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CONGRATULATIONS 2017-18 GRADUATES!

Ph.D.

Maura I. Burke, *Group-level meta-analyses: An examination of the effects of characteristics of group-level studies on the accuracy of parameter estimates.* Spring 2018. Scott Morris

Michael Cama, *The impact of work unit level perceptions of career development opportunities, coworker support, role clarity, and workload on employee engagement.* Fall 2017. Ron Landis

Elizabeth J. Howard, *Information integration and judgment processes in individual psychological assessment.* Fall 2017. Scott Morris

Nahren Ishaya, *The paradox of communication technology in the work-family interface.* Spring 2018. Roya Ayman

Rachel J. Meredith, *The role of transfer in adjustment: Examining the socialization process following newcomer orientation.* Spring 2018. Kristina Bauer

Christine Overfors, *Performance appraisal rating goals: a multilevel policy-capturing study examining rater, and situational influences on goal application.* Spring 2018. Ron Landis

Andrew M. Rand, *Targeted recruiting through online job postings: Effects of ethnicity, message content, and employee testimonials.* Fall 2017. Scott Morris

M.S.

Michelle Jackson, *The role of personality aspects and general mental ability for predicting training performance in culinary students.* Fall 2017. Sam McAbee

Frank Shu, *Shared leadership and team diversity from a social network perspective.* Spring 2018. Roya Ayman

M.S. in Personnel and Human Resources Development

Zachary Borg

Greg Erickson

Joe Falciano

Danielle Ferguson

Tim Geiselman

Taylor Simpson

Samantha Sleva

Yifei Wang

Sheng Zhang



HONORS AND AWARDS



APA Fellow: Professor Scott Morris was recently named as a fellow of the American Psychological Association. Morris was elected by the APA's board of directors to serve as a fellow for Division 14 of the APA, the Society of Industrial and Organizational Psychology.

Pounian Awards (2018): This year we'd like to recognize *Frank Shu* for receiving the Charles "Arch" Pounian Award. In addition to his recent award, Frank recently defended his master's thesis, "Shared leadership and team diversity from a social network perspective." Frank is currently engaged in the Illinois Tech Leadership Lab while also working as an adjunct instructor at Illinois Tech. Frank has served as the president of GAIOPS for over three years.



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.

*Ahmed, S. F., Harvey, J., & McAbee, S. T. (2018). *Compulsory OCBs Mediate Relations between Role Breadth, Role Discretion, and Employee Wellbeing*. Poster presentation at the 2018 APS Conference, San Francisco, CA.

*Ahmed, S. F., & Hoffman, A. (2018). *Pre-employment Testing: Challenges and Lessons Learned in the Railroad Industry*. Panel discussion at the 2018 SIOP Conference, Chicago, IL.

*Adams, T., *Shu, F., *Ahmed, S. & **Morris, S. B.**, (2018, April). *Attracted or chilled: Adverse impact in targeted recruitment*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.



*Alba, J. (2017, August). *Variability in cultural training of corporations*, presented at the University of Arizona's Undergraduate Research Opportunities Consortium Annual Symposium, 2017. Tucson, AZ; UROC Graduate College Consortium.

*Alba, J. (2017, September). *Variability in cultural training of corporations*. Poster presentation, Undergraduate Research Opportunities Consortium Annual Symposium, Graduate College, University of Arizona, Tucson, AZ.

*Alba, J., Brown, B., & Grijalva, J. (2017, October). *Culturally intelligent mentoring: an online approach*. Poster Presentation, University of New Mexico Mentoring Conference, Albuquerque, NM.

*Alba, J., & Velasquez, F. (2017, July). *Culturally knowledgeable, but not culturally intelligent?* Poster presentation at the 3rd Annual University of Arizona South Student Showcase, Sierra Vista, AZ.

Ayman, R., & *Lauritsen, M. (2018). Contingencies, context, situation and leadership. In John Antonakis & David V. Day Editors 3rd edition. *The Nature of Leadership* (pp.138-166). Thousand oaks: Sage.

Brown, B., Grijalva, J., Kalel, C., & *Alba, J. (2017, October). *Developmental networks: A pathway to inclusion & community building in an online lab*, presented at University of New Mexico's Mentoring Conference, Albuquerque, 2014. Albuquerque, NM; The Chronicle of Mentoring & Coaching.

Brown, B. A., *Alba, J., Kalel, C. R., & Wisner, D. (2018, August). *Cultural mentoring for globalization in the workplace*. Paper & Poster presentation, American Psychological Association Convention, San Francisco, CA.

