



I-O Psychology Newsletter

ILLINOIS INSTITUTE OF TECHNOLOGY

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CONGRATULATIONS CLASS OF

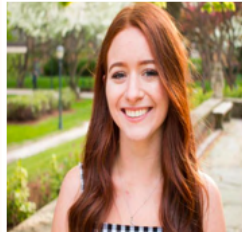


2021

MS IN I/O PSYCHOLOGY



**Munira
Ajmal**



**Monica
Goga**



**Evan
Pearson**



**Michael
Perepelitsky**



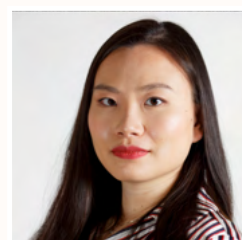
**Tina
Le Pham**



**Nalini
Puri**

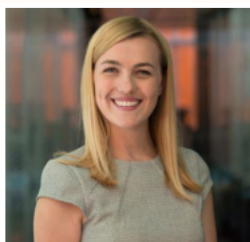


**Dennis
Phuc Tran**



**Yanwen
Xu**

MASTER'S DEFENSE - SUMMER 2021 - ADVISOR MAHIMA SAXENA



**Margaret
Burke**

Thesis: Burnout Among Sexual Minorities: The Role of Concealment, Rumination, and Organizational Non-Discrimination Policies

INCOMING CLASS OF 2021

MASTER'S



Ashley S. Aguilar

"This year I am excited to delve deeper into the real-world applications of I/O theory. I intend on taking full advantage of IIT's vast network as I continue to explore future career paths."



Alex Goh

"I'm very excited to be a part of the program at IIT, I'm sure it will provide a lot of opportunities for experience and growth. I also look forward to working with my cohort and getting to know them better!"



Kaila Graham

"I am thrilled to be learning I/O Psychology in Chicago! I am looking forward to working here and learning more about occupational health. I am also looking forward to learning more about diversity in the workplace, as well as the work-family interface."



Julius Khamoo

"I am excited about getting the opportunity to learn more about the field that I want to make a life-long career out of. The fact that I have the professors and resources to help me attain that goal is remarkable, and to be at a school like IIT is a blessing."



Manuel Munoz Carrion

"I have really enjoyed my experience at IIT so far. As a part-time student, it's been challenging trying to find the right balance between work and school, but also very rewarding as I connect the dots between theory and practice on an ongoing basis. I'm looking forward to continuing to learn from the great faculty as well as the very diverse group of students in this cohort. I am hoping to leverage as many opportunities as I can to connect and learn from each other."



Liam O'Connell

"I am excited to meet and get to know everyone in my cohort as we create these life-long networking connections. I am also excited about getting to work and learning so much about IO-Psychology and all of its fields."



Anthony R. Rea

"I am ready to finally socialize with people in my field and to really focus on what kind of IO Psychologist I want to strive to be. I'm excited to start here at IIT."

INCOMING CLASS OF 2021

Ph.D



Oluwadamilola Adetunji

"I am excited about learning how psychology can be used to help workers reach their potential."



Faisal Alhaifi

"It is my pleasure being part of I/O psychology at IIT. I'm very excited to learn more about it and its application. Becoming an expert consultant is a long journey, this program is a milestone in this journey. Working with well informed faculty members and collaborative students will help achieve that goal. I can't wait!!"



Isabel Mendoza

"I am excited to continue my journey in education and to refine both my research and presentation skills. Additionally, I am hopeful that we will have more in-person courses and events in the future as we return to normalcy. Finally, I am super excited to continue to become more acquainted with my cohort!"



Amanda Neuman

"As a first year PhD student I am looking forward to expanding my knowledge of the I-O field and getting involved in research opportunities. I am excited to learn from my peers and professors throughout my time at IIT!"



Ho-Chun Tsai

"Being here at IIT is a great adventure for me because I will have a chance to meet with outstanding faculty members and colleagues in the I-O field. I appreciate the opportunity to learn from everyone in the program. I hope we can meet in person safely shortly."



Grace Vestuto

"I am most excited to start networking with others in the field of I/O psychology. I believe that change happens when groups of people come together to pursue good, and I can't wait to start collaborating with other people looking to improve the world in the same field. We'll be able to make the biggest impact when we support, motivate, and mentor one another."



Rafal "Ralph" Wojtowicz

"I'm excited to learn new skills and perspectives in the program and apply these to my work. It's an opportunity for tremendous personal and professional growth. It's also a way for me to support my team better and to drive greater positive impact on our organization, clients, and community."



