

I-O PSYCHOLOGY NEWSLETTER

August, 2014 to August, 2015



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

Volume 26

November 2015

CONGRATULATIONS 2015 GRADUATES!

Ph.D.

Jialin Huang, Examination of negatively worded items on personality measures, December 2014. Alan Mead.

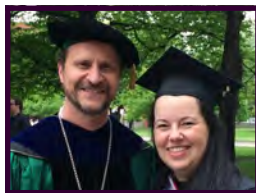
M.S.

Anna Brown, Impact of Multitasking and Physical Context on Self-Reported Transfer of E-Learning, May 2015. Kemp Ellington.

Daniel Gandara, Learning Styles in a Team Training Context: Predicting Outcomes Using Variable and Person-Centered Methods, Thesis Equivalence Project defended May 2015. Kemp Ellington.

Georgia-Niki Papaioannou, Computer-Based Learning Environments in Organizational Training: Impact of Learning Environment and Personality. Spring 2015. Ron Landis.

Nicole Olbie,
The Structure of Trust in Ad Hoc Teams and its Role on Promoting Team Performance and Team Viability. Thesis Equivalence Project defended Fall 2014. Ron Landis.



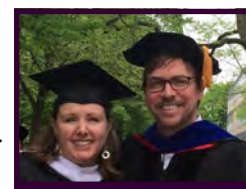
Ron Landis and Niki Papaioannou

Pinkus-Huizenga, Elizabeth (2015). Transformational Leadership and subordinate stress: the role of leader-subordinate dyad gender composition. May 2015. Roya Ayman.

Rodney Vallejo, Individual Learning Outcomes in Team Training: Individual-Level Teamwork Behaviors and Team Context, Thesis Equivalence Project defended May 2015. Kemp Ellington.

Roger Dimitrov, Improving criterion-related validity in personality questionnaires at the item level. October 2014. Alan Mead.

Sarah Rusakiewicz, Personality testing in selection settings: The impact of faking and curvilinearity on organizational outcomes. December 2014. Alan Mead.



Kemp Ellington and Anna Brown

M.S. in Personnel and Human Resources Development Fall 2014– Summer 2015

Amber West
Cristina Neacsiu
Heidi Maibuecher

Maria Ustavalkova
Mo Zhou
Ruoqi Pei

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HONOR AND AWARDS



Ron Landis, Arch Pounian, and Pounian Fellow Danny Gandara

Pounian Award - Danny Gandara, M.S., received the Charles "Arch" Pounian Award. He is active in research and has presented in several conferences on the topics of cross-disciplinary team development, ethical thinking, and trainee characteristics as part of a collaborative National Science Foundation grant. While working to complete his Ph.D., Danny has taught courses in team and leadership development, statistics and research methodology, and industrial/organizational psychology, at Illinois Tech, North-eastern Illinois, and DePaul universities. Danny has served on the SIOF LGBT committee in helping pass one of SIOF's first policy statements on workplace equality, and GAI-OPS as founder and president, where he has worked to send students to the SIOF annual conference since 2008.

Ongoing Project :

Scott Morris received a grant from the National Library of Medicine. He will be collaborating with researchers from Northwestern University to develop multidimensional computer adaptive tests (CATs) to measure patient reported outcomes. Mirinae Lee is working as research assistant for the project.

Mahima Saxena received a SIOF grant for research on her project entitled: "I-O Psychology and the International Labor Organization: Exploring Work Experiences of Informal Workers and Promoting Decent Work for All." Her applied partner is John Scott, Ph.D., an Illinois Tech alum and COO, APTMetrics.