Brown, B., Grijalva, J., Kalel, C. & *Alba, J. (2017, October). *Developmental networks: A pathway to inclusion & community building in an online lab*. Presentation, University of New Mexico Mentoring Conference, Albuquerque, NM.

Banks, G.C., Field, J.G., Oswald, F.L., O'Boyle, E.H., **Landis, R.S.**, Rupp, D.E., Rogelberg, S.G. (2018). Answers to 18 questions about open science practices. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-018-9547-8>.

Bauer, K. N. (Chair), & Mitra, A. (Discussant) (2017, October). *HRM in international contexts*. Paper session presented at the 60th Midwest Academy of Management Annual Conference, Chicago, IL.

Bauer, K. N., May, R. W., Seibert, G. S., & Fincham, F. D. (2018, May). *School burnout, self-control, and sleep quality: A longitudinal analysis*. Poster to be presented at the 30th Annual Convention of the Association for Psychological Science, San Francisco, CA.

Brannick, M. T., Potter, S. M., Benitez, B., & **Morris, S. B.** (2017). Bias and precision of alternate estimators in meta-analysis: Benefits of blending Schmidt-Hunter and Hedges approaches. *Organizational Research Methods*. Advance online publication. <https://doi.org/10.1177/1094428117741966>

*Burke, M.I., **Landis, R.S.**, & Burke, M.J. (2017). Estimating group-level relationships: General recommendations and considerations for the use of intraclass correlation coefficients. *Journal of Business and Psychology*, 32, 611-626.

Besl, A. N., Kinney, T. B., Delgado, K. M., *Skinner, J. F., & Kuschert, M. T. (2018). *Predicting unique leadership metrics using an individual assessment process*. Paper presented at the 33rd Annual Society for Industrial and Organizational Psychology Conference, Chicago, IL.

*Crouch, S. J. & **Morris, S. B.** (2018, April). *Development of an intercultural sensitivity measure*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Publications and Presentations (continued)

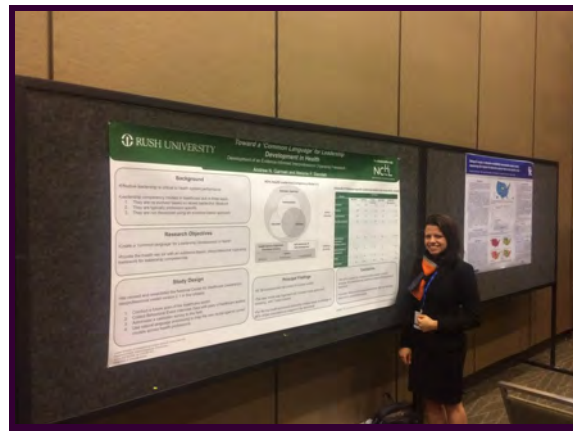
* denotes an I-O student, **bold** denotes an I-O faculty.