Erin Young

"I am excited to pursue my PhD in IO Psychology at IIT! I am enjoying the classes so far and am looking forward to seeing what research interests emerge for me as I progress in my coursework. I am looking forward to getting to know everyone in my cohort and building my research skills."

STUDENT PROFESSIONAL ACTIVITIES

Alexandra Bullock	Center for Research & Service Leadership Academy Program Manager
Margaret Burke	Center for Research and Service Associate Project Lead
Francesca Chavez	Reyes Holdings, LLC Talent Acquisition Intern
Delaney Diehl	I/O Solutions Consulting Assistant
Steve Discont	APTMetrics Consultant
Caribay Garcia	Humu Senior People Scientist
Michelle Jackson	APTMetrics Consultant
Sugandhjit Kaur	H.W. Kaufman Group HR Associate
Julius Khamoo	Boston Fish Market Server
Palak Naik	Museum of Science & Industry Chicago Graduate HR Intern
Evan Pearson	Lockton Companies Talent & Culture Analyst
Meghan Pickett	LifeLabs Learning Leadership Facilitator/Trainer
Stefanie Pugliese	Walmart Senior Manager II Leadership Assessment
Frank Shu	Lockton Companies Talent and Culture Analyst
Melanie Standish	National Center for Healthcare Leadership Program Manager
Reya Tucker	IO Solutions Research Analyst
Ralph Wojtowicz	Slalom Consulting Business Operations Lead
Sean Wright	APTMetrics Project Manager
Sheng Zhang	Lockton Companies Talent & Culture Analyst

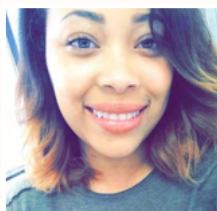
STUDENT ACHIEVEMENTS

Jordan Mcdonald
2020 Robert H. Goddard Team Award Recipient &
2021 Innovation Team Award

Meet the TA's



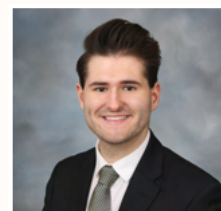
Asia Cooks



Mercedes Little



Delaney Diehl



Drew Greenagel

ALUMNI PROFESSIONAL ACTIVITIES

Shujaat Ahmed (PhD '20)	US Drug Enforcement Administration Personnel Psychologist
Munira Ajmal (MS '21)	Salesforce Survey Researcher, People Analytics Team
Ramz Baydoun (PhD '04)	Abbott HR Strategy and Analytics Senior Manager
Anna Brown-Neuhengen	Kantar Global Activation Director
Yuying (Lily) Chuang (MS '10)	FINRA People Analytics Program Manager
Renee Czeryba (MS '00)	Cushman & Wakefield Director of Global Change Management
Elizabeth Daleiden (MS '18)	Ziegler CAT Employee Development Specialist
Patrick Devine (PhD '80)	Kennesaw State University Professor of Psychology
Brandon Fleener (PhD '09)	APTMetrics Solution Delivery VP
Kevin Franke (MS '18)	Western Governors University Development Team Lead
Chris Freiburger (PhD '93)	Human Capital Management Group, Inc President
Andrew Garman (MS '00)	Rush University Professor
Karen Gates (PhD '03)	Chisago County Human Resources Director
Monica Goga (MS '21)	Ivy Planning Group Consultant
Jialin Huang (PhD '15)	Facebook Sr. Quant UX Researcher
Rebecca Hagen (MS '16)	US Foods Manager Talent Management
Ilianna Hevia Kwaske (PhD '06)	Tulane University Dean for Academic Affairs and
Professor of Practice	
Matthew Lauritsen (PhD '20)	University of Minnesota Duluth Assistant Professor
Linda A. Liang (PhD '85)	Organizational Resources LLC WBE President
Russell Lobsenz (PhD '98)	Lattice Principal Talent Management
Mark LoVerde (PhD '97)	DCI Consulting Group Associate Principal Consultant
Frank Antonio Manibusan (MS '20)	Nordstrom, Inc Senior Business Intelligence Analyst
Cindy Miao (MS '11)	TuSimple Inc Technical Recruiter for Algorithm R&D Department
Dana Moore (MS '01)	Ernst & Young Managing Director
Bonny Mundt (MS '11)	Luxe Honor Director of Operations
Sandra Nelson (PhD '09)	US Office of Personnel Management Personnel Research
Psychologist	
Noelle Newhouse (PhD '08)	The Chicago School of Professional Psychology Professor
Christine Overfors (PhD '18)	Minnesota Management & Budget Classification &
Compensation Consultant	
Michael Perepelitsky (MS '21)	Project44 Learning and Development Specialist
Tina Pham (MS '20)	Advocate Aurora Talent Management & HR Analytics Associate
Edmund Piccolino (PhD '66)	Managing Director Piccolino Associates LLC
Pamela Pollak (PhD '12)	MGM Resorts International Director, Organization Effectiveness
Alexander Purcell (MS '09)	United Airlines Director, HR Business Partner
Andrew Rand (PhD '17)	Management Research Group Consulting Psychologist
Jennifer Roberts (PhD '06)	AT&T AVP Talent & Organizational Development