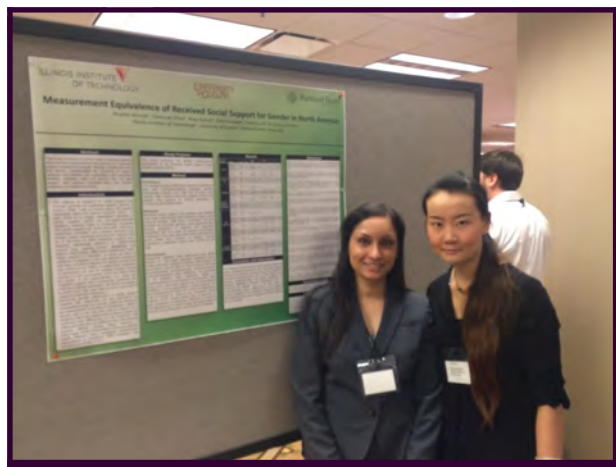
Mahima Saxena and John Scott

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. F.* & Eatough, E. (October, 2014). Supportive Supervision and Perceived Organizational Support: A Study in Two Nations. Poster presentation at the 1st International Symposium to Advance Total Worker Health, Bethesda, MD.
- Ahmed, S.*, Zhou, C.*, **Ayman, R.**, Korabik, K., Lero, D., & Hammer, L. (May, 2015). Measurement Equivalence of Received Support for Gender in North America. Poster presentation at the 2015 Midwestern Psychological Association Conference, Chicago, IL.
- Ayman, R.** (November, 2014). Panelist on Advancing Multiple Perspectives on Idiosyncratic Deals Research, organized by Smriti Anand, Southern Management Association, Savannah GA.
- Ayman, R.** (April, 2015). Panelist on the topics of I/O Psychologists Can't Sell – Debunking Common Myths around Business Development. SIOP meetings, Pittsburgh, PA.
- Ayman, R.** Korabik, K. (2015). Women and Global Leadership: Three Theoretical Perspectives. In Faith Wambura Ngunjiri and Susan R. Madsen (eds), *Women as Global Leaders* (pp.53-72). International Leadership Association (ILA) & Information Age Publishing, Inc. (IAP)
- Bauer, K. N.**, Orvis, K. A., Ely, K., & Surface, E. A. (in press). Re-examination of motivation in learning contexts: Meta-analytically investigating the role type of motivation plays in the prediction of key training outcomes. *Journal of Business and Psychology*.
- Bauer, K. N.**, Cavanaugh, K. J., & Cameron, H. C. (April, 2015). Pre-training predictors of attrition from voluntary online training. Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bauer, K. N.**, Seibert, G. S., May, R. W., Vidor, S. E., & Fincham, F. D. (2015, May). The interplay between social network site use and school burnout with academic underperformance. Poster presented at the 27th Annual Convention of the Association for Psychological Science, New York, NY.
- Bauer, K. N.**, Speaks, S. Z., Howard, W. T., & Cameron, H. C. (April, 2015). The examination of different predictors of transfer over time. Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bauer, K. N.**, Speaks, S. Z., Howard, W. T., Landers, R. N., & Cameron, H. C. (August, 2014). The impact of environmental factors on transfer of training over time. Paper presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Biderman, M. D., **McAbee, S. T.**, & Chen, Z. (2015, June). *Assessing the evaluative content of personality questionnaires using bifactor models*. Paper presented at the 4th biennial meeting of the Association for Research in Personality, St. Louis, MO.
- Burke, M.J., **Landis, R.S.**, & Burke, M.I.* (2014). .80 and beyond: Recommendations for disattenuating correlations. *Industrial and Organizational Psychology: Perspective on Science and Practice*.
- Corrigan, P., Michaels, P, & **Morris, S. B.** (2015). Do the effects of anti-stigma programs persist over time: Findings from a meta-analysis. *Psychiatric Services*, 66, 543-546.
- DJ*, **Ayman, R.** (September, 2014). The relation between organizational structure and psychological climate, at 17th Annual Irish Academy of Management conference
- Dunleavy, E. M., **Morris, S. B.**, & Howard, E.* (2015). Measuring Adverse Impact in Employee Selection Decisions (pp. 1-26). In C. Hanvey & K. Sady, *Practitioners Guide to Legal Issues in Organizations*. Cham, Switzerland: Springer.
- Ellington, J. K.**, Surface, E. A., Blume, B. D., & Wilson, M. A. (2015). Foreign language training transfer: Individual and contextual predictors of skill maintenance and generalization. *Military Psychology*, 27, 36-51. doi: 10.1037/mil0000064
- Guzzo, R.A., Fink, A., King, E., Tonidandel, S., & **Landis, R.S.** (in press). Big data recommendations for industrial-organizational psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Harley, J., Carter, C.*, Papaioannou, N.*, Bouchet, F., **Landis, R.S.**, Azevedo, R. & Karabachian, L. (June, 2015). Examining the predictive relationship between personality and emotion traits and learners' agent-direct emotions. Presented at The 17th International Conference on Artificial Intelligence in Education (AIED 2015), Madrid, Spain.
- Harman, R. P., **Ellington, J. K.**, Surface, E. A., & Thompson, L. F. (2015). Exploring qualitative training reactions: Individual and contextual influences on trainee commenting. *Journal of Applied Psychology*, 100, 894-916. doi: 10.1037/a0038380
- Kustis, G.A., Amorati, A., & Paruchuri, S.* (April, 2015). Collecting General Population Norms for New Tests Using Facebook Games. In M.B. Armstrong & R.N. Landers (Co-Chairs), *Game-Thinking in Assessment: Applications of Gamification and Serious Games*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Landers, R. N., **Bauer, K. N.**, & Callan, R. C. (in press). Gamification of task performance with leaderboards: A goal setting experiment. *Computers in Human Behavior*.
- Landis, R. S.** (in press). Descriptive statistics. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd Ed.). Thousand Oaks, CA: Sage.



