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CONGRATULATIONS 2017 GRADUATES!

Ph.D.

Rebecca Anderson, *The effects of organizational reputation and community demographics on applicant pool composition and ethnic group test score differences in public safety selection.* Spring 2017. Scott Morris

M.S.

Sara Crouch, *Development of an intercultural sensitivity measure.* Spring 2017. Scott Morris

Steve Discont, *Workplace mistreatment, affect, and the sexual minority experience.* Spring 2017. Mahima Saxena

Kevin Franke, *Multidimensional adaptive personality assessment: a real-data demonstration using the 16pf questionnaire.* Spring 2017. Scott Morris

Jordan McDonald, *General factors in employee engagement surveys.* Spring 2017. Sam McAbee

Cristina Neacsiu, *Work antecedents of state boredom: a daily diary examination.* Spring 2017. Mahima Saxena

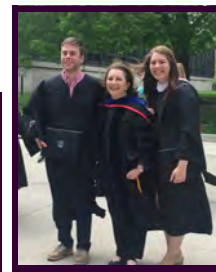
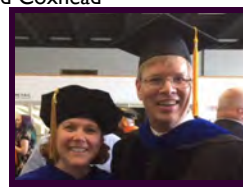
Stephanie Taylor, *Modeling item difficulty for perceptual speed and accuracy tests.* Spring 2016. Sam McAbee

M.S. in Personnel and Human Resources Development (Fall 2016– Summer 2017)

Jody O. Buck

Robert Saperstein

David Coxhead



HONOR AND AWARDS

Best LGBT Research Award (2017) - Steve Discont, M.S., received the Best LGBT Research Award for his contributions to the area of LGBT research in I-O psychology. Steve's efforts, alongside Dr. Christian Thoroughgood (Villanova University), were recognized at the annual SIOP conference in Orlando, Florida where they were co-chairs of the symposium, *New Approaches in LGBT Research in I-O Psychology*.



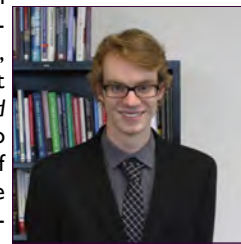
Steve Discont & Mahima Saxena, Ph.D.

Pounian Awards (2017) - This year we'd like to recognize Steve Discont, M.S., Elizabeth Howard, M.S., and Jordan McDonald, M.S. for receiving the Charles "Arch" Pounian Award. In addition to his recent SIOP research award, Steve Discont continues to serve as the head of communications for the SIOP LGBT committee. Steve has served as a research assistant, adjunct professor, and former vice-president of GAIOPS.



Elizabeth Howard

Elizabeth Howard, M.S. has researched and presented in the areas of individual psychological assessment and adverse impact analysis. Recently, she published an article titled, "Generalizability versus situational specificity in adverse impact analysis: issues in data aggregation," in the journal *Industrial and Organizational Psychology*. Elizabeth was also a research assistant to Dr. Scott Morris working on a grant from the National Library of Medicine to help develop multidimensional computer adaptive tests (MCATs). Elizabeth works as a consultant with Daniels Consulting Group and is an adjunct faculty member at several institutions.



Jordan McDonald

Jordan McDonald, M.S. recently defended his masters thesis titled, "General factors in employee engagement surveys" and is a full-time consultant at the Center for Research and Service. Jordan was recently promoted to project manager.

SIOP Fellow— Professor Scott Morris was recognized as a SIOP Fellow at SIOP 2017 for his contributions to the field of I-O psychology.



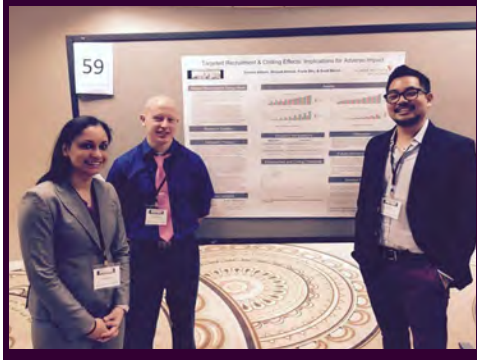
Scott Morris, Ph.D.

Publications and 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.

*Adams, T., *Ahmed, S. F., *Shu, F., & **Morris, S. B.** (2017). *Targeted recruitment and "chilling effects": Implications for adverse impact*. Poster presentation at the 2017 MPA Conference, Chicago, IL.



*Ahmed, S. F., Hoffman, A., Mullins, M., & Sywulak, A. (2017). Partnering against poverty: Fighting POSH bias through interdisciplinary research and practice. *Industrial Organizational Psychology: Perspectives on Science and Practice*, 10(3), 379-384.

*Ahmed, S. F., Eatough, E. M., & Ford, M. T. (2017). Relationships between illegitimate tasks and change in work-family outcomes via interactional justice and negative emotions. *Journal of Vocational Behavior*, 104C. Available online. doi: 10.1016/j.jvb.2017.10.002

Ayman, R. (2017, February). *The role of Gender in Leadership*. University of Valencia, Spain.

Ayman, R. (2017). Social support and the work-family interface from cross-cultural perspective. In Korabik, K., Aycan, Z., & Ayman, R. (eds). *The Work-Family Interface in Global Context* (pp. 338-367). Routledge-Taylor and Francis Group: New York.

