



A Message from Our Program

During these challenging times, it is even more important that we come together as a community. This newsletter celebrates the students, alumni and faculty whose accomplishments sustain and advance Illinois Tech's I-O program.

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2020 Industrial-Organizational Psychology Graduates

Master of Science in I-O Psychology

Jose Luis Alba	Spring 2020
Conrad Brown	Spring 2020
Reya Clair Green	Spring 2020
Anna I. Iosipiv	Spring 2020
Frank Anthony Manibusan	Spring 2020

Master of Science in Psychology (Ph.D. Track)

Melanie Paige Standish	Spring 2020, Roya Ayman
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Doctor of Philosophy in Psychology

Shujaat Ahmed	Spring 2020, Mahima Saxena
Matthew W. Lauritsen	Spring 2020, Roya Ayman
Yelena Polyashuk	Fall 2019, Roya Ayman



Research Highlights

Melanie Standish

During my time in the Illinois Tech PhD program, I have become increasingly passionate about bridging the gap between research and practice, specifically in the healthcare sector. The idea for this article began in direct response to a commentary in *BMJ Leader* entitled, "Medical leadership: an evidence-free zone?" In this article, the authors suggested that the research on medical leadership was sparse and specifically commented that leadership research from social scientists may not be relevant to the medical leadership space. I felt that this claim really underestimated the value that social scientists, especially I-O Psychologists and



leadership researchers, could bring to this field. I was lucky enough to team up with Jose Alba and Dr. Roya Ayman to pursue a publication in *BMJ Leader* that would demonstrate the value of our field's work to healthcare leadership. The journey to publication was not without challenges, but I think we are all incredibly proud of the published outcome. I firmly believe that this is only the start of our work in translating our value to the healthcare sector!

Sheng Zhang

In 2020, I defended my Thesis Equivalence project on "Relative Contributions of STEM Workplace Characteristics on Burnout and Job Attitudes among Women Faculty in the STEM Field." Having the opportunity to exchange ideas with women professors and receive

Relative Contribution of Organizational Climate Perceptions on Burnout and Job-Attitudes Among STEM Women Faculty

ILLINOIS INSTITUTE OF TECHNOLOGY
Sheng Zhang & Mahima Saxena
Department of Psychology, Illinois Institute of Technology

Abstract

We examined predictors of job-burnout and job-attitudes for STEM women faculty. Job-burnout and turnover intention were positively associated with stereotype threat, workplace incivility, and negatively with STEM identification. The pattern was reversed for organizational commitment and job satisfaction. Relative weights analysis revealed STEM identification as most predictive of all outcomes.

RISE HONORABLE MENTION
aps
2020

feedback from them has been a rewarding experience for me not only helped me to better understand factors contributing to their burnout and job attitudes in addition to regular job demands but also facilitated the revision and development of my questionnaire selections. In addition, as a group project (with Jonathan Dufresne, Stephanie Taylor, Munira Ajmal, and Dr. Scott Morris), we employed Hierarchical Linear Modeling methods to assess gender pay equity in a simulation study.

Research Highlights

Ari Shokri

I presented, at the Ideas in Testing Seminar last year, the results of a study done by myself, Margaret Burke, Frank Antonio Manibusan, and Dr. Scott Morris. This research was done on adopting the Implicit Association Test for measuring Personality Traits. We examined the psychometric properties of an implicit association test specifically measuring the personality traits of Conscientiousness and Extraversion. Findings suggested that there was a significant correlation between implicit and explicit measures of Extraversion. Subgroup differences revealed that the correlation between implicit and explicit measures for both traits was stronger for women, and this relationship was moderated by age.



Frank Shu

The HEXACO personality traits, cultural intelligence, and international student adjustment (Personality and Individual Differences). This was my first study as a graduate student and I really wanted to study the international students at IIT. My initial goal was to make this a poster for SIOP, but it slowly developed over time and with a lot of guidance, I managed to bring it to publication. It was a lot more time and effort than I had expected to publish an article, but the process showed me how achievable it really can be even for a graduate student. Actually publishing research that I led was both fulfilling and gave me a confidence boost for my future research pursuits.

Daniel Gandara

This year, I collaborated with Kristina Bauer and Caribay Garcia Marquez to write a book chapter on teaching with games and gamification. A good portion of this chapter came from the literature reviews of Caribay's thesis and my dissertation. It was fun and engaging to bring our work together under a common theme and, with Kristina's guidance, produce a work that I'm highly proud of. I was absolutely delighted when we learned that our proposal had been accepted and enjoyed the collaboration between all three of us as we wrote and refined this chapter over several months.

Caribay Garcia Marquez

One of the things I really enjoy in working with Kristina Bauer and with the lab is that a lot of our work has really tangible applications for researchers and practitioners alike. That was the particularly fun part about writing the book chapter, we needed to bring to life our research and explore the questions that educators and learning and development practitioners are asking themselves when exploring gamified learning. I truly love the fact that the research I get to do also goes hand in hand with the work I do. For example, right now at Humu – the Enterprise Nudge Platform – we are exploring ways to gamify our nudge experience, and I am tasked with exploring how to do this, and the ways in which it may be different for different users. Exploring user attributes such as job type, personality and goal orientation to account for individual differences – an important factor in designing gamified learning... a take away from my thesis that recently got published in *Games and Simulations*. All this to say, I feel very fortunate to get to work on these types of projects in the lab and have the support of the program as I continue my education.

2020 Orientation Program

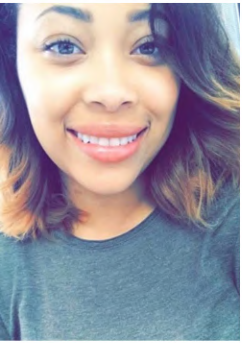
The I-O orientation this year was different in many aspects. Not only did it take place online for the very first time, but also the incoming first year class is taking the entire Fall semester virtually. It was a challenging task to come up with an orientation program that not only engaged the new students but also personalized the experience for them. This was achieved with the help of current I-O students many of whom actively participated in the orientation, and I-O alumni who took time out to attend the live session and shared their experiences. It was further complemented by a Social Hour at the end of the orientation that allowed incoming students to interact freely with current students.