ALUMNI PROFESSIONAL ACTIVITIES

Eyal Ronen (PhD '08)	The Academy for the Future of Aging CEO
Jen Runkle (PhD '08)	Runkle Consulting President
John Skinner (PhD '06)	United Airlines Sr. Manager of Talent Development
Erica (Hartman) Spencer (PhD '04)	Axalta Global Talent Management VP
Angela Sternburgh (PhD '11)	TreeHouse Foods Director of DEI, Learning, and Org Effectiveness
Mark Straetmans (MS '10)	LinkedIn People Science Product Lead
Jennifer Thompson (PhD '04)	The Chicago School Professor
Dennis Tran (MS '21)	Transurban Travel Behavior Analyst
Maria Ustavalkova (MS '15)	KeepTruckin Sr. People Analytics Business Partner
Jeremy Watson (PhD '14)	APTMetrics Associate Director
Megan Wheeler (MS '12)	LifeLabs Learning Lead of Facilitator Managers
Saina Yu (MS '19)	Weee! Inc Talent Partner
Michael Zablocki (MS '11)	Seyfarth Shaw LLP Analytics Specialist
David Zigun (MS '16)	Synergy Senior Care Corporate Director of HR

ALUMNI ACHIEVEMENTS

Matthew Lauritsen | New Director for Master's in I/O at University of Minnesota Duluth

Nalini Puri | Recipient of the 2021 Outstanding Master's Student Award & Commencement speaker for the Class of 2021 of the Illinois Institute of Technology Department of Psychology Master's Program

John Scott | SIOP Distinguished Professional Contributions

Linda A. Liang | Associate certified coach through the International Coach Federation

Patrick Devine | Paper presentation at SEPA 2021: Mental Health Perceptions and Self-Concept: A Comparison of the Perspectives of American and Peruvian University Students

Andrew Garman | Published a new book - "Healing our future: Leadership for a changing health system" (Berrett-Koehler)

Jennifer Thompson | Ted Rubenstein Inspired Teaching Award

Ilianna Hevia Kwaske | Tulane's President's Departmental Excellence Award

Noelle Newhouse | Certified Workplace Mindfulness Facilitator certification from Mindful Leader

Cindy Miao | Hosted AAPI Student Virtual Career Fair

Angela Sternburgh | Certified Diversity Executive from the Society of Diversity and certificate in Strategic Change Management from Northwestern University



A MESSAGE FROM THE PRESIDENT

In reflecting on the successes of GAIOPS in the past year, one word comes to mind: community. In times of continued uncertainty and change, GAIOPS was able to provide an outlet for students to connect and develop both personally and professionally. With the entirety of the 2020-2021 school year occurring remotely, one of our greatest challenges was building a sense of togetherness without the face to face interaction that comes with in person courses and general body meetings. To help build and maintain a sense of connection among the program, GAIOPS hosted two virtual social events for students to come together and play Among Us - Some of the faculty even joined in on the fun.

In addition to GAIOPS serving as an important outlet for students to connect, we also continued to offer professional development opportunities. Last spring, SIOP 2021 was hosted virtually once again. GAIOPS was proud to support the attendance of 23 students. Though virtual opportunities may never match the excitement of an in person SIOP event, many students supported one another by attending each other's sessions and gathering in SIOP's interactive virtual space: Gather.Town.

GAIOPS pulled together a list of student and faculty presentations that was shared with both the student and alumni community.

At the close of the 2020-2021 academic year, GAIOPS celebrated the contributions of four outgoing executive board members: Munira Ajmal (Vice President), Nalini Puri (Treasurer), Reya Green (Chief Information Officer), and Sheng Zheng (Chief Communications Officer). Under their leadership, GAIOPS was able to offer a sense of togetherness in moments of uncertainty. With the outgoing executive board, brings a new generation of student leaders:

Vice President:
Palak Naik

Treasurer:
Delaney Diehl

Chief Communications Officer:
Francesca Chavez

Chief Information Officer:
Alexandra Bullock

A MESSAGE FROM THE PRESIDENT

I am also excited to announce that Jonathan Dufresne has been named president elect of GAIOPS, and will assume the role of president at the start of 2022. The entire I/O community is grateful for their willingness to keep the mission of GAIOPS alive. Their dedication to this organization has already been made clear through some of our initial successes this year.