Shujaat Ahmed and Chenxuan Zhou, MPA 2015

Publication & Presentation (Continued)

- Landis, R. S.** (in press). Inferential statistics. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd Ed.). Thousand Oaks, CA: Sage.
- Landis, R. S.** (in press). Measures of association/correlation coefficients. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd Ed.). Thousand Oaks, CA: Sage.
- Landis, R. S. & Burke, M.I.*** (in press). Mediator variables. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd Ed.). Thousand Oaks, CA: Sage.
- Landis, R. S. & Burke, M.I.*** (in press). Moderator variables. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd Ed.). Thousand Oaks, CA: Sage.
- Landis, R. S.** (August, 2015). Discussant for symposium titled Big Data: Implications for organizational research. Presented at the Annual Conference of the Academy of Management, Vancouver, BC, Canada.
- Landis, R. S.** (August, 2015). Discussant for symposium titled Current issues in investigating common method variance. Presented at the Annual Conference of the Academy of Management, Vancouver, BC, Canada.
- Landis, R. S.** (May, 2015). Discussant for symposium titled Diversifying methodological choices in the field of psychological science: Showcasing four alternative approaches. Presented at the Annual Conference of the American Psychological Association, New York, NY.
- Landis, R. S.** (April, 2015). Having & studying it all. Presented in an invited session: Research this! Casting aside the publication chains to IGNITE organizations. Presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Landis, R. S.** (April, 2015). Panelist for theme track session titled Pursuing better science in organizational psychology. Presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- 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, University of North Dakota, Grand Forks, ND.
- 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.** (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.** (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.
- Lauritsen, M.*, Zhou, C.* & **Ayman, R.** (October, 2014). Emotions and leadership: Perceptions of gender typicality. At International Leadership Association, San Diego, CA.
- Lee, M.*, & **Morris, S. B.** (April, 2015). *Assessing the situational specificity of adverse impact*. Paper presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Litano, M. L., Major, D. A., & **Bauer, K. N.** (May, 2015). The relationship between gender match and leader-member exchange in



Mirinae Lee presenting at SIOP 2015

- supervisor-subordinate dyads from information technology. Poster presented at the 11th Annual International Conference on Occupational Stress and Health, Atlanta, GA.
- May, R. W., **Bauer, K. N.**, & Fincham, F. D. (in press) School burnout: Diminished academic and cognitive performance. *Learning & Individual Differences*.
- McAbee, S. T.**, Oswald, F. L., & Connelly, B. S. (2014). Bifactor models of personality and college student performance: A broad versus narrow view. *European Journal of Personality*, 28, 604-619. doi:10.1002/per.1975
- McAbee, S. T.**, & Young, C. (April, 2015). Bifactor models of personality: Predicting career orientation with the HEXACO-PI-R. In I. Zettler & K. Lee (Chairs) *The HEXACO Model at work: New insights and research findings*. Symposium presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Mittal, D., Corrigan, P., Sherman, M., Chekuri, L., Han, X., Reaves, C., Snigdha, M., **Morris, S. B.**, Sullivan, G. (2014). Healthcare providers' attitudes toward persons with schizophrenia. *Psychiatric Rehabilitation Journal*, 37, 297-303.
- Morris, S. B.**, ^aDaisley, R. L., ^aWheeler, M., & ^aBoyer, P. (2015). A meta-analysis of the relationship between individual assessments and job performance. *Journal of Applied Psychology*, 100, 5-20. PMID: PMC24865578. doi: 10.1037/a0036938
- Morris, S. B.**, & Dunleavy, E. (April, 2015). *Data aggregation in adverse impact analyses: The song remains the same?* Paper presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- *Neacsiu, C. M., **Saxena, M.**, *Ustavalkova, M. K., & *Romero, I. M. (2015). *The experience of workplace incivility for women in STEM: A qualitative study*. Poster presented at the 27th annual convention of the Association for Psychological Sciences, New York, NY.
- Oswald, F. L., Ercan, S., **McAbee, S. T.**, Ock, J., & Shaw, A. (2015). Imperfect corrections or correct imperfections?: Psychometric corrections in meta-analysis. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. doi:10.1017/iop.2015.17
- Oswald, F. L., **McAbee, S. T.**, Redick, T. S., & Hambrick, D. Z. (in press). The development of a short domain-general measure

Publication & Presentation (Continued)



Ron Landis giving speech at SIOP conference 2015

of working memory capacity. *Behavior Research Methods*. doi:10.3758/s13428-014-0543-2

Sawyer, K., Russel, C., Discont*, S., Thoroughgood, C., Sasso, T., Jones, K., Matos, K., & Gandara, D. (in press). The SIOP LGBT Committee: Our history and current goals. *The Industrial-Organizational Psychologist*.

Saxena, M. (2015, March). *Using experience sampling method in I-O research*. Invited talk at the National Institute of Development Administration, Bangkok, Thailand.