Ph.D. Track

Delaney Diehl
Reya Green
Andrew Greenagel
Tony Lam

MS Track

Francesca Chavez
Asia Cooks
Sugandhjit Kaur
Mercedes Little
Palak Naik



Mercedes Little



Delaney Diehl



Asia Cooks

It's been a difficult semester but my cohort has been great.



Andrew Greenagel

Even though my first semester has been online, it's been a pleasure meeting and working with the faculty and students at IIT. I've enjoyed all my classes and I look forward to furthering my knowledge in the Machine Learning Lab.



Francesca Chavez

I appreciate not having to deal with the long commute to campus, the downside is that I miss the classroom experience and meeting my classmates in person. The upside though, is that I have some new online friends lol.



Palak Naik

Hello! My name is Palak Naik and I am so excited to join the I-O program here at IIT. Although virtual reality has put a damper on my first year of graduate school, I must say that being able to attend classes in my pajamas has its perks!



Tony Lam

I look forward to the day where it will be safe for us to congregate in person, but thus far I have definitely felt included and a part of the program despite the challenges that we face as a world.



Sugan Kaur

This program has given me one of the greatest opportunities of my life in allowing me to expand my knowledge in the world that is I-O psychology.

Being Together While Being Apart

Under unprecedented circumstances brought on by COVID-19, the students and staff of the I-O Psychology Program have persevered to continue the study of human behavior and effectiveness in the workplace.



Monica Goga

The best part about living in virtual reality is that I can “go” to class and still have all the comforts of home.



Danny Gandara

I feel lucky that my first internship was a virtual one where I worked with a globally distributed team. When my company transitioned to fully remote, I felt like I was prepared because of that experience.



Reya Green

While 2020 has been full of many challenges, I have tried to focus on the positives like spending more time with loved ones!



Jon Dufresne

I have enjoyed the relative flexibility that a virtual schedule has provided, probably more so for work than for school - I miss being able to study with my friends at the Kaplan Institute and write out our ideas on 5 or 6 dry erase boards. I think it is important to acknowledge that distant learning during this time has had a very uneven impact on many people, particularly those with young children and family in the household.



Alexandra Bullock

This year amidst the Coronavirus pandemic and racial awakening, now more than ever, I-O psychologists will be called to serve in the critical role of organizational change and transformation. Although this will be difficult work, I am up for the challenge!



Evan Pearson

My virtual learning environment has allowed for me to nap comfortably in my own bed between classes. The coffee is also cheaper at home.



Dennis Tran

The best part about quarantine was learning how to make donuts.



Zac Peterson

The world going virtual has resulted in my daughter taking more of an interest in my classes and letting us do our homework together.

Being Together While Being Apart

Under unprecedented circumstances brought on by COVID-19, the students and staff of the I-O Psychology Program have persevered to continue the study of human behavior and effectiveness in the workplace.



Tina Pham

Going through a pandemic was surreal and stressful. I made the best of it with treats and socially distancing with loved ones this year!



Michael Perepelitsky

The online-experience at IIT has been amazing, I have not had a more comfortable school desk in my entire academic career.



Munira Ajmal

I started my professional career with remote work, so transitioning to virtual wasn't a biggie. I still need to struggle to keep my mind awake during online classes!



Melanie Standish

A lot changed in 2020, but I think the pandemic has really reminded me to celebrate wins big and small, and helped me to appreciate the most important things in life - coffee, wine, and a stable internet connection.



Margaret Burke

This year has taken some adjustments to get used to, especially the shift to online learning and working from home, but it is nice how our colleagues have been able to stay connected with Zoom calls for birthdays, book clubs, and meetings.



Lucas Chen

I feel fulfilled by applying my experience from our I/O program to upgrading Caritai and forwarding my personal mission for educational equality.



Frank Shu

Having the time to be with my dog, read books I've always wanted to, and enjoy the outdoors even more!



Yanwen Xu

Have fun, seriously!

GAIOPS

A Message from the President

Over the past year, members of the Graduate Association of Industrial-Organizational Psychology Students have endured a number of changes, both challenging and rewarding. Last year we welcomed a new executive board: **Melanie Standish** (President), **Munira Ajmal** (Vice President), **Nalini Puri** (Treasurer), **Sheng Zhang** (COO) and **Reya Green** (CIO). In Fall 2019, the executive board worked hard to apply for university funding to attend SIOP. We initiated the process earlier than previous years, to ensure that we could find reasonable flights and accommodations, so that we could send the maximum number of students at the lowest possible cost. Prior to the pandemic, we were prepared to provide financial assistance to 25 Illinois Tech students to attend SIOP – thanks to our push for early funding and the combined efforts of GAIOPS members to fundraise. In early March, the university suspended travel and the SIOP conference was cancelled soon after. Luckily, the university was still able to fund our virtual conference tickets. I think the GAIOPS community made the best out of a not so great situation, and I am proud of all the hard work of our executive board and members, to enable us to support 25 students to attend the conference.

Since the start of the current semester, the GAIOPS team have made quite a few accomplishments. In August, we welcomed new students in a virtual social hour, as first year students began classes remotely this semester. The executive team also pushed for the mentorship program to launch earlier than previous years, to ensure that students had a support system in place to navigate the challenges of both starting grad school and doing so virtually. We currently have 8 mentor-mentee matches for the 2020- 2021 academic year. In response to feedback collected from last year, this year we intend to provide additional support to our mentor-mentee pairs by providing resources throughout the year and conducting more frequent check-ins. I would like to recognize the work of Sheng Zhang who has been working hard to improve the mentorship program and made it possible in collaboration with our other executive board members. In our first general body meeting in September, Munira Ajmal presented on the expectations of mentorship and provided some general tips and tricks for successful mentorship.