Under the leadership of Francesca Chavez, we have once again been able to launch a mentorship program for first and second year students. Historically, this program has been supported by the generosity of upperclassmen willing to mentor incoming students. This year, GAIOPS is excited to announce that we have expanded this opportunity for alumni to partake as mentors. This year's cohort will be our strongest yet, with 16 total mentor mentee pairs. We would like to thank all 18 alumni who signed up to mentor current students. We are overwhelmed by the alumni support we have received and are grateful to have such an incredible network.

As I step down as president of GAIOPS, I'd like to thank the Illinois Tech network in its entirety for continuing to support GAIOPS and our mission to enhance the I/O student experience. As I mentioned in the beginning of this letter, community is the one word that comes to mind when I think about GAIOPS. It has been an honor to oversee such a wonderful organization and the people who support it. As I stated last year, it is my hope that the GAIOPS community serves as one outlet whereby students can feel a sense of togetherness at this time, and always. My thanks to Jon for picking up the presidential torch. I know that this organization will continue to benefit our student community for years to come.

Stay Smiling,
Melanie Standish



SPOTLIGHT: RON LANDIS

Ron Landis joined Illinois Tech in 2011 as the first Nambury S. Raju Endowed Professor of Psychology. He recently announced that he will be retiring in May 2022. We wanted to take this opportunity to recognize the many ways in which Ron has contributed to the IO Program.



Ron is a highly-respected scholar 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, application of big data to organizational problems, and how our field can maximize the rigor, relevance and replicability of our work. He is the current editor of SIOP's flagship journal, *Industrial and Organizational Psychology: Perspectives on Science and Practice*, associate editor *Journal of Business and Psychology*, and serves on the editorial boards of *Organizational Research Methods* and *Journal of Management*.

Ron is an amazing teacher, with an impressive ability to make complex quantitative methods accessible to students without sacrificing rigor. He has played a big role in maintaining our programs' reputation for producing quantitatively skilled professionals.

Over the past 10 years, Ron has leveraged the Raju chair position to enhance the visibility, reputation and quality of the IO program. He organized a lecture series that brought many IO thought leaders to our campus, and his collaborations with top scholars at other universities generated many professional development and networking opportunities. Additionally, he has regularly used the resources of the Raju chair to support student research and professional development.

On top of all of this, Ron served in a number of administrative roles for the University, including Chair of the Department of Psychology, Deputy Vice Provost for Research and Academic Affairs, and Research Integrity Officer (2016 – 2018).

SPOTLIGHT: RON LANDIS

We invited some members of our community to talk about their interactions with Ron and reflect on the positive influence Ron had on the IO program.

Ron has been a valuable colleague, and excellent scholar and educator, and an active ambassador for the program. We will miss his many contributions to the IO program, but we are grateful for the excellent example he set, and we look forward to continuing this tradition as we seek the next recipient of the Raju Endowed Chair. – Scott Morris

I had the honor of working with Ron on my dissertation when he first arrived at Illinois Tech. I still remember our chats - he pushed me to think outside the box and consider what kind of a study I wanted to create. He offered great guidance throughout the process. I am forever grateful for his support and wish him nothing but the best in the next chapter! - Jeremy Watson (PhD '14)

When I've encountered a problem seemingly too difficult to overcome, Ron has been an encouraging voice of reason that helps reframe challenges in a way that helps me develop my own alternative solutions. - Jordan McDonald (PhD Candidate)

When we hired Ron Landis as the first Raju Chair in I-O Psychology, we had great hopes for how he would further advance our program, as he was in essence replacing Dr. Nam Raju. Ron was a wonderful colleague. He was accomplished, very skilled, knowledgeable, wise, pleasant, and friendly. A combination not easy to find in one person. He was very helpful and wanted to assist in any way he could. Due to his competencies, he was sought out for administrative positions for the department and the University. Regardless of what position he had, he did not forget the program and was very supportive. Ron's retirement was sad news -- I was losing a dear colleague and the program was losing a great teacher and scholar. I wish Ron all the best in the next chapter in his life. – Roya Ayman

Ron has been an outstanding colleague and mentor. His quantitative expertise has contributed to the academic development of our IO MS and PhD students as well as the undergraduate psychology students. Personally, I am grateful for his contributions to my own professional development. His retirement is a tremendous loss to the department. I wish him all the best in his journey ahead. – Kristina Bauer