- Casper, W.C., Edwards, B.D., Wallace, J.C., & **Landis, R.S.** (April, 2018). *Constructing equal distance response anchors on summated rating scales. In session, Do Likert Scale Anchors Even Matter? More Than You Think!* Presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Corrigan, P., Sheehan, L., **Morris, S.**, Larson, J. E., Torres, A., Lara, J. L., Paniagua, D., Mayes, J. I., & Doing, S. (2018). The impact of a peer navigator program in addressing the health needs of Latinos with serious mental illness. *Psychological Services*, 69, 456-461.
- *Discont, S. & **Saxena, M.** (2018, April). *Examining workplace mistreatment and occupational health in sexual minority workers.* In A. A. Huffman (Chair), *Transgender employee experiences: Understanding the issues to create solutions.* Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL. **Symposium awarded Best LGBTQ Research Award.**
- Ellington, J.K., McAbee, S.T., **Landis, R.S.**, & Mead, A. (April, 2018). *The impact of nested performance ratings on operational validity estimates.* Presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Endres, M. (Chair), & **Bauer, K. N.** (Discussant) (2017, October). *Trust, organizational citizenship, mindfulness, workplace deviance.* Paper session presented at the 60th Midwest Academy of Management Annual Conference, Chicago, IL.
- Fromen, A., & **Morris, S. B.** (2018, April). *Linguistic Ambiguity in Survey Anchors: How Are Anchors Interpreted?* Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Gammon, A., Lee, L. M., Kung, M., Griffith, R. L., *Skinner, J. F., & Moretti, D. M. (2018). *Behind the curtains of faking: Lie acceptability, attitudes, and intentions.* Paper presented at the 33rd Annual Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Garman, A. N., *Standish, M. P., & Kim, D. (2018). Enhancing efficiency, reliability and rigor in competency model analysis using natural language processing. *The Journal of Competency-Based Education.*
- Garman, A. N., & *Standish, M. P. (2018, June 26). *Toward a 'Common Language' for Leadership Development in Health: Development of an Evidence-Informed Interprofessional Organizing Framework.* Speech presented at 2018 Academy Health Annual Research Meeting in Seattle, Washington.
- *Gandara, D. A., Wojtowicz, R. A. & **Bauer, K. N.** (2018, April). *Trainee prior video game experience: Scale creation and validation.* Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Grand, J.A., Rogelberg, S.G., Banks, G.C., **Landis, R.S.**, & Tonidandel, S. (2018). From outcome to process focus: Fostering a more robust psychological science through registered reports and results-blind reviewing. *Perspectives on Psychological Science*, 13, 448-456.
- 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.
- Lee, L. M., Gammon, A., Griffith, R. L., & *Skinner, J. F. (2018) *Psychological Contracts and deception acceptability effects on applicant faking.* Paper presented at the 33rd Annual Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Landis, R.S.** & McAbee, S.T. (April, 2018). *Co-Chair of session, Teaching Big Data Methods in I-O Graduate Curriculum (v. 2.0).* Presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Landis, R.S.** (November, 2017). *Big Data in Organizational Psychology. Presented as part of a webcast at the CARMA Conference, Adelaide, Australia.*
- Landis, R.S.** (April, 2018). *Invited Speaker at Special Event: Shaken & Stirred. What should be the future of higher education?* Presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Howard, E., **Morris, S. B.**, & Dunleavy, E. M. (2017). Generalizability vs. situational specificity in adverse impact analysis: Issues in data aggregation. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 495-501.
- *Hunt, M., *Pickett, M., *Ahmed, S. F., & **Ayman, R.** (2018). *Work-Family Experience of Migrant, Immigrant, and Expatriate Workers: A Review.* In Allen, T. (Chair). *Context Matters: Expanding Work-Family Research.* Symposium presentation at the 2018 SIOP Conference, Chicago, IL.
- Morris, S. B.**, McAbee, S. T., **Landis, R. S.**, & **Bauer, K. N.** (2017). Don't get too confident: Uncertainty in SD_p . *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 467-472.
- Morris, S. B.**, & *Porter, M. G. (in press). *Adverse Impact and Equal Employment Opportunity Analytics.* In R. Griffin (Ed.), *Oxford Bibliographies in Management.* New York: Oxford University Press.

Publications and Presentations (continued)

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

- Morris, S. B.**, & Huang, J. (2018, April). *Empirical Bayes estimates of adverse impact*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Morris, S. B.**, Bass, M., Howard, E., & Neapolitan, R. E. (2018, April). *Optimizing the predicted standard error reduction stopping rule in computer adaptive testing*. Paper presented at the annual conference of the National Council on Measurement in Education, New York, NY.
- McAbee, S.T., **Landis, R.S.**, & *Burke, M.I. (2017). Inductive reasoning: The promise of big data. *Human Resource Management Review*, 27, 277-290. <http://dx.doi.org/10.1016/j.hrmr.2016.08.005>
- 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. <http://dx.doi.org/10.1016/j.hrmr.2016.03.002>
- Mullins, M., & *Ahmed, S. F. (2017). Introducing I-O to Non-Profits. *The Industrial Organizational Psychologist*, 55 (2), 42-46.
- May, R. W., Jaurequi, M. E., **Bauer, K. N.**, Seibert, G. S., Cooper, A. N., Tanner, K., & Fincham, F. D. (2017, November). *School burnout and sleep quality*. Poster presented at the 40th Annual Meeting of the Society of Southeastern Social Psychologists, Atlantic Beach, FL.
- May, R. W., Seibert, G. S., **Bauer, K. N.**, & Fincham, F. D. (2018, March). *School burnout, self-control, and sleep: Cross-lag panel analysis*. Poster presented at the 2018 Society for Personality and Social Psychology Annual Convention, Atlanta, GA.
- Meyer, J. & **Saxena, M. (Discussant)** (2017, October). Abusive supervision, blame, race, and work engagement. Paper session presented at the 60th Midwest Academy of Management Annual Conference, Chicago, IL.
- *Nguyen, D. K., *Brown, C., **Bauer, K. N.**, Li, R., & *Green, R. C. (2018, May). *The pen and the keyboard: An investigation of note-taking media*. Poster to be presented at the 30th Annual Convention of the Association for Psychological Science, San Francisco, CA.
- Neapolitan, R. E., **Morris, S. B.**, Bass, M. B., & *Lauritsen, M. (2017, October). *A Predicted Standard Error Reduction Stopping Rule for Multidimensional Computer Adaptive Tests*. Paper presented at the Ideas in Testing Research Seminar, Chicago, IL.
- Oltra-Cucarella, J., Ferrer-Cascales, R., Clare, L., **Morris, S. B.**, Espert, R., Tirapu, J., Sánchez-SanSegundo, M. (2018). Differential effects of cognition-focused interventions for people with Alzheimer's disease. A meta-analysis. *Neuropsychology*, 32, 664-679.
- Petor, J. R., Kinney, T. B., Lawrence, A. D., Besl, A. N., & *Skinner, J. F. (2018). "Mobile first" versus "PC first": The consequences of assessment design on outcomes. Paper presented at the 33rd Annual Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- *Standish, M. P. (2018). Competency Models in Graduate Healthcare Management Education: Analysis of Current Practices and Recommendations for Getting to Best Practices. *The Journal of Health Administration Education*.