On October 16, 2020, GAIOPS hosted an Anti-racism forum that was led by GAIOPS members, Meghan Pickett and Steve Discont. The Illinois Tech I-O community is committed to developing an anti-racist I-O but we know that the work starts with developing a more diverse, equitable, and anti-racist program here. The forum, which was attended by both students and faculty, is what we envision as the first step to an ongoing conversation around how we can improve as a program and as professionals. Our goal for this year is to launch a diversity, equity and inclusion student survey, which we hope will inform some of our actions as a community. We are still looking for a project lead for this initiative. Students can reach out to me (mstandis@hawk.iit.edu) if interested in the opportunity.

Finally, I would like to conclude by recognizing the unprecedented challenges that our student community is facing. I feel as though we do not recognize enough that graduate school is difficult. In addition to the demanding journey of higher education, we are facing a pandemic, constant reminders of injustice, and a difficult job market for those looking for internships and soon entering their careers. With that said, I will conclude by asking that students, alumni, and faculty members continue to check in on each other and be supportive during these uncertain and challenging times. I know we all have what it takes to individually persevere, but we should not have to navigate this journey alone. My hope is that the GAIOPS community serves as one outlet whereby students can feel a sense of community at this time, and always.

Best, Melanie Standish



Nalini Puri
Treasurer



Munira Ajmal
Vice President



Melanie Standish
President



Sheng Zhang
COO



Reya Green
CIO

ERASMUS Mundus WOP-P

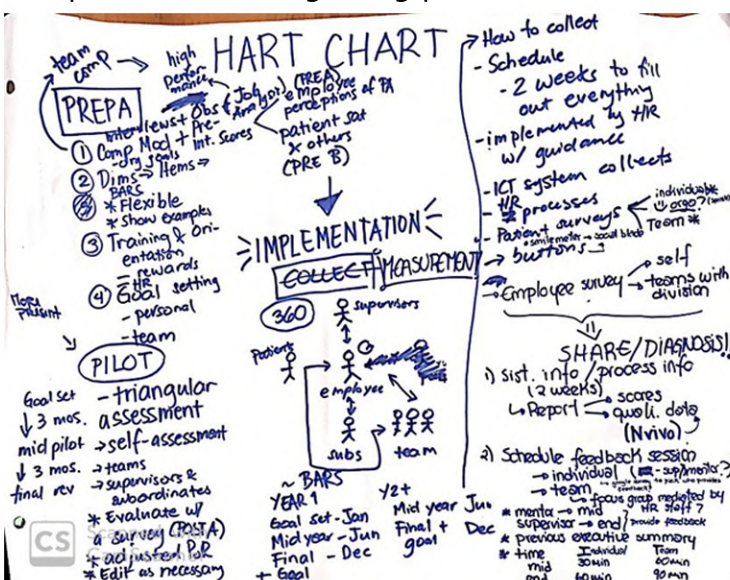
Master in Work, Organizational and Personnel Psychology

The I-O Psychology program also has an international component for interested students through the Erasmus Mundus European program. The exchange program allows faculty as well as students to impart and receive learning from each other's platforms, thus expanding their horizon and broadening their perspectives. Specifically for I-O Psychology, every year one student from Illinois Tech has an opportunity to be part of designing a professional intervention in a team comprising of students studying Master in Work, Organizational and Personnel Psychology (WOP-P), from start of November until end of March. Similarly, one student from the consortium of core universities in the exchange program (i.e., University of Valencia, Barcelona, Bologna, and Coimbra) is provided an opportunity to intern with the Center for Research and Service for 3 months to gain practical knowledge of the I-O field.



During the past year, Anna Iosipiv was selected from the I-O program at Illinois Tech to participate in the Erasmus Mundus WOP-P Winter School, and Lara Bellotti from the WOP-P program at University of Bologna was selected to visit Illinois Tech and intern at the Center. This year, Munira Ajmal will be joining the WOP-P Winter School.

The Winter School provides an experiential learning atmosphere and development of teamwork competencies while gaining practical skills to design solutions based on multicultural global



perspectives. Around 40-50 students from all over the world participate in the program, and are divided into small teams of 4-5 students each. The program focuses on: Contextual Factors, Fairness Perceptions and Ethical Behavior, Intervention Design, Implementation, SOAREA (State of the Art Rapid Evidence Assessment), and a final assignment based on all of these areas. It provides additional value in terms of a diverse international approach, virtual work capabilities, and an intensive two-week in-residence exercise simulating real work environment. The in-residence component will be held virtually in February next year due to Covid-19 restrictions, however it was onsite in Valencia during 2020. The rest of the

program is conducted virtually and is heavily dependent on active participation, engagement and networking of the teams. Students are expected to develop resilience to manage challenges and benefit from opportunities maximally.

For more information about the program, you may contact Dr. Roya Ayman at: ayman@iit.edu

Featured Profile

Anna Iosipiv M.S. '20

What was the best thing you gained from the Erasmus Mundus WOP-P Winter School?

My greatest souvenir from this experience was the opportunity to interact, collaborate, and grow friendships with individuals from every corner of the world. The environment was intense and invigorating because of the cultural mix. Additionally, I created an international network for myself. The whole concept of meeting and studying under researchers and professors in organizational psychology from different, international member universities within the consortium was a one-of-a-kind experience. Some of these European folks are not able to make it to SIOP, so it's cool to interact with people outside of our centralized, US world. It's interesting to see what IO is like in Europe, style of teaching, how different program structures are alike and different, etc.

The program was unique in that it allowed me to gain expertise in designing and delivering interventions in response to workplace problems under time constraint (with team collaboration of course). We gave so many presentations and were guided on how to better articulate everything in the form of a business pitch. This was extremely valuable. It's a skill that we were able to practice.



What challenges did you face?

I'll start out by saying that for the in-residence phase (about two weeks) hosted in Gandia, Valencia, Spain courtesy of The University of Valencia, classes were from 9am - 7pm with a lunch break. Each team spent every night working until late to complete projects. In grad school at IIT, we self-guide in team projects and set deadlines on our own - we may have anywhere from 1-3 months to complete a big group project. But what if we had an hour and a half to arrive at a consensus in a team of six people and deliver a presentation? How about submitting a huge performance appraisal revamp pitch in a week? We did all of this and more. The time constraint factor simulated a real-life work experience. This was a challenge that I appreciated.