Saxena, M. (2015). Communicable disease control in South Asia (pp.69-83). In I. McWha- Hermann, D. C., Maynard, & M. Berry, *Humanitarian Work Psychology and the Global Development Agenda*. New York, NY: Routledge.

Saxena, M., & Bhawuk, D. (April, 2015). *Fair-trade, cultural skills, and decent work: Field notes from South Asia*. In **M. Saxena** (Chair), *Decent Work, UN Sustainable Development Goals, and Humanitarian Work Psychology*. Paper presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Saxena, M., Sall, E., Scott, J.C., Rupp, D. E., Saari, L., Thompson, L. F., et al. (2015). Exploring work experiences of informal workers and promoting decent work for all. *The Industrial and Organizational Psychology*, 53, 172-175.

*Sobayo, E., & **Saxena, M.** (May, 2015). *Vision impairments affect reaction-time performance on Stroop*. Poster presented at the 27th annual convention of the Association for Psychological Sciences, New York, NY.

Stark, S., **McAbee, S. T.,** Allen, T. D., Eby, L. T., Rogelberg, S. G., & Grand, J. A. (April, 2015). *I-O without borders - Our impact in a multidisciplinary world*. Executive board invited session presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Sullivan G, Mittal D, Reaves C, Haynes T, Han X, Mukherjee S, **Morris S,** Marsh L, Corrigan P. (2015). Influence of Schizophrenia Diagnosis on Providers' Practice Decisions. *Journal of Clinical Psychiatry*, 76, 1068-1074.

Surface, E. A., **Ellington, J. K.,** & Hamlyn, H. (April, 2015). Using FOR to train and certify language proficiency assessment raters. In C. A. Gorman and K. G. Melchers (Chairs), *New developments in rater training research*. Symposium conducted at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Raju, N.S., Scott, J.C., Edwards, J.E., & **Landis, R.S.** (in press). Statistical power. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd Ed.). Thousand Oaks, CA: Sage.

Raju, N.S., Scott, J.C., Edwards, J.E., & **Landis, R.S.** (in press). Confidence intervals/hypothesis testing/effect sizes. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd Ed.). Thousand Oaks, CA: Sage.

Redick, T. S., **McAbee, S. T.,** Oswald, F. L., & Hambrick, D. Z. (November, 2014). *Validation of a short domain-general measure of working memory capacity*. Paper presented at the 44th Annual Meeting of the Society for Computers in Psychology, Long Beach, CA.

Wang, M., Kath, L., Mazzola, J., Cunningham, C., Ford, M., Huang, Y., Zhan, Y., Ahmed, S. F.* , Sidawi-Ostojic, T., & Streit, J. (May, 2015). Society for Occupational Health Psychology Session. Tutorial presentation at the 2015 Work, Stress, and Health Conference, Atlanta, GA.



Danny Gandara asking a question during a presentation session at SIOP



Students at SIOP conference

Student Professional Activities

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

Anna Brown — Independent Contractor with Sylver Consulting.

Ashten Fraser — Interned at La Casa Norte

Cassia Carter — Rush Medical

Chenxuan Zhou — Intern at Baoshang Bank, China

John Skinner — Manager, Talent Selection and Assessment at Sears Holdings Corporation

Khalid El-Amin — Intern at United and Teach for America summer 2015.

Kimberly Burris — Principal at Green Peak Partner

Maura Burke — Intern at United during summer 2015

Shujaat Ahmed — Research Associate at DePaul and a Research Assistant on team ethics and decision making. Served on Graduate Student Committee Chair for the Society for Occupational Health Psychology.

Stefanie Pugliese — Testing Manager, Selection & Assessment at the City of Chicago.