- Seibert, G., **Bauer, K. N.**, May, R. W., & Fincham, F. D. (2017). Emotion regulation and academic underperformance: The role of school burnout. *Learning and Individual Differences*, 60, 1-9.
- Saxena, M.**, *Geiselman, T. A., & *Zhang, S. (Forthcoming). Workplace incivility against women in STEM: Insights and best practices. *Business Horizons*.
- Saxena, M.** (2018). *Humanitarian work psychology*. *Oxford Bibliographies in Management*. New York: Oxford University Press.
- Saxena, M.** (2018, May). *Using experience sampling method for Total Worker Health*. Poster presented at the National Institute of Occupational Safety and Health second international symposium to advance Total Worker Health: Work and Well-being, Bethesda, MD.
- Saxena, M.** (2018, May). *Decent work and well-being: Taking an interdisciplinary approach to worker health*. Poster presented at the National Institute of Occupational Safety and Health second international symposium to advance Total Worker Health: Work and Well-being, Bethesda, MD.
- Saxena, M.** (2018, March). *Workplace incivility against women in STEM: Insights and best practices*. Paper presented at the meeting for Leadership Excellence and Gender in Organizations Conference: Bridging the Research to Practice Gap, West Lafayette, IN

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.

M.S. Track:

Elizabeth Daleiden: Assessor at CEB Global

Spencer Sumner: Teaching Assistant for the I-O Program at Illinois Tech

Saina Yu: HR Business Partner Intern at ByteDance

Yu-Chuan Yen: Intern at Department of Medical Affairs and Planning at Taipei Veterans General Hospital

Ph.D Track:

Xiao (Lucas) Chen: Associate Consultant at the Center for Research and Service

Steve Discont: Associate Consultant for 4 Point Consulting

Frank Antonio Manibusan: Associate Consultant at the Center for Research and Service

Jordan McDonald: Project Manager at the Center for Research and Service

Caribay Garcia Marquez: Organizational Development Associate Manager at PepsiCo

Meghan Pickett: Leadership Academy Program Manager

Zachery Peterson: Associate Consultant at the Center for Research and Service

Arash Shokri: Associate Consultant at the Center for Research and Service

Emily Sanders: Associate Consultant and The NeuroLeadership Institute

Frank Shu: Adjunct Instructor at Illinois Tech

Melanie Standish: Project Analyst at the National Center for Healthcare Leadership