What things does a student need to consider while applying for this exchange course?

You must be ready to manage the overload of work while also preparing, managing, and catching up on home university (IIT) and home responsibilities (work, internship, whatever else).

This program was also very emotionally intense for everybody. Every single person cried on the last day saying goodbye to each other, not knowing when we would see each other again. We built such a closeness and comfort spending twelve-fourteen hours a day studying and working together in such a short period of time. Our in-residence phase was both intensive and fast. It was extremely difficult abruptly leaving each other. We all agreed that this experience should have lasted an entire semester in person.

How did this program help you professionally?

First, I must mention that it is rare for a graduate program to easily give you a means to do a "Study Abroad 2.0" on both the graduate and professional level. For me, international experiences are invaluable. I simply could not pass up this opportunity. Unlike most academic study abroad programs, this program specifically focused on our field of IO with a heavy emphasis on collaboration.

I knew that by participating in such an experience, it would demonstrate, by evidence, my openness to experiences and my curiosity to connect with others unlike me. Our world is moving towards increased globalization; this means that individuals are interfacing with more and more people from different cultures. So, organizations find these attributes as a competitive advantage in candidates (or personnel). I knew that showing initiative to pursue this experience would help me. I knew this would validate my "brand," if you will, of what I have to offer as a member to an organization.

Featured Profile

Lara Bellotti M.S. '20

Lara arrived in Chicago in early March 2020, excited to start her internship at the Center for Research and Service as part of the Erasmus Mundus exchange program, only to be put in quarantine a few days later and spending almost the whole four months of her stay here indoors, working virtually. That didn't dampen her spirits and she speaks highly of her work with Meghan Pickett and Rodney Vallejo at the Center.

What was the best thing you gained from the Erasmus Mundus Program?

Certainly, a deeper understanding of what I am looking for in my professional career. Not only in terms of tasks and responsibilities but also in terms of working environment and colleagues. It has been a great opportunity to grow professionally and personally.

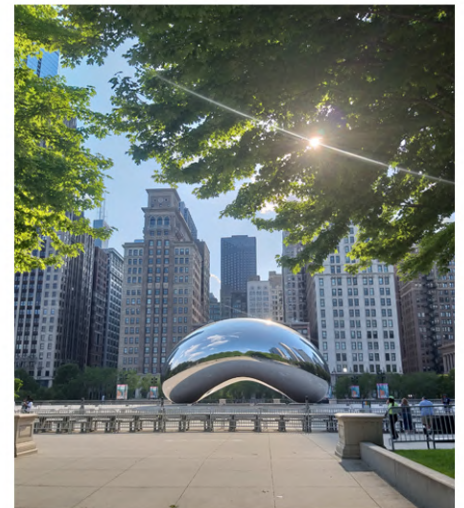
What challenges did you face?

Very tough question! Being an international student, far from home during this pandemic, has really challenged my mental and emotional stability. Moreover, working entirely from home has been hard as there are members of the team that I unfortunately never had the chance to meet in person. However, I like to look at challenges as opportunities to learn something. These very uncertain times have taught me resilience and the importance of developing strong bonds with the people around you. Love and compassion are powerful emotions that can help us deal with the feeling of being lost in such an unpredictable world.



What things does a student need to consider while applying for this exchange course?

First and foremost, if you are an international student, please buy a US SIM card before landing in the country! Secondly, once the program is over, it is going to be really hard to go back into the real world! The culture, the environment, the people, everything is amazing. Choosing IIT means setting the bar high because it is really one of a kind. Not to mention the city of Chicago, with its immense variety of people, styles, buildings, cuisine! Be prepared to find your place in this world. Which means it is going to be hard to move somewhere else!



How did this program help you professionally?

With Meghan, I analyzed and marked past Assessment Center Reports. This helped me understand the commitment this activity requires, which has been helpful later on to design the LEAD Virtual Assessment Center and actively contribute as an assessor. I also helped her create her lessons on different topics of Leadership and prepare the commencement exercise for the grads. With Rodney, I collaborated as an Associate Consultant on different projects, with different clients. I learned how to build an Executive summary and effectively communicate data-driven recommendations. Aside from what I gained personally, the things I learned during this exchange course helped me stand out in my new job: for instance, producing interesting and clean interactive dashboard.

Center for Research & Service

The Center for Research and Service is a research and consulting firm working as an independent entity under Illinois Tech's Psychology department. Lead by George Langlois, the Center thrives on an organizational model that combines the expertise of full-time consulting professionals with the creativity of graduate students majoring in industrial-organizational, clinical, and mental rehabilitation psychology. As such, the Center is built on a start-up culture in which everyone is leading and contributing to a vast array of projects and services, thus giving them learning opportunities to complement their academic major. It also provides support for full tuition funding to select graduate student employees. Some of the I-O students working in key positions at the Center are: **Arash Shokri** (Project Lead), **Meghan Pickett** (Leadership Academy Program Manager), **Margaret Burke** (Senior Associate Consultant), **Zac Peterson** (Senior Associate Consultant), **Jon Dufresne** (Associate Consultant), and **Tony Lam** (Associate Consultant). Many others work at the Center on a project basis.



The Center provides a whole range of consulting services to clients, including assessment, e.g., engagement and climate surveys, 360 feedback surveys for management and executives, assessment centers for executive leadership, and testing services for Chicago Public schools from pre-Kindergarten to Grade 7. The Center is also involved in strategic planning for various colleges and functional areas of Illinois Tech. Deriving from the analytical background of student employees, the Center prides itself in utilizing data analytics, visualization, reporting and management throughout its spectrum of projects. From time to time, the Center is engaged by the university administration for evaluation of programs and processes, including Student Speak survey, Faculty survey, Staff Speak survey, and process improvement of undergraduate student orientation programs.