Yunsheng (Joey) Zou — Intern at Power Suation



Center staff at SIOOP reception



Students and alumni at SIOOP reception



Roya Ayman and students



Faculty members, students, and alumni at orientation reception



Roya Ayman and graduates

PHRD Alumni Professional Activities

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

- Alexander Purcell** — Senior Staff Representative at United Airlines
- Amber West** — Senior Analyst at Team Member Insights.
- Anh Thu Nguyen** — Organizational Development Consultant at The Wonderful Company.
- Anwaar Judeh** — Senior Compensation Analyst, Capital Group, Los Angeles, California.
- Garth Davidson** — Senior Compensation Consultant at Santec, Arizona.
- Heidi Maibuecher** — HR Generalist at Sargent & Lundy.
- Heiko Dorenwendt** — Senior Manager at Deloitte Consulting
- Jana Szostek** — Director of the Assessment Center, Director of Assurance of Learning Director for our Center for Management Development at Indiana University Northwest School of Business and Economics. She is recently launching the "Leadership Excellence Institute" which will provide skill and career development programs for students.
- Jen Drew** — Director of Institutional Research at University of Wisconsin-River Falls.
- John Brubaker** — Legal Fellow at the United State Employment Opportunity Commission, St. Louis, Missouri
- Jordan Trotto** — HR Specialist at Eze Software Group (Financial Services).
- Kelly Zhao** — Data Analyst in the Marketing Department at Shedd Aquarium.
- Liza Green** — Sr. Organizational Development Consultant at Providence Health & Services.
- Lori (Nita) Novak** — Assistant Vice President, Foreign Exchange at Associate Bank, NA.
- Maria Ustavalkova** — Talent Acquisition Specialist at Oak Street Health.
- Melanie Anderson Lundberg** — Assistant VP, Talent Management & Corporate Communications at Combined Insurance /ACE Group.
- Mike Zblocki** — Operations Labor Analyst for Levy Restaurants
- Naleema Paranjpey** — Assessment & Development Consultant at Vaya Group.
- Renee Czeryba** — Manager, Store Care Programs/Operations/Facilities Management at Walgreens.
- Rui Han** — Regional Representative at Pantai Chemical USA Inc.
- Si "Cindy" Miao** — Senior Campus Recruiter, International Academy Program, Walmart.
- Vaishali Gakhar** — Career Development and Strategic HR Professional, University of South Florida.

Ph.D. Alumni Professional Activities

- Allan Fromen** — Vice President and Consulting Partner at IDC, Greater New York City Area.
- Angela Sternburgh** — System Director, Talent Acquisition and Management at Presence Health.
- Ari Siskind** — Director of Assessment Design, Development & Delivery for GSX, Corporation in Alexandria, VA.
- Brendan Neuman** — Senior Program Manager – Talent Acquisition at United.
- Casey Mulqueen** — Director of Research & Product Development TRACOM Group.
- Dan Lezotte** — Principal at Mercer, Chicago.
- Dave Sowinski** — Partner with Vantage Leadership Consulting.
- Erica Hartman** — Senior Director of Talent Assessment, Succession and Performance Management at Novo Nordisk.
- Jaci J. Masztal** — Vice President Practice Leader at Bruke, Inc.
- Jeremy Watson** — Senior Statistician at JD Power, Los Angeles, CA.
- Jen Runkle** — Owner, Runkle Consulting, Washington D.C.
- Karen Gates** — Director of HR Services at I-CAR.
- Mike Zablocki** — Operations Labor Analyst at Levy Restaurants.
- Pamela Pollak** — HR manager Corporate at United Airlines.
- Russell Lobsenz** — Vice President Talent Management and Organizational Development at Connolly LLC, NY.

Faculty Activities

Roya Ayman, Ph.D.



Last year in addition to presentations and publications with students and colleagues, Roya Ayman was invited for the third year to conduct classes and workshops on organizational research at NIDA in Bangkok Thailand. She is still on the editorial board for *Leadership Quarterly* and *International Journal of Cross Cultural Management*. Additionally, last summer she continued her volunteer collaboration with an underground university in Iran (Baha'i Institute of Higher Education). She also collaborated with Saba Ayman-Nolley, Ph.D. on a work-

shop they provided for World Chicago for young women from several countries on leadership.

Scott Morris, Ph.D.



Scott Morris and his students are involved in a number of research projects related to personnel selection and statistical methodology. He is currently serving as co-editor of a book bringing together experts from I/O, economics and law to discuss contemporary issues and approaches to adverse impact measurement. The book is expected to be released late in 2016.

Over the past year, Scott was active participant in the Society for Industrial-Organizational Psychology Task Force on Contemporary Selection Methods. Working with this group, he contributed to a white paper on data aggregation in adverse impact analysis, which was developed as part of an ongoing dialog between SIOP and the Equal Employment Opportunity Commission.

Over the summer, Scott began work on a grant from the National Library of Medicine.

Over the next four years, he will be collaborating with researchers from Northwestern University to develop multidimensional computer adaptive tests (CATs) to measure patient reported outcomes. The project will develop multidimensional CATs for several domains of health outcomes, including emotional distress, physical functioning, and social functioning. The project will develop a software platform for administering CATs, facilitating their use by researchers and integration into electronic health record systems in healthcare settings.

Scott 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*.

Ronald Landis, Ph.D.



During the past year, Ron has devoted increasing attention to working on initiatives directed toward improving the quality of how we practice science. Specifically, he has been invited to speak at several conference sessions about the problems associated with our publication practices as well as identifying solutions. As associate editor for *Journal of Business and Psychology*, he has worked closely with the editor to develop alternative paths for publication and we will soon be announcing a Hybrid Registered Reports path for papers in the journal. He plans to continue work on these, and similar, efforts in the coming year. In addition, he continues to work with colleagues and students on publishing work in the area of big data, the appropriate use of intraclass correlations in

meta-analysis, employee engagement, the integration of meta-analysis and structural equation modeling, and others. In April 2015, he traveled to Adelaide, Australia to deliver a short course for CARMA (Consortium for the Advancement of Research Methods and Analysis) on Applications of Multiple Regression. In addition, he was also invited to present a CARMA webcast in October 2014 on "Hard versus Soft Science." He is starting his third, and last, year as department chair and is eagerly looking forward to being able to devote more time to research and teaching. He hopes 2015-2016 will be another terrific year!