Rodney Vallejo: Associate Director of the Center for Research and Service

Sheng Zhang: Associate Consultant at the Center for Research and Service



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 '02: Vice President of Human Resources at National Material L.P.
 Trenton Adams '16: Compensation Analyst at United Airlines
 John Brubaker '06: Trial Attorney at United States Equal Employment Opportunity Commission
 Anna Brown '15: Program Manager at CultureIQ
 Opal Boonpitak '16: Program Analyst & Employee Experience Coordinator at Solstice
 Jody Buck '17: Employee Engagement Specialist at Alaska Airlines
 Renee Czeryba '00: Manager, Store Care Operations & Planning at Walgreens
 Kristin Carlson '12: Talent Acquisition Specialist at Showpad
 Lindsey Ciufia '16: Sales Enablement Program Manager at Tanium
 Effie Constantinou '16: Training Curriculum Manager at Google
 David Coxhead '17: Training and Safety Manager at Freedom Boat Club Chicago
 Jen (Pawelko) Drews '10: Data Analytics Guru/Business Intelligence Analyst at Catholic Charities of St. Paul and Minneapolis
 Khalid Kermit El-Amin '16: Associate, People and Change at KPMG US
 Greg Erikson '18: People Analyst at 3Q Digital
 Michael Flutka '08: Director of Finance & Administration at Synergy
 Ashten Fraser '16: Finance & Operations Contractor at PreScouter, Inc.
 Joe Falciano '18: People Analytics, Talent Analytics at General Motors
 Danielle Ferguson '18: Human Resource Coordinator at Brad Deals, NY
 Tim Geiselman '18: Consultant at Deloitte
 Jessica "DJ" Himstedt '10: OD Consultant at UI Health
 Rui Han '14: Global Mobility Analyst at Law Offices Wang & Associates, P.C.
 Rebecca Hagen '16: Organization Development Analyst at Crate and Barrel
 Anwaar Judeh '05: Diversity & Inclusion Specialist at Capital Group
 Kritika Jadhav '16: HRBP at Cimpres India
 Donald Kesterson '16: Talent Development Specialist at University of Houston-Downtown
 Dana Moore '01: Business Transformation Leader at Ernst & Young, LLP
 John Skinner '16: Senior Analyst, Talent Assessment & Selection at USFoods
 Robert Saperstein '17: Client Advisory Specialist at Gartner
 Samantha Sleva '18: Instructional Designer at Echo Global Logistics
 Taylor Simpson '18: Recruiting Coordinator at Robert Bosch LLC
 Yifei (Peter) Wang '18: HR Generalist Jushi USA, South Carolina
 David Zigun '16: Corporate Human Resources Manager at Eden Senior Care, LLC



Ph.D. Alumni Professional Activities

Tobin Anselmi '94: Senior Director, Talent Management & Development at Bridgepoint Education
 Fernando Arena '16: Vice President, Leadership Development and Training at Antares Capital LP
 Sharon Boslet '06: Talent Management Executive at Kantar TNS
 Maura Burke '18: Research Scientist at Human Resource Research Organization (HumPRO)
 Jaime Cruz '13: Senior Manager, Employee Experience at Levi Strauss & Co.
 Michael Cama '17: Talent Management Consultant at Right Management
 Jennifer Dembowski '01: Organizational Effectiveness Leader at Novelis
 Allan Froman '01: Director, Global Technology Lead, Evidence Lab at UBS
 Mitchell Gold '00: Managing Director and Senior Advisor at Gallagher Integrated
 Elizabeth Howard '17: Business Psychologist at Daniels Consulting Group
 Nahren Ishaya '17: Manager, Consulting Services at I/O Solutions, Inc.
 Russell Lobsenz '98: Vice President of Human Resources at Secure
 Rachel Meredith '18: Leader Development & Performance, New Hire Experience at Deloitte
 Christine Overfors '18: Human Resources Consultant, Minnesota Management and Budget
 Pamela Pollak '12: Director and General Manager at United Airlines
 Lisa Sandora '02: Human Resource Director at Expedia, Inc.
 Erica Hartman Spencer '05: Vice President, HR Business Partner (Interim) and Senior Director, Talent Management, Organizational Development & Diversity at Novo Nordisk
 Angela Sternburgh '11: Director Talent and Organisation Development at Tate & Lyle
 Anne-Sophie Deprez-Sims '12: Manager, Diversity Analytics at Facebook
 Jeremy Watson '14: Project Manager at Company Name APTMetrics

Faculty Activities

Roya Ayman, Ph.D.



Last year was a difficult year for Roya. Her full attention was dedicated to caring for her mother who passed away this September. However, thanks to her active students, their research projects continued to move forward and the results of their hard work have been seen in several presentations. Some of Roya's current research projects include studying the work-family interface and immigrants with Meghan Pickett; understanding the role of ethnicity communication style and trust between leader and follower with Yelena Polyashuk; and examining social intelligence and social skills in leader-subordinate relationships with Stefanie Pugliese.

Roya has also worked with the Center for Research and Service in developing a new leadership training program for STEM professionals. She still enjoys teaching courses on leadership in the spring and organizational behavior in the fall, and offered a research methodology course for NIDA in Thailand for the seventh year running. As program director, Roya continues to oversee internships and as you can see in the internship section of this newsletter, it has been an exciting year for students. Additionally, Roya is still serving on editorial boards for *Leadership Quarterly*, the *International Journal of Cross Cultural Management*, and the *Journal of Organizational Management*.

Kristina Bauer, Ph.D.



Kristina is excited to be entering her third year as an assistant professor in the I-O program. Kristina and her lab continue to be engaged in research projects related to technology-enabled instruction, self-regulated learning, and transfer of training. Her newest project involves a collaboration with student Reya Green on game-based assessment and ongoing technology-enabled instruction projects include 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 is an active member of SIOP and 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*.