Additionally, the Center runs M.A. and Lila Self Leadership Academy for 25 undergraduates, selected through a rigorous assessment process and provided opportunities designed to develop their leadership potential and empower them to effect positive change. Meghan Pickett has been managing the program singlehandedly, organizing leadership development retreats, interactive seminars and networking events, and acting as a mentor to the Leadership Academy scholars.

2020 has been a year of unprecedented changes. Though the whole spectrum of work moved to an online environment, the Center has successfully transitioned to cloud space for all its services, including service assumption, assessments and testing, analyses, product generation, and service delivery. The Center is focusing more on agile systems and processes. This has led it to reassess and transform some of its product offerings, such as thematic analysis of open-ended questions and interactive data visualization dashboards. It is also utilizing more sophisticated data analytic techniques including ML algorithms and SEM.

For more information, visit <https://www.iit.edu/crs>

Faculty Activities



Roya Ayman continues to provide advisory services for I-O students seeking/doing internships, and Erasmus Mundus exchange students. She recently published a book chapter with several international colleagues about essential knowledge, skills, and experiences for I-O MS students. She played a pivotal role in creating learning and networking opportunities for students and wishes to acknowledge the support of alumni who helped develop efficacy and identity within the field of I-O among the program's students. Roya continues to serve on the editorial boards of *Leadership Quarterly*, *International Journal of Cross-cultural Management*, *Journal of Organizational Management*, and *Journal of Business and Psychology*; in addition, she has conducted ad hoc reviews for other journals and academic conferences. She teaches graduate courses on Leadership and Organizational Attitudes and Behaviors seminars. She also offered Research Methodology course of NIDA in Thailand for the 9th year. She runs two labs on Leadership research and Work-Family interface, and plans to start another lab on Diversity and Inclusion focusing on antiracism in STEM educational settings – its first project has been funded by the Computer Science department.



Kristina Bauer is excited to be entering her fifth year as an assistant professor in the I-O Program and her second year as Associate Chair of the Department. 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 the development of gamified job analysis activity to be used in undergraduate education 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 Reya Green on gamified assessments. Kristina 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. This past Spring, she engaged in a virtual faculty teaching exchange at the University of Bologna. Kristina is an active member of SIOP, serving on the Education and Training committee, and has reviewed for several conferences and journals. She is currently on the editorial board at *Journal of Business and Psychology* and *International Journal of Selection and Assessment*.

Faculty Activities



Scott Morris' research continues to focus on psychometrics and quantitative methods for improving the effectiveness 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 and compensation decisions. Other projects focus on developing psychometric methods, including work on computer adaptive testing. In a project for the Air Force Personnel Center, Scott developed a best practice guide on presenting validation results. Scott is enjoying his second year as Director of the I-O program, and continues to teach courses in Personnel Selection, Legal Issues, and Psychometrics. This year, he became an associate editor for *Journal of Applied Psychology*, and also served on the editorial boards of *Journal of Business and Psychology*, *Organizational Research Methods*, and *International Journal of Testing*.



Ron Landis 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, Spain, 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*.



Mahima Saxena has been actively engaged in research on humanitarian work psychology, incivility, and burnout among women in STEM professions. Mahima received the 2020 Humanitarian Award from the Society for Industrial and Organizational Psychology, a distinguished/career award in recognition of her sustained and outstanding humanitarian contributions to I-O psychology. In addition, her lab received an honorable mention through the APA's RISE research award for her research on women in STEM along with lab-member Sheng Zhang. Mahima taught Research Methods and Statistics to the M.S. students through the ERASMUS MUNDUS exchange program at the University of Barcelona. Mahima served as a member of SIOP's Visibility, Prosocial, and International Affairs Committees; and as an Elected Executive Board Member of the Global Organization for Humanitarian Work Psychology.

Student Professional Activities

Alexandra Bullock, Lockton Companies, Talent & Culture Analyst	Ph.D. Track
Ari Shokri, Center for Research and Service, Project Lead	Ph.D. Track
Dennis Tran, Chicago Transit Authority, Assessment & Selection Intern	M.S. Track
Evan Pearson, Lockton Companies, Talent & Culture Analyst	M.S. Track
Francesca Chavez, Kindergarten, Pod Teacher	M.S. Track
Frank Shu, Lockton Companies, Talent and Culture Analyst	Ph.D. Track
Margaret Burke, Center for Research and Service, Associate Consultant	Ph.D. Track
Melanie P. Standish, National Center for Healthcare Leadership, Program Coordinator	Ph.D. Track
Monica Goga, Illinois Institute of Technology, Teaching Assistant	M.S. Track
Munira Ajmal, Lockton Companies, Talent and Culture Analyst	M.S. Track
Reya Green, Industrial/Organizational Solutions, Research Analyst	Ph.D. Track
Sheng Zhang, Lockton Companies, Talent and Culture Analyst	Ph.D. Track
Steve Discont, APTMetrics, Consulting Associate	Ph.D. Track
Steven Bentz, Abbvie, Manager of Talent Management Research & Design	Ph.D. Track
Tina Pham, Lockton Companies, Talent and Culture Analyst	M.S. Track
Tony Lam, Center for Research and Service, Associate Consultant	Ph.D. Track
Xiao Chen, Interprofessional Projects, Adjunct Faculty	Ph.D. Track
Zachery Peterson, Center for Research and Service, Senior Associate Consultant	Ph.D. Track

Student Achievements & Activities

Melanie Standish	SIOP Student Travel Award - 2020
Sheng Zhang	APS Researching Injustice and Social Equality Honorable Mention - 2020
Xiao Chen	Chicago Industrial Organizational Psychologists Board Member - 2020
Xiao Chen	President of Caritai - 2020

Pounian Research Award

We are excited to recognize Caribay Garcia Marquez and Sheng Zhang for receiving the Charles "Arch" Pounian Award. This fellowship is awarded each year to a top I-O graduate student, in recognition of academic and scholarly excellence. This year, the award was shared by two highly deserving students.



Caribay recently published her master's thesis, "An Examination and Extension of the Theory of Gamified Learning: The Moderating Role of Goal Orientation" in Simulation & Gaming. Caribay is currently engaged in the Illinois Tech Employee Learning and Development Lab while also working as a People Scientist at Humu.



