of the new website, which was developed in conjunction with Lewis College.

I also had the opportunity to ask Dr. Langlois what are some of the center's crowning achievements for the last year. The result is an impressive and certainly not exhaustive list of accomplishments: attracted 23 new clients; hit all financial targets; administered 15,000 tests for the Chicago Public School's Selective Enrollment Program; had an error rate that was less than one percent across the Center; and provided various levels of funding to approximately 66 students. The Center also celebrated Kelly Levin, Sean Wright and Jeremy Watson who attained their master's degree respectively Ph.D. Kelly Levin M.S. found a job at Vantage Consulting; and Jeremy Watson Ph.D. moved to California and is now working for J.D. Power and Associates.

In order to achieve this level of success the Center staff work tirelessly. In the upcoming year, We can expect to see more work that involves collaborating with other firms and universities. We can also expect to see an increase in the number of students funded. For many students the Center represents a great place to access data for theses and dissertations.

Students can also join in as a project worker or as an Associate Consultant—to which half-time graduate assistantship is offered. Additionally, perhaps equally exciting is the opportunity students have to work with the Center on the Chicago Public Schools Selective Enrollment Selection Program.

George also emphasized that the Center is a great place where students can get real world hands on experience in conducting applied research. They have a strong national reputation that has been achieved through 16 years of experience. Finally, the Center is also developing and deploying new products, services and software designed to ensure IIT students get a broad set of skills using up to date technologies.

-Cristina Neacsiu, 2nd year PHRD student



The center for Research and Service Staff

Raju Speaker Series from 2013 to 2014

In past academic year, Professor Landis, as part of his endowed chair has continued his Raju Speaker Series. Named in the honor of Nambury S. Raju, the goal of the series is invite speakers who are being recognized for their contributions to methodological topics as they relate to the study of behavior in organizational settings. This past academic year we had the honor to welcome Professor Steve Borgatti, in fall semester and Professor Jose Cortina in the spring semester.



Professor Borgatti's primary research interest is social network analysis, cultural domains and knowledge management. He is an Associate Editor at Computational and Mathematical Organizational Theory and Journal of Supply Chain Management. Professor Borgatti also sits on the editorial boards of Administrative Science Quarterly and Field Methods. For several years, professor Borgatti ran the NSF Summer Institute for Ethnographic Research Methods in Anthropology

(founded by Russ Bernard and Bert Pelto). Professor in I/O Psychology at George Mason University, Professor Cortina received his Ph.D. from Michigan State University in 1994. His research has involved topics in meta-analysis, SEM, significance testing and philosophy of science as well as predictors and outcomes of emotions in the workplace.



In addition, he currently serves as editor of *Organizational Research Methods* and is a former associate editor of the *Journal of Applied Psychology*. Cortina was honored by the Society of Industrial Organizational Psychologists (SIOP) with the 2001 Ernest J. McCormick Award for Distinguished Early Career Contributions, by the Research Methods Division of the Academy of Management with the 2004 Robert O. McDonald Best Paper Award and by the Organizational Research Methods Editorial Board with the 2012 Best Paper Award. He was also honored by George Mason University with a 2010 Teaching Excellence Awards and by SIOP with the 2011 Distinguished Teaching Award. Professor Cortina is

2014 SIOP Conference



The 29th Annual Conference of the Society for Industrial and Organizational Psychology, held in beautiful Honolulu, Hawaii, was an exciting experience for all IIT I/O students able to attend. Attracting I/O leaders from across all domains, this conference facilitated networking opportunities, a stronger understanding of current and future research trends, and a chance to hone our personal career and research initiatives. This experience was made possible through fundraising efforts and logistics with flight and hotel accommodations by GAIOPS to help alleviate the costs.

Prior to the conference, a few students from IIT and myself were fortunate to attend the Master's Consortium. This is a program designed for students 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 careers. These high caliber presenters were very approachable allowing any question to be asked and opportunities to connect. The consortium came to a close, but the energy continued as the rest of our peers and faculty arrived for the weekend conference.

Starting with the opening ceremony, Tammy Allen, SIOP President 2014, set the tone by detailing achievements in I/O psychology, our responsibilities, and the future of I/O psychology. Her invigorating speech induced a sense of I/O camaraderie and foreshadowed the immense conference experiences to come. During this ceremony, one of our most prestigious alumni, John Scott SIOP's Distinguished Service Award.

Presentations throughout the conference were structured as an up close experience with the authors, many of which we read in course work. My particular favorites were the symposiums "From Leader's Personality to Employee Engagement" and "The Validity of Using Social Media in Personnel Practices." Several of our peers and faculty members presented at this year's conference. In fact, I was approached a few times by practitioners and researchers noticing my IIT name badge. They would take a moment to speak in high regards of our faculty members, presenting or not, that have made an impact in I/O psychology and in them personally. This was a reminder of the honor in being part of our esteemed program. As potential network opportunities, I invited them to connect with our students and faculty at the IIT reception hosted by Roya Ayman.

Roya Ayman's execution of the IIT reception was simply fabulous. Bringing together IIT faculty, students, alumni, and affiliates we reconnected as a family to honor and recognize our achievements. It was thrilling to have dinner with alumni and hearing their escapades after IIT. During the reception, Professor Scott Morris celebrated 20 years at IIT in I/O program. Dr. Ayman celebrated her 25 years for serving as a program director for the I/O program.

At the reception, the students and faculty of the program thanked Dr. Mead for his nine years of dedicated service to the program as he leaves IIT to pursue new and exciting ventures!