Ayman, R. Hammer, L. B. & *Ishaya, N. (2017). The work-Family interface in the United States. In Korabik, K., Aycan, Z., & Ayman, R. (editors). *The work-Family Interface in Global Context*. (pp. 103-118). Routledge Taylor and Francis Group: New York.

Ayman, R. & *Lauritsen, M. (in press). Contingencies, Context, situation and leadership. In D. Day and J. Antonakis (Editors). *Nature of Leadership*, (Chapter 6).

Ayman-Nolley, S. Johns, A., Standley, M., **Ayman, R.** (2017, June). *Implicit Theory of Gender of a Leader: An Examination of Children's drawings*. Paper presented at Piaget Conference. San Francisco, CA.

Ayman-Nolley, S., Sharp, K., Standley, M. & **Ayman, R.** (2017, June). *Cohort differences in gender of a leader in Children's drawings*. Paper presented at Piaget Conference. San Francisco, CA.

Banks, G. C., Rogelberg, S. G., Woznyj, H. M., **Landis, R. S.**, & Rupp, D. E. (2016). Evidence on questionable research practices: The good, the bad, and the ugly. *Journal of Business and Psychology*, 31, 323-338. doi: 10.1007/s10869-016-9456-7

Bauer, K. N., May, R. W., Seibert, G. S., & Fincham, F. D. (2017, May). *Emotion regulation and academic underperformance: The role of school burnout*. Poster presented at the 29th Annual Convention of the Association for Psychological Science, Boston, MA.

Bauer, K. N., Orvis, K. A., Ely, K., & Surface, E. A. (2016). 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*, 31, 33-50.

Bosco, F.A., **Landis, R.S.**, Kepes, S., Uggerslev, K.S., Steel, P., & Brooks, P. (2017, April). *Dimension Reduction as a Vehicle for Assessing Construct Redundancy*. In G. Howardson (Chair), *Contemporary Views and Methods for Dimension Reduction*. Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

*Burke, M.I., **Landis, R.S.**, & Burke, M.J. (2016). Estimating group-level relationships: General recommendations and considerations for the use of intraclass correlation coefficients. *Journal of Business and Psychology*. Published online: doi: 10.1007/s10869-016-9464-7

Delle, E., **Bauer, K. N.**, & Walch, S. E. (2017, April) *Predicting employee green behavior using the theory of planned behavior*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

*Discont, S., Sawyer, K., Russel, C., & *Gandara, D. (2016). LGB Issues in the Workplace 101. *The Industrial-Organizational Psychologist*, 53(4), 39-44.



*Discont, S. & **Saxena, M.** (2017, April) *Microaggressions, internalized heterosexism and burnout in sexual orientation minority workers*. In S. Discont & C. Thoroughgood (Co-chairs), *New approaches in LGBT research in I-O psychology*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

*Discont, S. & Thoroughgood, C. (Co-chairs) (2017, April) *New approaches in LGBT research in I-O psychology*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Publications and Presentations (continued)

* denotes an I-O student, **bold** denotes an I-O faculty.

- Dunleavy, E., M., **Morris, S. B.**, Ross, D., & Mehri, C. (2017, April) *Legal Update: Plaintiff and Defense Attorney Perspectives on Data, Statistics, and Risk*. Pre-conference workshop presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Edwards, B. D., Franco-Watkins, A. M., **McAbee, S. T.**, & Faura, L. (2017). The case for working memory in practice. *The Industrial-Organizational Psychologist*, 55 (1). Available online at <http://www.siop.org/tip/july17/bridge.aspx>.
- *Gandara, D. A., *Jackson, M. L., & *Discont, S. (2016). Concerns for LGBT workers after the 2016 presidential election and what I-O professionals can do about it. *The Industrial-Organizational Psychologist*, 54(3), 173-175.
- *Garcia M, C., **Bauer, K. N.**, & Landers, R. N. (2017, April). *Goal orientation as a moderator of the gamification-performance relationship*. In Armstrong, M. A. (Co-Chair), Sanchez, D. R. (Co-Chair), Bauer, K. N. (Co-Chair), & Kraiger, K. (Discussant). *Gaming and gamification IGNITE: Current trends in research and application*. Alternative session conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Garcia M, C., *Jha, S., **Bauer, K. N.**, & Landers, R. N. (2017, May). *Competitiveness and goal setting in gamification*. Poster presented at the 29th Annual Convention of the Association for Psychological Science, Boston, MA.



- Harley, J.M., *Carter, C.K., *Papaionnou, N., Bouchet, F., Azevedo, R., **Landis, R.S.**, & Karabachian, L.R. (2016). Examining the predictive relationship between personality and emotion traits and students' agent-directed emotions: Towards emotionally-adaptive agent-based learning environments. *User Modeling and User-Adapted Interaction*, 26, 177-219.
- *Howard, E., **Morris, S. B.**, & Dunleavy, E. (2017). Generalizability Versus Situational Specificity in Adverse Impact Analysis: Issues in Data Aggregation. *Industrial and Organizational Psychology*, 10, 495-501.
- *Jackson, M. L., **McAbee, S. T.**, & **Bauer, K. N.** (2017). *Classroom to kitchen: Predicting performance and transfer of culinary skills*. In T. McKinniss & J. Way (Chairs), *Increasing workplace success: Identifying, developing, and transferring employable skills*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Korabik, K., Aycan, Z., & **Ayman, R.** (Editors) (2017). *The work-Family Interface in Global Context*. Routledge-Taylor and Francis Group: New York.