Sheng's thesis, "Relative contribution of STEM characteristics on burnout and job attitudes among women faculty in the STEM field", examined factors specific to the STEM field that can put women in to disadvantageous positions and their relative importance in predicting women faculty's burnout and job attitudes. In addition to the recent award, Sheng is currently working on his dissertation proposals, which attempts to examine the applications of Computerized Adaptive Testing in the I/O field. Sheng is currently a Talent & Culture Analyst in the Lockton companies.

Alumni Professional Activities

Amy Hrabak, Ace Hardware Distribution Center, HR Generalist	M.S. 2007
Andrew Garman, Rush University, Professor of Health Systems Management	M.S. 2000
Andrew Rand, Management Research Group, Consulting Psychologist	Ph.D. 2017
Angela Sternburgh, TreeHouse Foods, Director of Talent and Organization Effectiveness	Ph.D. 2011
Anna Brown-Neuhengen, Kantar, Global Activation Director	M.S. 2015
Brad Williams, Northwestern Mutual, Vice President of Workforce Planning & People Analytics	M.S. 2011
Cherry Yi Che, Alibaba Group, Ali Cloud – Organizational Development Expert	M.S. 2013
Chris Freiburger, Human Capital Management Group, Inc., Principal	Ph.D. 1993
Christine Overfors, Classification and Compensation Consultant	Ph.D. 2018
Conrad Brown, Robert Bosch LLC, CI/DBE-AM (Deployment of Business Excellence)	M.S. 2019
Courtney Van Overberghe, SHL, Managing Consultant	Ph.D. 2012
Dan Lezotte, Mercer Inc., Principal of Workforce Strategy & Analytics	Ph.D. 1989
Dana Moore, EY, Senior Manager of People Advisory Services	M.S. 2001
David Zigun, Synergy Senior Care - Corporate Director of HR	M.S. 2016
Elizabeth Daleiden, MWI Animal Health, Operations Training Coordinator	M.S. 2018
Erica Spencer, Marriott International, Vice President of Global Learning & Development	Ph.D. 2004
Eyal Ronen, Sensemakers Ltd, Co-Founder and Director	Ph.D. 2008
Frank Antonio Manibusan, Nordstrom, People Analytics	M.S. 2020
Ilianna H. Kwaske, Tulane University, Associate Dean for Academic Affairs	Ph.D. 2006
Jason Michniewicz, Executive Coach & Management Consulting, Independent	M.S. 2004
Jennifer Drews, Catholic Charities of St.Paul and Minneapolis	M.S. 2010
Jennifer Roberts, AT&T, AVP Talent Acquisition	Ph.D. 2006
Jennifer Thompson, The Chicago School of Professional Psychology, Professor of Psychology	Ph.D. 2004
Jeremy Watson, APTMetrics, Project Manager	Ph.D. 2014
Jialin Huang, Microsoft	Ph.D. 2015
John C. Scott, APTMetrics, COO	Ph.D. 1985
José Luis Alba, Stephen A. Laser Associates, Consulting Psychologist	M.S. 2020
Karen Lucas, Walgreens, Supply Chain Sr Analyst	M.S. 2015
Kevin Franke, Western Governors University, Development Team Lead	M.S. 2017
Kristin Carlson, Showpad, Manager of Talent Acquisition	M.S. 2012
Lily Chuang, Financial Industry Regulatory Authority, HR Program Manager	M.S. 2010
Linda A. Liang, Organizational Resources, LLC, WBE, WOSB	Ph.D. 1985
Lindsey Ciufia, Tanium, Sales Enablement Program Manager	M.S. 2016
Lori Novak, Associated Bank, Vice President of Foreign Exchange	M.S. 2004

Alumni Achievements & Activities

Eyal Ronen	Sensemaker Launch - 2019
Jennifer Thompson	The Ted Rubenstein Inspiration to Students Award - 2019
John C. Scott	SIOP Distinguished Professional Contributions Award - 2020
Karen Lucas	Certified Diversity Executive - 2020
Linda A. Liang	Diversity MBA Journal Director - 2020
Lindsey Ciurfua	Co-founded Women in Sales Enabled (WiSE) - 2019

Alumni Professional Activities

Matthew Lauritsen, University of Minnesota Duluth, Assistant Professor	Ph.D. 2020
Maura Burke, HumRRO, Research Scientist	Ph.D. 2018
Megan Wheeler, LifeLabs Learning, Lead Facilitator	M.S. 2012
Michael Burke, Tulane University, Chair in Strategy and Entrepreneurship	Ph.D. 1982
Michael Matyasik, American Dental Association, Manager of Test Development	M.S. 2006
Mitchell Gold, Arthur J. Gallagher & Co., Director of Employee Engagement and Leader Advisors	Ph.D. 2000
Nahren Cama, Industrial/Organizational Psychology Solutions, Manager	Ph.D. 2018
Noelle Newhouse, The Chicago School of Professional Psychology, Professor of Psychology	Ph.D. 2008
Opal Boonpitak, United Airlines, HR Operations Specialist	M.S. 2015
Patrick Devine, Kennesaw State University, Professor of Psychology	Ph.D. 1980
Ramzi Baydoun, Abbott Labs, Senior Manager of Talent	Ph.D. 1994
Rebecca Anderson, Deloitte Consulting, Manager	Ph.D. 2017
Renee Czeryba, Cushman & Wakefield, Director of Global Change Management	M.S. 2000
Robert Saperstein, Explorance, Data Analyst	M.S. 2019
Russell Lobsenz, Socure, Senior Vice President People Operations	Ph.D. 1998
Saina Yu, FlyHigh Group, Inc., Recruiter	M.S. 2019
Shujaat Ahmed, Transportation and Security Administration, Personnel Psychologist	Ph.D. 2020
Si Miao, UniTalent Consulting, Senior Recruiting Consultant	M.S. 2011
Susan L Slater, Corvus International Inc., President	Ph.D. 1984
Sylvia Min McCray, Ernst & Young LLP, Manager of People Advisory Services	M.S. 2012
Tim Kroecker, Air Force Research Laboratory, Information Directorate	Ph.D. 1993
Ting-pang Huang, Soochow University Taipei Taiwan, Associate Professor	Ph.D. 1994
Trenton Adams, CNO Financial Group, Total Rewards Consultant	M.S. 2017
Vaishali Gakhar, Carnegie Mellon University, Director of Career Services	M.S. 2012
Yelena Polyashuk, Northeastern Illinois University, Instructor	Ph.D. 2019