Faculty Activities

Mahima Saxena, Ph.D.



Mahima Saxena is the recipient of a research grant from SIOP this year. The project explores work experiences of informal workers and seeks to promote decent work for the global working poor in line with the United Nations and the International Labor Organization's agenda for decent work. In collaboration with John Scott, Ph.D. the project has a unique focus on informal economies, well-being, and aims to ultimately translate this research into a practical toolkit to ensure high impact and multi-disciplinary application. This is the first time that SIOP has awarded grant funding to a humanitarian work psychology research endeavor. This project is a unique amalgamation of occupational health

and humanitarian work psychology.

Over summer this year, Prof. Saxena was in the rural remote field in South Asia conducting experience sampling investigations on affect, well-being, mind-wandering, and work experience, as part of the SIOP sponsored research grant. In addition, Mahima Saxena and her graduate and undergraduate students worked on projects related to incivility experiences for women in STEM and self-regulatory inhibition. Prof. Saxena continues to teach courses in occupational health and organizational psychology as well as her review work with the *Journal of Management*, *Human Relations*, and various international outlets.

Sam McAbee, Ph.D.



Sam McAbee officially joined the faculty at IIT in August 2015, after a year as a visiting assistant professor in the I/O Program. Sam is currently engaged in a number of research ventures surrounding the application of bifactor structural equation models to personality assessments, including general/methodological factors in personality inventories, broad vs. narrow personality traits, and assessing common vs. unique information across self- and observer-reports of personality. His work in the area of bifactor modeling includes collaborations with Scott Morris, Ph.D. and Jordan McDonald (I/O Ph.D. program). Over the past year, Sam has also been engaged in a

joint research effort examining international student adjustment at Illinois Tech with Prof. Roya Ayman, Frank Shu (I/O Ph.D. program), and several undergraduate research assistants. He is also collaborating on a prospective article on Big Data in the organizational sciences with Prof. Ron Landis and Maura Burke (I/O Ph.D. program). Sam continues to teach Individual & Cultural Differences at the graduate level and is teaching Psychometric Theory this fall. Sam also had a media release this March, "Does personality trump intelligence", interviewed by Hayley Kirton and published on The IB Community Blog.

Kristina Bauer, Ph.D.



Kristina Bauer joined Illinois Tech this year as a visiting assistant professor. Her primary research interests include self-regulated learning with an emphasis on technology enabled instruction and transfer of training. To date, her self-regulated learning research has focused on the correlates and outcomes of training motivation, understanding how factors unique to technology (e.g., technical difficulties and adaptive training) affect training outcomes, and examining the impact of a training intervention on the retention and

professional identity of science, technology, engineering, and mathematics (STEM) majors. Kristina's transfer of training research seeks to understand the individual and contextual factors that optimize both use of trained skills and effective implementation of trained skills. Kristina is currently teaching Performance Appraisal and Psychological Testing, as well as working with new graduate student Caribay Garcia Marquez on a meta-analysis examining the impact of source of support for training and development on key training outcomes.

Update on the Center for Research and Service

The Center for Research and Service is one of the country's premier, university-based research and consulting service firms. Under the leadership of George Langlois, Ph.D. The center has yet again managed to surpass its previous accomplishments. This is Langlois' fourth year as the director of the Center for Research and Service. For being here under five years his list of accomplishments are outstanding. He has shifted the consulting center to be more autonomous. The old model that was implemented saw the director running and operating a lot of the interface between clients and consultant. George has proudly taken a back seat role and allowed the staff of the center to manage projects more effectively and giving them hands on experience and client interaction experience.

"As the center has grown, I don't think that I have to be as hands-on as I used to be. As time has passed, the staff has stepped up on accuracy, autonomy, and quality."

Though there are not many people working at there full-time (10 people on staff), the center offers opportunities for master's and Ph.D. candidates with varying experience and consulting and project management. Last year projects through the center provided funding for 75 Illinois Tech students. The opportunities for graduate students are not only financial. Through participation and assistance in the Leadership Academy, a yearly program that The center facilitates to discover leaders in Illinois Tech's undergraduate population, Langlois is looking to provide graduate students with the opportunity to receive a leadership certificate that has provided it's recipients with additional funding from employers.

The center has made strides in the short four years that Langlois has been the director. And the strides have been in the right direction. The center has provided several resources to the students in the I/O Program. Through the first-hand consulting experience, networking opportunities, and funding The center has offered students the chance to get gain something outside of the classroom.