- Kuhlman, S. T. W., Walch, S. E., **Bauer, K. N.**, & Glenn, A. (2017) Intention to enact and enactment of gatekeeper behaviors for suicide prevention: An application of the theory of planned behavior. *Prevention Science*, 18, 704-715.
- Landers, R. N., **Bauer, K. N.**, & Callan, R. C. (2017). Gamification of task performance with leaderboards: A goal setting experiment. *Computers in Human Behavior*, 71, 508-515.



- Köhler, T., **Landis, R.S.**, & Cortina, J.M. (2017). Establishing methodological rigor in quantitative management learning and education research: The role of design, statistical methods, and reporting standards. *Academy of Management Learning & Education*, 16, 173-192.
- Landis, R.S.** (April, 2017). Panelist for session titled *Ethical, rigorous and relevant research*. Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Landis, R.S.** (August, 2017). Presenter in symposium session titled *Multiple perspectives on open science practices: Myths, urban legends, and realities*. Presented at the Annual Conference of the Academy of Management, Atlanta, GA.
- Landis, R.S.** (August, 2017). Presenter in symposium titled *Improving research, reporting, and reviewing practices for ethical, rigorous, and relevant research*. Presented at the Annual Conference of the Academy of Management, Atlanta, GA.
- Landis, R.S.** (August, 2017). Discussant for symposium titled *Current issues in judging SEM model fit*. Presented at the Annual Conference of the Academy of Management, Atlanta, GA.
- Landis, R.S.** (May, 2017). Panelist for special session titled *Rigorous and relevant research*. Presented at the 2017 Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland.
- Landis, R.S.** (May, 2017). Panelist for debate titled *Moving from a reproducibility crisis to a reproducibility culture in organizational research*. Presented at the 2017 Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland.
- Landis, R.S.** (May, 2017). Panelist for debate titled *Rigor, transparency, and ongoing education in research methods: Moving our field forward*. Presented at the 2017 Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland.

Publications and Presentations (continued)

* denotes an I-O student, **bold** denotes an I-O faculty.

- Landis, R.S.** & Tonidandel, S. (April, 2017). *Introducing random projections*. S. McAbee (Chair), Teaching Big Data Methods in I-O Graduate Curriculum: A Primer. Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Landis, R.S.**, King, E., Tonidandel, S. (forthcoming). *Big data in organizations*. In R. Griffin (Ed.), Oxford Bibliographies in Management. New York: Oxford University Press.
- Mackay, M.M., Allen, J., & **Landis, R.S.** (2017). Is employee engagement a redundant construct? A meta-analytic path analysis. *Human Resource Management Review*, 27, 108-120. doi.org/10.1016/j.hrmr.2016.03.002
- Matos, K., & *Adams, T. (2017). *Best practices for starting an LGBTQ+ employee resource group*. Park Ridge, IL: Life Meets Work.
- McAbee, S. T.** (2017, April). *Teaching big data methods in I-O graduate curriculum: A primer* (Chair). Session presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McAbee, S. T.**, Connelly, B. S., Jung, Y., & Oh, I. S. (2016, October). *A multi-rater perspective on personality and performance: Applying the Trait-Reputation-Identity Model in a military sample*. Paper presented at the 5th annual Ideas in Testing Research Seminar, Chicago, IL.
- McAbee, S. T.**, Connelly, B. S., Jung, Y., & Oh, I. S. (2017, April). *A multi-rater perspective on personality and performance: The Trait-Reputation-Identity Model*. In S. T. McAbee (Chair), Recent advances in personality assessment and validation: Beyond self-reports. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McAbee, S.T.**, **Landis, R.S.**, & *Burke, M.I. (2017). Inductive reasoning: The promise of big data. *Human Resource Management Review*, 27, 277-290. doi.org/10.1016/j.hrmr.2016.08.005
- McAbee, S. T.**, & Oswald, F. L. (2017). *Primer: Statistical methods in the study of expertise*. In D. Z. Hambrick, G. Campitelli, & B. Macnamara (Eds.), *The science of expertise: Behavioral, neural, and genetic approaches to complex skill* (pp. 13-30). New York: Routledge
- *McDonald, J. C., & **McAbee, S. T.** (2016, October). *General factors in employee engagement surveys: Predicting employee turnover*. Paper presented at the 5th annual Ideas in Testing Research Seminar, Chicago, IL.
- Morris, S.B.**, Bass, M., *Lee, M., & Neapolitan, R. E. (2017). Advancing the efficiency and efficacy of patient reported outcomes with multivariate computer adaptive testing. *Journal of the American Medical Informatics Association*, 24, 897-902.
- Morris, S. B.**, & Dunleavy, E. M. (Eds., 2017). *Adverse Impact Analysis: Understanding Data, Statistics and Risk*. New York, NY: Routledge.
- Morris, S.B.**, **McAbee, S.T.**, **Landis, R.S.**, & **Bauer, K.N.** (2017). Don't get too confident: Uncertainty in SDp. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 10. 467-472.
- *Neacsu, C. & **Saxena, M.** (2017, April). *Target experiences of workplace incivility for women in STEM*. In V. N. Stehura and M. Saxena (Co-Chairs), *Interpreting the Gender Gap: Understanding Women's Experiences in STEM Fields*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Porter, M., **Morris, S. B.**, & De Corte, W. (2017, April). *Pareto-Optimal Composites: Predicted Versus Realized Validity-Diversity Tradeoffs*. Paper presented at the 32nd Annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Rusakiewicz, S., & **McAbee, S. T.** (2016, October). *Curvilinear personality-performance relationships: Insights from observer reports*. Paper presented at the 5th annual Ideas in Testing Research Seminar, Chicago, IL.
- Saxena, M.** (2017). Workers in poverty: An insight into informal workers around the world. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10(3), 376-379.
- Saxena, M.** & Weiss, H. M. (2017, April). *A within-person analysis of evening replenishment and workplace fatigue*. In M. Ford (Chair), *New Within-Person Perspectives on Affect Across Work and Home*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Stehura, V. N., & **Saxena, M.** (Co-Chairs). *Interpreting the gender gap: understanding women's experiences in STEM fields*. Symposium co-chaired at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Sawyer, K., *Discont, S., Diaz, I., Jones, K. P., Lindsey, A. P., Matos, K., & Thoroughgood, C. N. (2017). LGBT-related functions and programming for the 2017 SIOP Annual Conference. *The Industrial-Organizational Psychologist*, 54(4).
- Sawyer, K., Thai, J. L., Martinez, L. R., Smith, N. A., & *Discont, S. (2016). Trans Issues in the Workplace 101. *The Industrial-Organizational Psychologist*, 54(1). Available online: <http://www.siop.org/tip/july16/lgbt.aspx>