Alumni Achievements & Activities

Megan Wheeler	DEI Councilmember at LifeLabs - 2020
Michael Matyasik	DLOSCE Launch - 2020
Noelle Newhouse	Promoted to Professor - 2020
Ramzi Baydoun	Antibody COVID 19 Test Roll Out - 2020
Renee Czeryba	Loyola Risk Management Leadership Board Member - 2020
Tim Kroecker	Air Force NAACP Roy Wilkins Renown Service Award - 2019
Ting-pang Huang	International Study of Work and Family Member - 2020
Trenton Adams	Habitat for Humanity Associate Board Director - 2020
Yelena Polyashuk	Speaker at the International Leadership Association - 2020

Presentations & Publications

Student & Faculty

*denotes Student, bold denotes Faculty

- Anand, S., & *Standish, M.P. (2020, May) Tied to My Leader, Tied to My Organization: Moderating Effects of Collectivism & Power Distance. Poster presented at 32nd APS Annual Convention, Chicago, IL.
- Bass, M., **Morris**, S. B. & Neapolitan R.E. (2019, June) Multidimensional Computer Adaptive Testing with PROMIS Item Banks. Paper presented at the HealthMeasures User Conference, Chicago, IL.
- Bass, M., **Morris**, S. B., *Zhang, S. & DaSilva, C. (2019, November). Constructing a Multidimensional CAT On-the-Fly Using Unidimensional Item Calibration. Paper presented at the Ideas in Testing Research Seminar, Chicago, IL.
- Bauer**, K. N., May, R. W. (2020, May). Understanding burnout and sleep quality over time. In Fincham, F. (Chair) Burnout: Relationships to wellness. Symposium at the 32nd Annual Convention of the Association for Psychological Science, Chicago, IL.
- Bauer**, K. N., *Garcia-Marquez, C., *Gandara, D. A. (in press). Teaching with games and gamification: Best practices and future research needs. In S. Allen, K. Gower, & D. Allen (Eds.), *Handbook of Teaching with Technology in Management, Leadership, and Business*. Edward Elgar Publishing.
- Casper, W.C., Edwards, B.D., Wallace, J.C., **Landis**, R.S., & Fife, D.A. (2019). Selecting response anchors with equal intervals for summated rating scales. *Journal of Applied Psychology*. Advance online publication.
- Eby, L. T., Shockley, K. M., Bauer, T. N., Edwards, B. D., Homan, A. C., Johnson, R. E., Lang, J. W. B., **Morris**, S. B. & Oswald, F. L. (2020). Methodological checklists for improving research quality and reporting consistency. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13, 76-83.
- Ellington, J.K., McAbee, S.T., **Landis**, R.S., & Mead, A. Validation research with nested designs: The impact of clustered performance rating data on operational validity estimates. *Journal of Business and Psychology*
- *Gandara, D. A., **Bauer**, K. N., **Saxena**, M. (2020, April). The buffering role of support against the development of burnout among students. In Huang, S. (Co-Chair), McAbee, S. T. (Co-Chair) The many faces of work and well-being: Untangling relations between work and health. Symposium conducted at the 35th Annual Conference of the Society of Industrial and Organizational Psychology, Austin, TX.
- *Garcia M., C., & **Bauer**, K. N. (in press). An examination and extension of the theory of gamified learning: The moderating role of goal orientation. *Simulation and Gaming*.
- Glazer, S., Moon, S. M., Ayman, R., & Berger, R. (in press). Preparing for a Career: Essential competencies and experiences. In E. L. Shoenfelt (Ed.), *Mastering the job market: Career issues for master's level industrial-organizational psychologists* (pp. 37–59). New York: Oxford University Press.
- May, R. W., **Bauer**, K. N., Seibert, G., Jaurequi, M. A., & Fincham, F. D. (2020) School burnout is related to sleep quality and perseverative cognition regulation at bedtime in young adults. *Learning and Individual Differences*, 78, 101821.
- Morris**, S. B., Bass, M., *Lauritsen, M. & Neapolitan, R. E. (2019, June). A predicted error reduction stopping rule for multidimensional computer adaptive tests. Paper presented at the International Association for Computer Adaptive Testing Conference, Minneapolis, MN.
- Morris**, S. B., Bass, M., *Lauritsen, M. & Neapolitan, R. E. (2019, April). Item selection in multidimensional computer adaptive testing with ordinal responses. Paper presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Presentations & Publications