-Khalid Kermit El-Amin, 2nd year PHRD student



The Center for Research and Service Staff

Raju Speaker Series from 2014 to 2015

During 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 Fred Oswald in the fall semester and Lillian Eby in the spring semester.



Fred Oswald

Fred Oswald is a professor in the Industrial/Organizational Psychology program within the Department of Psychology at Rice University. His expertise deals with personnel selection and psychological testing in organizational, educational, and military settings. He currently serves as associate editor for the *Journal of Management*, *Psychological Methods*, and *Research Synthesis Methods*, and also serves on eight editorial boards. Oswald is a fellow of the Society for Industrial and Organizational Psychology (SIOP, APA Division 14), Evaluation, Measurement, and Statistics (APA Division 5), the American Psychological Association (APA), and the Association for Psychological Science (APS).

Lillian Eby, professor of psychology and director of the Owens Institute for Behavioral Research, joined the University of Georgia in 1996. She is an industrial-organizational psychologist, and her current research interests are in the area of mentoring and occupational health psychology. Since 2005, her research has been funded by the National Institute on Drug Abuse, with a focus on understanding the role of clinical supervisory mentoring on employee attitudes, behaviors, well-being, and the implementation of evidence-based practices. She is the current associate editor of the *Journal of Applied Psychology* and former associate editor of *Personnel Psychology*. She is a fellow of the American Psychological Association, the Society for Industrial and Organizational Psychology, the Owens Institute for Behavioral Research at the University of Georgia, and the Center for Gambling Research at the University of Georgia.



Lillian Eby

Student Associations

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

As the fall semester comes into full blossom, this signals an exciting time ahead for GAIOPS. We are returning from another successful year in which we were able to send 25 students with funding, our highest number ever, to the past SIOP conference in Philadelphia. It goes without saying that this is an impressive feat for GAIOPS, and I would like to reiterate my thanks to my fellow GAIOPS officers for their hard work in providing so many students with such robust learning experiences. That said, I also welcome Caribay Garcia and Effie Constantinou who will be moving into new officer roles this year.

Furthermore, fruitful opportunities to further deepen GAIOPS' roots within the I/O program as well as the larger psychological community are ahead, and I'm quite 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 continue to be centered upon two aims: (1) maintaining focus on the core ability of GAIOPS to provide funding for student attendance at educational conferences (i.e. SIOP) and (2) to promote social interaction focusing on professional development and peer interaction. While GAIOPS is already an outstanding student-run vessel, I feel there is "room to grow" concerning both of the aforementioned goals. This year we will be working to ensure a continued level of funding support for GAIOPS members at the

upcoming SIOP conference in Anaheim. Additionally, we are planning to increase our social presence both within the organization through social events, and through exploring external events such as networking experiences and presentations; look for some new developments ahead for GAIOPS.

In summary, we're coming off of another record year thanks to the hard work of GAIOPS students. While the future will always be victim to uncertainty, I'm confident in the bright future of GAIOPS and see this year as an opportunity to capitalize on past successes and new opportunities. *Success for GAIOPS is a marathon, not a sprint*, and I'm truly proud to be a part of the journey. Onwards and upwards!

Humbly yours,
Maxwell Porter, 4th year Ph.D. student

GAIOPS Officers
President: Maxwell Porter
Vive President: Steve Discont
Chief Financial Officer (Treasurer): Ashton Fraser
Chief Communications Officer (Secretary):
Carissa "Effie" Constantinou
Chief Information Officer: Caribay Garcia



GAIOPS
Members at
Illinois Tech

2015 SIOP Conference

SIOP 2015 was my first SIOP conference and it was exponentially better than I expected. From my past experience with conferences, I thought that I had an idea of what to look forward to; however, it is a unique feeling to be surrounded by professionals with your same interests. I had casual conversations with researchers that I have only known through their published articles. I networked with several young professionals that are experiencing similar situations as I am in graduate school. I was fortunate enough to be selected to attend the master's Consortium that consisted of several students who had burning questions such as, "What am I going to do when I graduate?", "Should I pursue my Ph.D.?", and "Is a Masters in I/O psych a more meaningful degree than a MBA?" I went into SIOP 2015 with several questions regarding my educational and professional future, the primary question being, "What am I going to do about my career?" By the time I left SIOP I found myself asking a different question, "What are we as I/O psychologists going to do with our careers?"