In summation, the 2014 SIOP conference was an experience of enduring benefits and lifelong connections. I look forward to the 30th annual conference, held in Philadelphia, Pennsylvania, and strongly suggest interested parties to attend. See you there!

- Donald Kesterson, 2nd year PHRD student



Professor Alan Mead during the IIT reception



IIT faculty and students presenting at an international symposium at SIOP, 2014

Incoming Students

Ph.D. Track

Constantinou, Carissa: University of Northern Iowa

Lauritsen, Matthew: Illinois Institute of Technology

McDonald, Jordan: Pepperdine University

Shu, Frank: Penn State University



PHRD Track

Ciufia, Lindsey: University of Illinois

Hagen, Rebecca: University of Wisconsin, Milwaukee

Nadella, Shravya: University of Illinois, Chicago

Stravinskaite, Egle: Bradley University

Khalid, El-Amin: Barry University

Sequeira, Stephanie: University of Florida

Pichette, Connor: Illinois Institute of Technology

Fraser, Ashten: University of Tampa—Sykes College of Business

Orientation

By the time I made it back to my apartment at 10:30 pm, my mind was racing with a strange combination of emotions and sensations. Excitement? Stress? Impending doom? All of those comprised some part of the spread of emotions I was feeling after attending the I/O orientation at IIT. Fresh out of the SOAR orientation only an hour before, I entered the designated room to find not only IIT themed goodies, but also fruit and other refreshments. In the case that this orientation was going to be similar to SOAR, I made sure to stock up on them for survival. Little did I know it was going to be quite different. First year students, faculty members, and veteran graduate students exchanged basic introductions and then graduate school started. From planning out our future classes to registering for the current semester, the orientation whizzed by in a rush of information and questions. We met the professors and learned about their research interests. We briefly met the staff at the Center for Research and Service. During the last leg of the orientation, advanced graduate students took us on a campus-wide tour to help us learn our way around campus. Telling entertaining anecdotes from their bygone years as first year students, I caught a glimpse of how comfortable and connected everyone seemed; like a family. By the time we reached the reception, the formalities were set aside and we all had a chance to mingle with the professors, graduate students, and alumni. The I/O orientation fulfilled its basic purpose of orienting us to the program. However, it carried its purpose further and offered a genuine welcome and acceptance to us first year students.

Jordan McDonald, 1st year, Ph.D. student

Open House

Every year, towards the end of the fall semester, Roya opens her home to students, faculty, and alumni to meet, mingle, and become more acquainted. Although many of the people present are peers and professors you see regularly throughout the week, the open house provides the opportunity to get to know them personally. Last year was my first open house experience, and while conversation can and will veer towards I/O topics, I found myself talking with people about other things, like what they enjoy to do outside of school. While it was a bit unnerving at first to talk to your professors in such an informal manner, you quickly become comfortable doing so. An added benefit to the informality of the open house is that it provides you with a stress free chance to network with alumni of the program. You never know when a job or internship opportunity will come up! After leaving Roya's Open House last year, not only did I leave feeling well fed from the delicious dishes people prepared, I felt more immersed in the IIT, I/O community. All of this would not be possible without the graciousness of Roya's efforts and I am grateful that she continues to put this event on every year. Mark your calendars for this year's open house (November 22nd) and be sure to come hungry!

Heidi Maibuecher, 2nd year PHRD student.

Teaching Assistants



Heidi Maibuecher



Sara Crouch



Joseph Zou



Xiaopei Zhang



Cristina Neacsiu

From The Director's Desk

ANNUAL I/O PSYCHOLOGY NEWSLETTER

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Important Dates to Remember:

I/O Open House:
November— 22nd
Dr. Ayman's house

The 30th SIOP Confer-
ence: 23—25 April, 2015
Philadelphia

At our reception at SIOP in Hawaii we had many reasons to celebrate. We celebrated John Scott's appointment to Fellow status at SIOP. Also with the help of students we celebrated Scott Morris' completion of 20 years of service at IIT. Also we had to say partial goodbye to a special colleague and friend Alan Mead who has started his own consulting firm and will only be with us as an adjunct faculty. Our students 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 the member of Asian Psychology Association (APA): Rui Han, Chenxuan Zhou, and Shujaat Ahmed as well as the GAIOP members: Daniel Gandara, Michelle Jackson, Sarah Crouch, Maxwell Porter. At SIOP this year we have more than 30 students participating with a large portion of their cost covered. This was only due to the hard work and collaborative effort of our student clubs. They worked tirelessly on behalf of the students and I think we all should send them our loving gratitude. 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 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 Dr. Chris Freiburger from Human Capital Consulting and Dr. Mark LoVerde from Valtera Consulting, for presenting at the internship meetings and meeting with the students. We are grateful to Ron Landis for providing the resources for the Nambury Raju Lecture series. This is an activity that is meeting a long time wish of the I/O students and faculty. Last year, Professor Steve Borgatti in fall semester and Professor Jose Cortina in the Spring semester to present to us. We are also grateful to our alumni who serve on the advisory boards of our Institute of Psychology and the Center for Research and service and protect the interest of the I/O program (Drs. Jaci Masztel, George Langlois, John Scott and

Russel Barcelona). Also, we would like to send a farewell message to Dean M. Ellen Mitchell for her 20 years of support and foresight regarding our program as she steps down from her role as the interim dean of college of Lewis College of Human Sciences. We wish her well in her career.

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 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 be come connected to the LinkedIn to me and the department.

- Roya Ayman