Ronald Landis, Ph.D.



Ron continues to conduct research in the broad area of quantitative research methods. His work has focused on how group-level reliability can be best operationalized in meta-analytic reviews, applications of big data to organizational problems, and how our field can maximize the rigor, relevance, and replicability of our work.

Ron also continues to teach courses in introductory statistics, meta-analysis, multivariate statistics, psychometrics, and structural equation modeling. He has delivered several workshops and short courses in the United States, Australia, and Italy. He is the current editor for SIOP's primary journal, *Industrial and Organizational Psychology: Perspectives on Science and Practice*, continues to serve as

associate editor for *Journal of Business and Psychology*, and serves on the editorial boards of *Organizational Research Methods* and *Journal of Management*.

Faculty Activities

Scott Morris, Ph.D.



Scott's research continues to focus on quantitative methods for improving the quality and fairness of employee selection. Along with his students, he has been working on several research projects related to measuring and reducing adverse impact in employee selection. Other projects focus developing on psychometric methods, including differential item functioning analysis and computer adaptive testing.

Scott has been working on a grant from the National Library of Medicine, along with a graduate research assistants Matt Lauritzen and Sheng Zheng and collaborators from Northwestern University. The project involves the application of item response theory to develop multidimen-

sional computer adaptive tests (MCATs) of patient-reported health outcomes. The goal is to develop a software platform to efficiently administer MCATs and facilitate their integration into electronic health record systems.

Scott teaches courses in personnel selection, legal issues, multivariate statistics, and psychometrics. 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*. He also served as chair the awards committee for SIOP's Zedeck-Jacobs Adverse Impact Research Grant.

This past year, Scott was named a fellow of the American Psychological Association.

Mahima Saxena, Ph.D.



Mahima Saxena received the first interdisciplinary seed grant through Illinois Tech's Center for Interdisciplinary Scientific Computation. The project involves an active collaboration with colleagues in the fields of applied math and statistics and seeks to develop new computational models and mathematical tools to map dynamic worker well-being and employee health. This project taps on Mahima's expertise in experience sampling methods of data-collection and aims to take associated analytical models to the next level of sophistication.

Along with her graduate and undergraduate students, Mahima continued to explore burnout (advisee Loreta Sutkus received Best Research Award) and workplace incivility.

Mahima was awarded the Excellence in Teaching award by the Department of Psychology this spring. She teaches courses in occupational health psychology, cross-cultural psychology, research methods, and industrial psychology. She serves as an academic reviewer for *Journal of Applied Psychology*, *Journal of Management*, *Human Relations*, *Occupational Health Science*, SIOP, SHRM, and the Academy of Management. She is a member of SIOP's visibility and the pro-social committee as well as an executive board member of the Global Organization for Humanitarian Work Psychology.



Update from the Center for Research and Service

The Center for Research and Service is a prestigious research and consulting firm based on Illinois Tech's Mies campus. Lead by George Langlois, Ph.D., the center has contributed greatly to the research reputation of Illinois Tech's psychology department. Having been previously awarded a grant from the MacArthur Foundation to study the hurdles faced by minority contractors in Illinois, the center is now nearing completion of the first phase of that project. The center was also recently been selected as the official provider of employee engagement surveys for the Hawaii Employers Council, an organization encompassing more than 800 businesses across the state. The center is also currently collaborating with Roya Ayman and Anand Smirti (Stuart School of Business) in launching a leadership development program for mid-level STEM professionals. These projects have reaped notable financial benefits for the department, roughly \$740k of revenue in the last year alone.

Along with providing services to external clients, the center also provides opportunities for students to practice their professional skills through work on live projects. Employing over 30

student workers at the graduate and undergraduate levels, the center welcomes students from all three programs in the psychology department. Thanks to the financial success of the center in recent years the center will now be providing full-tuition support to center student employees. Additionally, the center hired I-O Ph.D. student Rodney Vallejo as the new center's associate director. The center is also happy to welcome two new student employees, Xiao Lucas Chen and Frank Manibusan, both from the I-O program.

Over the course of the last several years the center has re-evaluated its approach to benefit the psychology department. It has re-shaped its services and now uses more robust and reliable software, both of which have contributed to a current error rate of less than one percent. Going forward, the center will continue to pursue long-term clients to ensure full tuition funding for most I

-O graduate psychology students. According to Executive Director Langlois the center intends to double its billings in the next three years.