- *Shu, F., Ahmed, S. F., *Pickett, M., Tran, D., **McAbee, S.**, & **Ayman, R.** (2017). *Social support, network characteristics, and international student adjustment*. Poster presentation at the 2017 SIOP Conference, Orlando, FL.
- *Shu, F., **McAbee, S. T.**, & **Ayman, R.** (2017). The HEXACO personality traits, cultural intelligence, and international student adjustment. *Personality and Individual Differences*, 106, 21-25. doi:10.1016/j.paid.2016.10.024

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.

PHRD Track:

Greg Erickson — Intern, Fortune Brands Home and Security

Elizabeth Daleiden — Assessor, CEB Global

Joe Falciano — Human Resource Intern , General Motors

Tim Geiselman — Associate Consultant, Center for Research and Service

Danielle Ferguson — Human Resource Intern, NYHabitat

Taylor Simpson — Human Resource Intern, Robert Bosch Tool Corp.

Yifei Wang — Human Resource Intern, Federal-Mogul MotorParts

Yige Xue — Talent Acquisition Analyst, Blackmore Partners Inc.

Saina Yu — Research Assistant, National Assessment Center of Educational Quality

Sheng Zhang — Teaching Assistant, I-O Program at Illinois Tech



Ph.D Track:

Shujaat F. Ahmed — Talent Assessment Manager, Amtrak: Chair, the Global Organization for Humanitarian Work Psychology (GOHWP)

Trenton Adams — Compensation Analyst, Chicago Transit Authority

Zachary Borg — Associate Consultant, Center for Research and Service

Steven Bentz — Senior Analyst, AbbVie

Nahren Cama — Manager, Consulting Services, I/O Solutions, Inc.

Cassia Carter — Learning Program Manager, Aurora Health Care

Sara Crouch — Sr. Specialist in Talent Analytics, Ingredient

David Coxhead — Training and Safety Manager, Freedom Boat Club

Steve Discont — Talent Acquisition Intern, Follet Corporation

Michelle Jackson — Assessor, Personnel Board of Jefferson County

Inna Koval — Organizational Consultant, Daniels Consulting Group

Matthew Lauritsen, Associate Director for Research, Center for Corporate Performance at the Stuart School of Business

Caribay G. Marquez — Organizational Management & Development Intern, Pepsi Co.

Rachel Meredith — Welcome to Deloitte Experience Leader, Deloitte

Jordan McDonald — Project Manager, Center for Research and Service

Patrick Mclinden — Head of Global People Development, VMware

Heather Mclinden — Senior Director, HR Business Partner, Twilio, Inc.

Christine Overfors — Human Resources Consultant, Minnesota Management and Budget

Zachery Peterson — Associate Consultant, Center for Research and Service

Meghan Pickett — Scientific Advisor, Happy Work Spectacular Life

Max Porter — Consultant and Senior Research, I/O Solutions, Inc.

Stefanie Pugliese — Consultant, Stanard and Associates, Inc.

Frank Shu — Teaching Assistant, I-O Program at Illinois Tech

Rodney Vallejo — Program Manager, Illinois Tech Leadership Academy

Sean Wright — Senior Consultant, APT Metrics

Chenxuan Zhou — Research Intern, Talent Algorithm, Inc.