Students at SIOP reception



Faculty member, student, and alumni
at SIOP reception

- Khalid (Kermit) El-Amin, 2nd year PHRD student

Incoming Students

Ph.D. Track

Adams, Trenton: University of Illinois, Springfield

Garcia Marguez, Caribay: Pennsylvania State University

Neacsiu, Cristina: Illinois Institute of Technology

Pickett, Meghan: North Central College

Zhou, Chenxuan: Illinois Institute of Technology



New students at orientation



Sam McAbee and students at orientation

PHRD Track

Baciu, Cristina: Illinois Institute of Technology

Buck, Judy: Lake Forest University

Saperstein, Robert: University of Iowa

Xue, Yige : University of California, Santa Barbara

Orientation

Orientation was a warm welcoming, I really got a feel not only for the academic and professional characteristics of the program but also the faculty and peer support. It was important for me that I wasn't on the sidelines the whole time, we were encouraged to ask questions, get to know our peers and introduce ourselves to everyone in the program. The program overview, meeting with each faculty and the social with alumni and upper level students were just a few of the quite helpful activities that highlighted the experience. It was exciting to finally meet the people behind the reputation of the Illinois Tech I/O program. The faculty were welcoming and spoke with such enthusiasm about their research, it ratified my commitment and personal expectations for the program. The social with alumni and upper level students gave us the opportunity to network and learn more about the outreach of the program, specially in the Chicago community. Although being a graduate student has multiple benefits, it can take some time to adjust and orientation is one of things that can make the transition a bit smoother. I left orientation with motivation to do great things during my time at Illinois Tech.

Caribay Garcia, 1st year, Ph.D. student

Open House

The annual I/O Program open house, held at Roya's home, is truly an event to look forward to. Last year's open house was my first, and I'll definitely never forget it. It gave me a chance to socialize with students outside of my cohort. We discussed various classes, talked about coursework, and I learned about other students' internships and practical experiences. I also got to speak one on one with professors in an open, casual setting. Another great aspect of the open house was the array of food and beverages. This event is a potluck, so people brought many dishes from different cultural backgrounds. The dishes were great conversation starters and offered a unique way for students to share their cultures. Overall, it was a great night that made me feel included in the Illinois Tech I/O Psychology family. I am truly looking forward to this year's open house.

Ashten Fraser, 2nd year PHRD student

Teaching Assistants



Andrea Arango



Chenxuan Zhou



Frank Shu



Khalid El-Amin

From The Director's Desk

ANNUAL I/O PSYCHOLOGY NEWSLETTER

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Important Dates to Remember:

I/O Open House:
November— 7th
Prof. Ayman's house

The 31st SIOP Confer-
ence: 14—16 April, 2016
Anaheim, CA.

At our reception at SIOP last year we had bitter sweet moments. The good news was that our dear colleague Kemp Ellington had received tenure at Illinois Tech; however, the bad news was that he had accepted a new position elsewhere. So we are joyous for his successes, but saddened to have him leave us. Kemp is a dear and valuable colleague and I am sure we will stay in touch in the years to come and we wish him well in his new position. We welcomed our new faculty member **Samuel McAbee, Ph.D.** to Illinois Tech who is an expert on Personality and selection and psychometric theory from Rice University.

We are very proud of the students' engagement in our program and their efforts to make it meet their needs. Our students clubs have provided support both for providing refreshments at our internship meetings as well as enabling 25 students to attend SIOP last year. I would like to thank the executive team of GAIOPS 2014-2015: Max Porter, Khalide ElAmin and Ashton Fraser. They worked tirelessly on behalf of the students and I think we all should send them our loving gratitude. These activities are above and beyond their scholastic work.

As always, I would like to also thank all the alumni and friends of the program for their support, by both sharing their time and funds. We are grateful to those who attended our internship meetings, our open house, and the orientation so they could meet with our students. Particularly last year, our deepest thanks goes to **Amy Antani, Ph.D.** and **Joanne Stroud, Ph.D.** for presenting at the internship meetings. 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 to have academic presentation by renowned and highly respected scholars in I/O. Last year, **Fred Oswald, Ph.D.** from Rice University presented in the fall semester, and **Lillian Eby, Ph.D.** from University of Georgia presented in spring semester. We are also grateful to our alumni who serve on the advisory board of the Center for Research and Service and protect the interest of the I/O program (**Jaci Maszstel, Russell Barcelona, and Dan Lezotte**). In particular I would like to thank **John Scott** for his amazing support of the program on many levels. Among these are his scholarship fund, he has served on our boards, and he looks out for us. John you are amazing! Thanks! As you noticed earlier in the Newsletter, we congratulated two of our colleagues for the recognition and success in receiving research grants. Con-

gratulations goes to Scott Morris for receiving a grant from National Library of Medicine and Dr. Mahima Saxena and John Scott "I-O Psychology and the International Labor Organization: Exploring Work Experiences of Informal Workers and Promoting Decent Work for All." Best wishes on their success in completing their projects.

Please share your thoughts and suggestions by email: ayman@iit.edu. Also we want to stay connected and strengthen our network. You can find me on LinkedIn. For those alumni who are connected with us via email we will send you 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 any alumni who have lost touch with us. We hope that staying connected provides value for you as it has much value for us.

- Roya Ayman