Raju Speaker Series from 2017 to 2018

Named after the Distinguished Professor of Psychology Nambury S. Raju, the lecture series invites researchers and practitioners who specialize in methodological topics related to I-O psychology to Illinois Tech. Hosted by Nambury S. Raju Professor Ronald Landis, this past year Illinois Tech was honored to welcome Jose M. Piero to our campus.



Jose M. Piero

José M. Peiró 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. He is also a research professor at the Valencian Institute of Economic Research (IVIE). He directs the doctoral program of psychology and coordinates Erasmus Mundus master's program in work, organizational, and personnel psychology (WOP-P) taught by several European and American universities.

Ideas in Testing Research Seminar 2018

The Ideas in Testing Research Seminar is a conference hosted at Illinois Tech for the Midwest testing community. The conference, which is now in its 7th year, is organized by Dr. Alan Mead (Talent Analytics, Inc.) and Dr. Kirk Becker (Pearson VUE), and Dr. Scott Morris (Illinois Tech). The conference brings together practitioners and academics in I/O psychology, educational measurement and professional licensure and certification testing to discuss new research and the latest advances in testing. Last years conference included presentations on computer adaptive testing, DIF analysis, and machine learning. Presenters in recent years have included researchers from several area universities, as well as practicing psychometricians from Pearson, Houghton Mifflin Harcourt, National Board of Osteopathic Medical Examiners, National Council of State Boards of Nursing, and ACT.



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

As we begin another year, with a fresh group of students and new challenges ahead, GAIOPS has continued to grow and develop as we learn more about what students want in a graduate experience. Inspired by previous years, the members of GAIOPS came together to revamp and introduce the annual graduate student survey. Assessing everything from funding, courses, and perceptions of the program, the results of the survey revealed many areas of improvement. I believe that GAIOPS can play a major role of addressing many of the concerns and deficiencies that students brought to light during the process. As part of addressing those and future concerns, GAIOPS is retaining the annual student survey as a standard practice for future years. In doing so, we hope to provide a way for students to express their opinions and voice their concerns to other students and faculty in the program. We at GAIOPS hope that the results of these annual surveys will help provide insight into the ways we can improve the graduate student experience and program overall. In addition, we hope that this practice will become a valuable way for students and faculty to communicate and provide constructive feedback for each other.

One of the results of our annual survey revealed that students felt a lack of connection among their peers and a lack of experiential knowledge that can only come from alumni and more senior graduate students. As such, for the first time, GAIOPS is introducing a mentorship program with the goal of promoting inter-cohort relationships and providing new students with a support system that can help with understanding the academic and professional challenges that they may encounter. With the help of our amazing alumni and current students, we have many volunteer mentors for this initiative (a surplus even)! Currently, we have eight mentor-mentee matches and GAIOPS is open to any mentor or mentee that wishes to be a part of this exciting step for GAIOPS (for more information, contact Frank Shu,

fshu@hawk.iit.edu).

Looking to the rest of the year, we are about to begin our fundraising efforts for SIOP 2019. With the upcoming conference happening in National Harbor, Maryland, fundraising efforts will need to be ramped up in order to support as many students as we can. Keep an eye out for updates on meetings and fundraising activity!

Lastly, we at GAIOPS hope that we can provide fun social experiences for all our members and alumni. Recently, we hosted a crafting crew event at the Anti-Cruelty Society where we came together to learn about the shelter and make toys for the animals that reside there. Together we made over 30 dog toys, countless kitty sachets, and many more enrichment items for the animals at the society! In another event, members of GAIOPS attended a masterclass on leadership that was hosted by a professor from the University of Chicago and was part of a professional networking society (www.IVY.com). In the session, we learned concepts of self-awareness and leadership styles that can benefit leaders in any context. These events are very fun and a great way to meet young professionals all over Chicago. If you see a post, don't forget to sign up!

To a great semester and a fantastic year to come!

Frank Shu, 5th year Ph.D. Student

GAIOPS Officers 2017-2018

President: Frank Shu

Vice President: Caribay Garcia Marquez

Chief Financial Officer (Treasurer): Melanie Standish

Chief Communications Officer (Secretary): Elizabeth Daleiden

Chief Information Officer: Zachary Borg

2018 SIOP Conference

SIOP is a highlight of the year for faculty and students as we get to reconnect with our peers, share the research we have been working on, and continue to learn through other's work. At SIOP this year I was able to present two separate projects that I was a part of. The first, a review of the literature on work-family conflict in cross-national workers, was in collaboration with other students (Mary Hunt and Shujaat Ahmed) and Dr. Roya Ayman. The second was a meta-analysis on job search behaviors and personality with Trenton Adams, Steve Discount, and Assistant Professor Sam McAbee (Bowling Green State University). While the two projects are vastly different, they represent one of the best aspects of our program - the endless opportunities to turn course-related projects or shared interests into presentations that push your career, or simply your knowledge, forward. The importance of pursuing opportunities both in and out of my areas of expertise was reinforced by

my involvement with I-O Shaken & Stirred during SIOP 2017 and 2018. An Illinois Tech alumni creation, Shaken & Stirred brought together people from across our field and asked them to consider the big questions and ideas of I-O through their various lenses. It was a reminder of the impact our field can have when we step outside of our comfort zones. As we prepare for SIOP 2019, I look forward to seeing how our students, faculty, and alum have continued to push the field forward.