PHRD Alumni Professional Activities

We are very proud of the successes of all our alumni. We want to keep in touch! Let us know your information and any other updates by visiting: <http://humansciences.iit.edu/alumni/share-your-news>

Adam Ackerson '12— Vice President, HR, National Material L.P.
 Kristine Bodemer '14— Instructional Design and Organizational Development Coordinator, Riverside HealthCare
 Anna Brown '15— Senior Associate Client Advisor, CEB (Gartner)
 Opal Boonpitak '16— Office Manager, Oak Street Health
 Jody Buck '17— Employee Engagement Specialist, Alaska Airlines
 Kermit El-Amin '16— Human Capital Analyst, Bridgestone Americas
 Ashten Fraser '16— Talent Management, PreScouter, Inc.
 Lindsey Ciufia '16— Global Training Coordinator, Apttus
 Lily Chuang '10— Psychometrician, FINRA
 Renee Czeryba '00— Manager, Walgreens Boots Alliance (Award for Engagement, 2016)
 Carissa “Effie” Constantinou '16— Instructional Designer, Google vis Adecco
 Vaishali Gakhar '12— Alumni and Corporate Relations Manager, Carnegie Mellon University
 Rebecca Hagen '16— Organizational Development Specialist, Emerson Commercial & Residential Solutions
 Kritika Jadhav '16— Business Intelligence Consultant, HCS Wellness
 Donald Kesterson '16— Training Specialist/Associate Manager, Regal Entertainment Group
 Philip Kober '14— Human Resources Associate, ZS
 Karen Lucas '15— HRIS Analyst, Walgreens
 Melanie Lundberg '98— Assistant Vice President, Talent Management & Corporate Communications at Combined Insurance, a Chubb Company
 Heidi Maibuecher '15— HR Generalist, Sargent & Lundy
 Sylvia Min '12— Senior Consultant of People Advisory Services, Ernst & Young, LLP
 Dana Moore '01— Senior Manager of People Advisory Services, Ernst & Young, LLP
 Shravya Nadella '16— HR Associate, Jump Trading, LLC
 Maritza Ruano '06— Director of Talent Management, AIDS Foundation of Chicago
 Robert Saperstein '16— Training and Development Intern, Combined Insurance
 Egle Stravinskaite '16— HR Associate, ACCO Brands
 Jordan Trotto '11— Advisory Human Resources Business Partner, Pivotal
 Nouman Qureshi '15— Manager, People & Change, KMPG, LLP
 Amber West '15— Business Transformation Consultant, HireVue
 Megan Wheeler '12— Leadership Facilitator and Coach with Life Labs Learning
 David Zigun '16— HR Generalist & Recruiter, Pharmore,



Ph.D. Alumni Professional Activities

Tobin Anselmi '94— Managing Director/Founder, Organizational Harmonics, LLC.
 Fernando Arena '16— Vice President, Leadership Development and Training, Antares Capital LP
 Jeff Becker '03— Director Talent and Development, Blue Cross Blue Shield Association
 Amy Daniels '99— Founder and Principal, Daniels Consulting Group
 Jennifer Dembowski, '01— Senior Organizational Effectiveness Consulting Manager, Home Depot
 Ben Fearing '16— Partner, Strategic Talent Solutions
 Avi Fleischer '15— Adjunct Professor, Northeastern Illinois and Consultant, Tetric
 Michael Henry '05— Adjunct Professor, Elmhurst College
 Brendan Neuman '14— Senior Manager, Talent Acquisition Programs, United Airlines
 Pamela Pollak '12— Senior Manager, Operations Engagement and Leadership, United Airlines
 Erica Hartman Spencer '05— Senior Director, Talent Assessment, Performance & Succession Management, NovoNordisk
 Angela Sternburgh '11— Senior Director of Talent, Fortune Brands Home & Security
 Courtney VanOverbergh '12— Senior Consultant at CEB (former SHL)
 Sofia Velgach '10— Deputy Director, Navy Selection and Classification Division, US Navy
 Jeremy Watson '14— Marketing Scientist, J. D. Power
 Jennifer Weiss '01— Partner and Executive Consultant, Human Resources Alignment Consulting



Faculty Activities

Roya Ayman, Ph.D.



Last year in addition to presentations and publications with students and colleagues, Roya Ayman was invited to conduct classes and workshops on organizational research at NIDA in Bangkok, Thailand. Roya also was invited to present a talk for ROTC at Illinois Tech about leadership in a diverse work context. Additionally, she was working with the University of Valencia to develop an exchange program for graduate students and faculty as part of the Erasmus Mundus program in Europe, exploring topics in work psychology. Roya and her research labs are engaged in projects regarding the work-family interface and immigrant

workers' social support, as well as the role of smart phones in the work-family interface. Roya is currently working with students in her leadership lab on the role of leadership in social networks and the Implicit Leadership Theory as it relates to emotional expressions of leaders and the role of gender. She is still serving on the editorial board of *Leadership Quarterly*, and *The Journal of Management and Organization* and *International Journal of Cross-Cultural Management*.

Kristina Bauer, Ph.D.