Student & Faculty

*denotes Student, **bold** denotes Faculty

- Saxena**, M. (2019, November). Occupational health and decent work for informal workers: Findings and policy implications of a field study in South Asia. Paper presented at the meeting for the Work, Stress, and Health Conference, Philadelphia, PA.
- Saxena**, M. (2019, November). Occupational health risks in agriculture: An experience sampling investigation for public health disease control. Paper presented at the meeting for the Work, Stress, and Health Conference, Philadelphia, PA.
- Saxena**, M. (2019, November). Worker health and well-being: Scientific insights and best practices. Foundational Speaker, IIT Chicago – Kent College of Law Institute for Law and the Workplace Members' Conference, Chicago, IL, USA.
- Saxena**, M. (2019, November). Mind-wandering at work: Attention failure as a consequence of workplace fatigue. Paper presented at the meeting for the Work, Stress, and Health Conference, Philadelphia, PA.
- Saxena**, M. (2020, April). What is work in the informal economy? In G. Petery (Chair), Challenges for the Structure and Nature of Future Work. Paper presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, USA.
- Saxena**, M., & *Burke, M. M. (2020). Communicable diseases as occupational hazards for agricultural workers: Using experience sampling methods for promoting public health. *International Perspectives in Psychology: Research, Practice, Consultation*, 9(2), 127-130.
- *Standish, M. P., & Garman, A. N. (2019, November 5). Bridging worldviews: Toward a universal leadership development framework across the health professions. Poster presented at 2019 Leaders in Healthcare Conference in Birmingham, England.
- *Standish, M. P., *Alba, J. L., & **Ayman**, R. (2020). Bridging leadership science and medical leadership using servant leadership theory. *BMJ Leader*
- *Standish, M.P., & Garman, A. N. (2020, June). Applying I-O to Healthcare: Opportunities for Research & Practice (co-chair). IGNITE! session at the Annual Conference of the Society of Industrial/Organizational Psychologists, Austin, TX.
- *Shokri, A. *Burke, M. *Manibusan, F. A., & **Morris**, S. B. (2019, November). Estimates of Reliability in IAT: Development of a Personality Measure. Paper presented at the Ideas in Testing Research Seminar, Chicago, IL.
- *Shokri, A., *Burke, M., *Manibusan, F. A., & **Morris**, S. B. (2020, April). Adaption of implicit association test to measurement of personality traits. Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, online.
- *Shu, F., *Ahmed, S. , *Pickett, M., **Ayman**, R., & McAbee, S. (2020). Social Support Perceptions, network characteristics, and International Student Adjustment. *Journal of Intercultural Relations*, 74, 136-148.
- *Zhang, S., & **Saxena**, M. (2020 June) Relative Contribution of Organizational Climate Perceptions on Burnout and Job-Attitudes Among STEM Women Faculty. Poster Presentation at the 2020 Association for Psychological Sciences Virtue Conference.

From The Desk of the Director

The past year has brought about unprecedented changes in the way we work, learn and live. Many have suffered personal and professional losses due to the pandemic. We have all struggled to adapt to working from home, and social distancing requirements have isolated us from friends and family. Yet despite all of these challenges, we not only survive but continue to thrive.

I am tremendously grateful for the efforts of both faculty and students to adapt our courses to distance education. Ever since we made the transition to online courses mid-Spring, the faculty have been working hard to ensure that our remotely-delivered courses provide the exceptional educational experience our students deserve. This would not have been possible without the patience, flexibility and support of our students. We are all looking forward to the day when we can once again hold classes face-to-face, but I take pride in the knowledge that we will continue to train outstanding professionals regardless of the medium.

I wish to thank the many alumni and friends who have supported our program, either by offering internships and employment opportunities, speaking at internship meetings or attending networking events. I especially want to thank Fernando Arena, Rene Czeryba, Mitch Gold, Anna Iosipiv, Brendan Newman, and Amber West, whose participation made our virtual student orientation a great success, as well as Amy Daniels, Ramzi Baydoun, Amy Antani, and Mark LoVerde who presented at internship meetings. We are fortunate to have such an engaged and generous network of supporters. We are grateful to George Langlois and the Center for Research and Service, who continue to provide employment opportunities and exceptional professional development experiences for our students. Our faculty continues to be amazingly productive. Two of our faculty serve as editors on top I-O journals, and Roya Ayman was named a fellow of APA. I am honored to work with such a distinguished team.

I must also share the sad news that Mahima Saxena left IIT in May. Mahima was a valued colleague, an outstanding instructor, and her receipt of SIOP's Humanitarian award brought important recognition to the program. Her leaving is a tremendous loss to the program, but we wish her all the best on the next phase of her career.

We continue to benefit from our partnership with Erasmus Mundus, an international exchange program for students and faculty coordinated by the University of Valencia, Spain. This year, we hosted exchange student Lara Bellotti, who completed an internship at the Center for Research and Service, and our own Anna Iosipiv participated in the Winter School in Spain. Additionally, Kristina Bauer and Mahima Saxena taught courses (alas virtually) in Bologna and Barcelona. We are looking forward to continuing this rewarding collaboration.

We are very proud of our students' engagement in research and professional development. Sheng Zhang's research on Women in STEM received honorable mention in the 2020 APS Researching Injustice and Social Equality award. Lucas Xiao Chen served on the executive board of CIOP. At Illinois Tech, GAIOPS has been active in supporting students through a mentoring program and by raising funds for attending SIOP. My thanks to the GAIOPS executive team (Melanie Standish, Munira Ajmal, Nalini Puri, Sheng Zhang & Reya Green) for all of their hard work.

I hope you will stay in touch and keep us posted about your career developments and achievements. Please email me at scott.morris@iit.edu with your thoughts and suggestions. For those alumni connected with us, we will email you information about opportunities that come our way and are happy to connect you with students when you need extra manpower. We need your help to continue to grow and strengthen our network of alumni and friends of the program. If you know someone who has lost touch with us, please encourage them to contact me.

Stay safe and well,
Scott

Concluding Notes

IIT Lewis College
of Human Sciences



ILLINOIS INSTITUTE OF TECHNOLOGY

Your Editors

Dennis Tran - the Design Guru
Munira Ajmal - the Wordsmith

This Is Your Voice! The collective voice of our I-O family within IIT and beyond! The students play a critical part in the making of this newsletter. And for the students it is! Dedicated to all past, present and future students, and the teachers who helped us learn in the best possible way!

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<https://www.iit.edu/academics/programs/industrial-organizational-psychology-ms>



AMERICAN
PSYCHOLOGICAL
ASSOCIATION



Roya Ayman was honored last year as a Fellow of the American Psychological Association (APA). Per the APA website, "Fellow status requires that a person's work has had a national impact on the field of psychology beyond a local, state, or regional level."



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE



Mahima Saxena received the 2020 Society for Industrial and Organizational Psychology (SIOP) Humanitarian Award in recognition of her sustained and outstanding humanitarian contributions to I-O psychology.

Graduate Teaching Assistants



Alexandra Bullock



Munira Ajmal



Monica Goga



Dennis Tran



Yanwen Xu