Meghan Pickett, Ph.D. Student



Incoming Students

Ph.D. Track

Alexandra Bullock
Margaret Burke
Xiao Lucas Chen
Frank Antonio Manibusan
Nalini Puri
Tina Pham
Sheng Zhang

Masters Track

Jose Luis Alba
Reya Green
Anna Losipiv
Madison McDonald

Orientation

Illinois Tech's I-O psychology program orientation was warm, motivational, and immediately immersed me into a culturally diverse arena that allowed me to explore the many dimensions in this academic field of research. It is truly an enlightening experience to attend an orientation in your field that implements the recommended first line research techniques being explored around the world. I look forward to learning and evolving in this program as I continue to grow as a professional in this field.

Jose Alba, first-year M.S. student



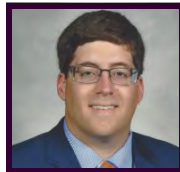
Teaching Assistants



Conrad Brown



Frank Shu



Spencer Sumner



Saina Yu



Chenxuan Zhou



Sheng Zhang

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Important Dates :

I-O Open House:
November 10th - 7p.m. to 9
p.m. @ Tech Central (2nd
Floor)

The 34th Annual SIOP Conference:
April 4-6, 2019 @ Fort Wash-
ington, MD

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).*

From The Director's Desk



This year we have two new, exciting announcements. First, our program entered into an agreement with the Erasmus Mundus program in Valencia, Spain to create an exchange program opportunity for our graduate students. Students interested in studying abroad have two options: they can either go for the fall semester and learn about change management in Europe, or they can take a winter session that includes a virtual team project and short stay in Valencia, Spain. In return, we will host two to three of their students at Illinois Tech. Our faculty also have a chance to go to one of several cities in Europe and offer courses. This is a great opportunity for our faculty, students, and the program as a whole to have more international exchanges.

Second, after a study of the market and consultation with faculty, we have retired the Master of Science in Personnel and Human Resources Development (PHRD) degree starting this year. We now offer two M.S. degrees—a master's with a thesis that continues on to the Ph.D. program and a terminal master's without a thesis. To earn the latter degree, students must complete 36 credit hours, including an internship.

We are very proud of the students' engagement in our program and their efforts to make it meet their needs. Our student organization, GAIOPS,

has secured 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 2017-18: Frank Shu, Caribay Garcia, and Melanie Standish. 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 internship meetings, our open house, and orientation so they could meet with our students. Particularly last year, our deepest thanks go to Professor Jose Piero from the University of Valencia for talking with our students about opportunities in Europe. I would like to thank to our dear alumni Sylvia Min, senior consultant at EY; Bob Thomas, manager of financial wellness and time off policies at United Airlines; Tobin Anselmi, Ph.D., senior director of talent management at Bridgepoint Education; and Elizabeth Howard, Ph.D. from Daniel Consulting Group 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 event meets a long-time wish of the I-O students and faculty to have academic presentations by renowned and highly respected scholars in I-O psychology. Additionally, our sincere thanks go to our alumni who serve on the advisory board of the Center for Research and Service and who continue to protect the interests of the I-O program (Jaci Masztel, Russell Barcelona, and Dan Lezotte). Last but not least, I would like to acknowledge the **Ideas in Testing Research Seminar**, a conference hosted at Illiniois Tech for the Midwest testing community. The conference, which is now in its seventh year, was initially founded by Alan Mead, who was faculty in our program at the time, in collaboration with Kirk Becker, Ph.D., a senior research scientist at Pearson VUE, and more recently with Professor Scott Morris. The conference brings together practitioners and academics in I-O psychology, educational measurement and professional licensure and certification testing to discuss new research and the latest advances in testing.

Please share your thoughts and suggestions by email at ayman@iit.edu. Also, we want to stay connected with each of you to strengthen our network, so please find me on LinkedIn. For those alumni who are connected with us via email, we will send you information about 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.

-Roya Ayman