Kristina Bauer is excited to be entering her second year as an assistant professor in the I-O Program. Kristina and her students are engaged in research projects related to self-regulated learning, technology-enabled instruction, and transfer of training. Her work in technology-enabled instruction includes collaborations with students such as Daniel Gandara on game-based training, Caribay Garcia Marquez on gamification of learning, and Conrad Brown and Derek Nguyen on the effects of note-taking with technology. She continues to teach Performance Appraisal and Training & Development at the graduate level and Psychological Testing, Training & Development, and Introduction to I-O at the undergraduate level. Kristina received an editor commendation for her

2016 meta-analysis published in the *Journal of Business and Psychology* on the role type of motivation plays in the prediction of key training outcomes (Bauer, Orvis, Ely, & Surface, 2016). Kristina is an active member of SIOP serving on the membership committee. She has reviewed for SIOP and AOM conferences, *Academy of Management Learning & Education*, *Computers in Human Behavior*, *Journal of Business and Psychology*, and *Learning and Individual Differences*. Kristina was appointed to the *Journal of Business and Psychology's* editorial board in March.

Ronald Landis, Ph.D.



During the 2016-17 academic year, Ron served as Illinois Tech's deputy vice provost for research and academic affairs in addition to continuing his teaching and scholarly pursuits. He has continued to devote significant attention to working on initiatives directed toward improving the quality of how I-O psychologists conduct and report their research. Specifically, he has been invited to speak at several SIOP and Academy of Management conference sessions about the problems associated with our publication practices as well as identifying solutions. 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 in the area of big data, the appropriate use of intraclass corre-

lations in meta-analysis, employee engagement, the integration of meta-analysis and structural equation modeling, and others. In June 2017, he delivered a short course for CARMA (Consortium for the Advancement of Research Methods and Analysis) on Applications of Multiple Regression. He continues to serve as an associate editor for *Journal of Business and Psychology* as well as on the boards of numerous other journals.

Faculty Activities

Scott Morris, Ph.D.



This past year, Scott Morris was named a Fellow of the Society for Industrial and Organizational Psychology. His research continues to focus on applying quantitative methods to problems in employee selection, including a book he published this year on adverse impact analysis. This book brings together experts from I-O, labor economics and law to present contemporary perspectives on adverse impact measurement. In addition, Scott and his students are pursuing several research projects exploring how recruiting efforts relate to adverse impact outcomes. Scott has been working on a grant from the National Library of Medicine, collaborating with researchers from Northwestern University to develop adaptive measures of patient reported outcomes (e.g., self-

reports of emotional and physical functioning). This research applies item response theory to build multidimensional computer adaptive tests (MCATs). The goal is to develop a software platform to administer the MCATs and facilitate their integration into electronic health record systems. Scott continues to teach courses in personnel selection and statistics. He is on the editorial boards of the *Journal of Applied Psychology*, *Journal of Business and Psychology*, *Organizational Research Methods*, and *International Journal of Testing*.

Mahima Saxena, Ph.D.



Research in Mahima's occupational health psychology lab centered around the themes of work and wellness in special populations this year. With graduate and undergraduate students, the lab explored issues of incivility and workplace discrimination targeted towards women employees in STEM fields, the experience of mistreatment at work for LGBTQ workers, how mindfulness prevents the onset and occurrence of boredom episodes, and the consequences of attention failures at work. Mahima also explored the role of evening recovery activities in promoting positive emotions and higher levels of productivity in employees the next day. Aligned with her expertise, Mahima's research made use of the experience sampling methodology (ESM) also known as ecological momentary assessment which enables data-collection in the field in real-time, eco-

logically valid settings. Steve Discont, a graduate student in Mahima's lab won the SIOP Best LGBTQ research award for his master's thesis this year! Mahima has continued her work reviewing for top-tier I-O journals. Outside of Illinois Tech, Mahima continues to be an active member of the Global Organization of Humanitarian Work Psychology, of which she is a founding member. She is also currently working on the Prosocial Committee of SIOP. Mahima was interviewed by the *Chicago Tribune* and was quoted in an article on the utility of Brain training smartphone apps on October 13, 2016. In addition, in Spring 2017, Mahima was once again featured in the *Big Picture* magazine put forth by Illinois Tech's Lewis College of Human Sciences for her work on job-burnout in a theme feature on "The impact of work on our health."



Update from the Center for Research and Service

The Center for Research and Service is one of the country's premier, university-based research and consulting firms. Under the leadership of George Langlois, Ph.D., the center has shifted to providing services for a wider variety of projects. Examples of this include the center helping the College of Science with their strategic plan and assisting the Coleman Foundation in the development of metrics used to evaluate the effectiveness of their national entrepreneurship program. George has increasingly allowed the staff of the center to manage the projects by giving them more hands on guidance and experience with client interaction.

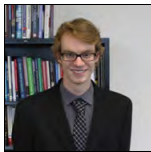
The center recently won a grant from the MacArthur Foundation to study the plight of minority contractors attempting to secure large public construction projects in the state of Illinois. As a result of this the center recently welcomed Jayne Jackson as the head of the project. This project enabled the center to provide funding for two new student assistants; Zachery Peterson (graduate student) and Darpit Shah (undergraduate student). The center also hired LaShonda Flowers to oversee the Chicago Public School's advanced placement testing program with additional support from Tim Geiselman, an associ-



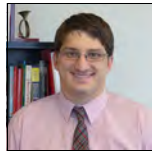
George Langlois, Ph.D.

ate consultant within the center. Zachary Borg, associate consultant, will continue to support programs within the center; including this year's Student Speak Survey. Jordan McDonald has been promoted to project manager and is overseeing the project planning and execution of most projects in the center. Rodney Vallejo is completing his third and final year as the Program Manager for the Leadership Academy. Meghan Pickett has been hired to shadow Rodney for this year and will take over his role in the coming school year. The center is currently working on the development of a leadership development training program for middle managers in STEM fields.

The center offers consulting and project management opportunities for master's and Ph.D. candidates with varying experience levels. Last year's projects provided funding and experience for over 70 Illinois Tech students. The center has made great progress since George became the director. The center continues to provide resources to the students in the I-O Program through first-hand consulting experience, networking opportunities, and funding.



Jordan McDonald



Zachary Peterson



Tim Geiselman



Zachary Borg



Nancy Caruso



Rodney Vallejo

Raju Speaker Series from 2016 to 2017

As part of his endowed chair, Professor Landis has continued the Raju Speaker Series. Named in the honor of Nambury S. Raju, the goal of the series is to 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 Morton McPhail in the Fall 2016 semester, Michael J. Burke in Spring 2017 and Jose M. Piero in the Fall 2017 Semester.

Morton McPhail, Ph.D has practiced Industrial-organizational psychology for over 35 years as a consultant and for 15 years served on a Texas Psychology Board committee responsible for the State's Jurisprudence and Ethics Examination for licensure. Dr. McPhail is also a Fellow of the Society for Industrial and Organizational Psychology (SIOP) which he has served in a variety of roles, most notably as SIOP's current president. Moreover, Dr. McPhail is an adjunct faculty member for the University of Houston and Rice University and serves on the editorial boards of SIOP's Professional Practice book series and the journal *Industrial and Organizational Psychology: Perspectives on Science and Practice*. He has also served the APA on its Continuing Education Committee and on the Advisory Panel for National Standards for High School Curriculum in Psychology.



Morton McPhail

Michael J. Burke, Ph.D. is the Lawrence Martin Chair in Business at Tulane University's Freeman School of Business and holds an adjunct appointment in the university's Department of Psychology. In 2006, he was awarded the Decade of Behavior Research Award for his research on workplace safety from a federation of professional scientific associations and, he has served, by appointment of the U.S. Secretary of Health and Human Services, on the Safety and Occupational Health Study Section of the National Institute for Occupational Safety and Health. Dr. Burke is a past president of the *Society for Industrial and Organizational Psychology* and former editor of *Personnel Psychology*. Also, he is a fellow of the American Psychological Association, a fellow of the *Association for Psychological Science*, and an elected member of the *Society of Organizational Behavior*.



Michael J. Burke

Jose M. Piero, Ph.D is a professor of social psychology and the director of the University Institute of Research in Psychology of Human Resources, Organizational Development and Quality of Work Life (IDOCAL) at the University of Valencia, Spain. He is also a research professor at the Valencian Institute of Economic Research (IVIE) and directs a doctoral program as well as the Erasmus Mundus masters program. In addition to being a fellow of SIOP and the European Academy of Occupational Health Psychology, he has served as a president of the International Association of Applied Psychology and former president of the European Association of Work & Organizational Psychology. Dr. Piero is a recipient of the Aristotle Award of the *European Federation of Psychology Associations* (2015), the *International Council of Psychologists* (2013), the *International Association of Work and Organizational Psychology*, and the *Gold Medal of the General Council of Industrial Relations and Labor Sciences* (Granada, 2010).



Jose M. Piero

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

Ah! Another year has arrived and the sounds of furious note taking and intellectual discussion fill the halls of our new location, Tech-Central. As a recap of our previous year, thanks to the tireless fundraising efforts of very own members, we were able to raise over \$1,800 for our student account. With this funding alongside other funding sources, we were able to bring 22 students to the SIOP conference



in Orlando! It goes without saying that without the help of all our student members, GAIOPS officers, faculty and alumni, we would not have the great friendships and learning experiences that we currently have. It is quite clear that we can only grow as a program and as a community of I-O psychologists. As a note, I'd like to welcome Caribay Garcia into her new role as vice president and Zachary Borg as chief information officer.

With bright new leaders, GAIOPS is poised to become a more active and influential student organization. As such, the future goals of GAIOPS continue to center around three

main facets: (1) focus our efforts to provide funding for student attendance at educational conferences and events, (2) organize opportunities to engage our peers socially, and (3) help our fellow psychologists academically, professionally, and meaningfully.

This year we will ensure continued funding support for GAIOPS members at the upcoming SIOP conference in our home base of Chicago! Additionally, we are expanding the role of chief social media officer to help distribute information on upcoming speakers (across IIT) and social events that are both casual and professional. Our hope this year is to increase interaction across program years as well as expose members to networking opportunities. Much of these will be run through our Facebook group, so keep an eye out for updates! I'm excited for the upcoming year and look forward to capitalizing on our past successes to expand the sphere of GAIOPS activities.

As a student myself, it is not only encouraging to see my fellow colleagues and friends succeed but to see them pass it on to newer students. I hope to keep this tradition continue for future years to come!

To Another Great Year!
Frank Shu, 4th year Ph.D. student

GAIOPS Officers 2017-2018

President: Frank Shu

Vice President: Caribay Garcia Marquez

Chief Financial Officer (Treasurer): Trenton Adams

Chief Communications Officer (Secretary): Elizabeth Daleiden

Chief Information Officer: Zachary Borg

2017 SIOP Conference



Graduate students at the IIT reception at SIOP

During my time at SIOP, I managed to become an expert on a subject in only a couple of days. I decided to check out every presentation on performance management as it seemed to be a hot topic. I ended up getting to know several professionals interested in the same thing and we still communicate on the subject! With the knowledge I grabbed from SIOP, I was able to get the perfect internship! People really wanted to know the latest on performance management and getting that insight into what top companies and experts had to say really was invaluable. I'm looking forward to the next one in Chicago!



- Greg Erickson, 2nd Year PHRD student



Prof. Kristina Bauer, Caribay Garcia, and Prof. Stan Gully (PSU)

Incoming Students

Ph.D. Track

Melanie Standish, Illinois Institute of Technology
Zachery Peterson, Brigham Young University

PHRD Track

Daniel Stopka, University of Illinois at Chicago
Spencer Sumner, Olivet Nazarene University
Yu-Chuan Yen, Loyola University
Saina Yu, Beijing Sport University



Orientation



When I walked into orientation I was already aware that I was walking into a room full of people that would be my colleagues, peers, and friends for the coming years, but it was pretty immediate that I discovered I was also walking into a new family. The faculty's genuine passion was inspiring and it was clear that they really cared about our success and journey as Illinois Tech graduate students. Meeting the cohort was equally energizing as we all connected for the first time. What impacted me the most was the gathering after the orientation where current students and some alumni met to welcome us. In that moment, it was clear that we wouldn't just find a family among the peers in our cohort, but also among the other individuals in the program. I left orientation feeling welcomed, inspired, and ready for wherever the program will take me.



-Melanie Standish, 1st year, Ph.D. student

Open House

Dr. Ayman's annual open house party is a great kick-off to the school year! It's an opportunity to talk to faculty and your colleagues outside of the classroom setting. I enjoyed the potluck style, because all the food was great and diverse since everyone brought their own dish! I feel that the open house is a good opportunity to build camaraderie within the program, as well as exemplify our mission that students and faculty are like family.



-Zachary Borg, 2nd year Ph.D student

Teaching Assistants



Frank Shu



Sheng Zhang



Chenxuan Zhou

Information and
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From The Director's Desk



We have bittersweet news. After SIOP last Spring, Assistant Professor **Sam McAbee** informed us that he is leaving our program. We were saddened by this news but happy that he had found a new path to pursue his career. We send him our best wishes. In Fall 2017 we are recruiting a new faculty member in I-O with research interest in psychometric theory.

Also last year our program entered an agreement with the **Erasmus Mondus program** in Valencia, Spain to have an exchange graduate student opportunity. This process actually took longer than we expected as this is an agreement with the European commission so now we know that the students can start their experience in 2018. They have two options, either go for fall semester and learn about change management in Europe, or they can take a winter session which will include some virtual team project and couple of weeks stay in Valencia Spain. In return we will host two or three of their students in our program. Also our faculty will have a chance to go to several cities in Europe and offer courses. This is a great opportunity for our faculty and student and the program to have more international exchanges.

We are very proud of the students' engagement in our program and their efforts to make it meet their needs. Our students clubs have provid-

ed support both for providing refreshments at our internship meetings as well as enabling 20 students to attend SIOP last year. I would like to thank the executive team of GAIOPS 2016-17: **Frank Shu, Trenton Adams, Caribay Garcia and Robert Saperstein**. 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 contribution of 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 go to **Dr. Jeff Becker, Dr. Ed Piccolino, and Alexander Prucell** for presenting at the internship meetings. Also, we are grateful to **Ron Landis** for providing the resources for the Nambury S. 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, **Dr. Morton McPhail**, SIOP presented in the fall semester, and **Dr. Mike Burke** from Tulane University and alumni of our program and a past president of SIOP presented in spring semester.

We are grateful to Dr. Landis for connecting our program with the consortium of CARMA and bringing virtual talks on methodology to our program.. Additionally, sincere thanks go 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 Masztel and Russell Barcelona**).

For those alumni who are connected with us via email we will send you any information about the opportunities that come our way and also provide assistance and support through our students when they need man-power.

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.

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.

-Roya Ayman

humansciences.iit.edu

Newsletter Editors:

Frank Shu
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Sheng Zhang
szhang103@hawk.iit.edu

Important Dates :

I-O Open House:
October 28th - 7p.m. to 9 p.m.
@ Tech Central (2nd Floor)

**The 33rd Annual SIOP
Conference:**
April 19-22, 2018 @ Chicago, IL

GAIOPS Events:
Check GAIOPS Facebook Group
for more information and other
events for current and alumni
students!

Not part of the group? Contact our
Chief Informational Officer, Zach
Borg (zborg@hawk.iit.edu).