FACULTY PROFESSIONAL ACTIVITIES

Roya Ayman, worked on research projects with her leadership lab and the Work Family lab. These teams presented papers at APS and SIOP conferences. Additionally last year, Roya worked with Alexandra Bullock on a consulting project for a client about women in STEM. The first phase of the project was completed and they are working on the second phase. Roya wanted to thank the alumni who attend the internship meetings last year and shared their experiences with students and helped them develop their efficacy and identity in the field of I-O and to network with them (Heather Leffler Mclinden, Maritza Ruano, Jill May, Pete Leddy and Sofiya Velgach, Rebecca Romano, Angela Sternburgh). Roya is still serving on editorial boards of Leadership Quarterly and International Journal of Cross-cultural Management, Journal of Organizational Management, and Journal of Business and Psychology in addition to ad hoc reviews for other journals and academic conferences. Roya is still enjoying teaching her classes on leadership and organizational attitude behavior seminars, in the spring and Organizational Psychology in the fall. In addition, Roya did offer her research methodology course at NIDA, Thailand (this year on line) for the 10th year. Finally, Roya's three labs are still active: Leadership research, work family interface, and gender and diversity in the workplace focusing on racism and sexism.



Scott Morris continues to research ways to improve the effectiveness and fairness of employee selection systems through the application of psychometrics and quantitative methods. 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 explore methods for computer adaptive testing in non-cognitive domains (e.g., personality and attitudes scales).

Scott continues to serve as Director of the IO program and teaches courses in personnel selection, legal issues, psychometrics and statistics. He is an associate editor for Journal of Applied Psychology, and also served on an external review panel for the US Army Research Institute.

FACULTY PROFESSIONAL ACTIVITIES

Kristina Bauer is an assistant professor in the I-O Program and entering her third 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 a gamified situational judgement test to be used in undergraduate education. Ongoing technology-enabled instruction projects include collaborations with students such as Daniel Gandara on game-based training and Reya Green on gamified assessments. In August, Kristina and her collaborators Ivan Mutis from engineering and Gady Agam from computer science were awarded a National Science Foundation grant to examine the use of holograms in engineering education. 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, serving on the Membership 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.



Rob Keating is excited to join the I-O program and Department at IIT as a Visiting Assistant Professor for the 2021-2022 academic year. Rob is currently teaching Statistics and Introduction to I-O Psychology at the undergraduate level. In addition to his role at IIT, he is completing his dissertation work for the I-O Psychology doctoral program at Northern Illinois University. His dissertation study involves an examination of employees' daily inclusion experiences to test a model of workplace inclusion antecedents and outcomes. Rob is also involved with several other ongoing research and writing projects related to diversity, inclusion, and stigma in the workplace. These include studies focused on identity management and disclosure experiences of workers with disabilities and functional limitations, the impacts of COVID-19-related disruptions to organizational inclusion practices and employees' felt inclusion experience, the measurement equivalence/invariance of a workplace inclusion scale across gender and race groups, and a book chapter outlining the dimensions and consequences of disability stigma in the workplace.

PUBLICATIONS AND PRESENTATIONS

Ayman, R. & *Pickett, M. L. (Forthcoming). Contingency theories. In G. R. Goethals, S. T. Allison, G. J. Sorenson (Eds.), *Encyclopedia of Leadership Studies*. SAGE Publications, Inc.

Alba, J., *Burke, M., Puri, N., **Ayman, R.**, & Laser, S. (2021, May). Determining how impression management influences selection in individualized assessments. Poster presented at the Association for Psychological Science 2021 Virtual Convention.

Bauer, K. N. (2021, September). Career panel. Invited panelist for Dim Events.

Bauer, K. N., *Garcia-Marquez, C., & *Gandara, D. A. (2020). 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* (pp. 322-336). Edward Elgar Publishing.

*Chen, X. Alexis, J. & **Ayman, R.** (May, 2021)- Test of a Multi-Stage Model of Distal and Proximal Antecedents of Leader Emergence, presented at American Psychological Society conference (virtually).

Ellington, K., Olenick, J. **Bauer, K. N.**, & Surface, E. A. (2021, April). Trainers matter for more than just reactions. In Olenick, J. (Chair), Bauer, K. N. (Co-chair), & Ford, J. K. (Discussant) Trial and error: Processes and predictors of training transfer. Symposium conducted at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

*Garcia M., C., & **Bauer, K. N.** (2021). An examination and extension of the theory of gamified learning: The moderating role of goal orientation. *Simulation and Gaming*, 52(4), 407-434.
<https://doi.org/10.1177/1046878120958741>

Glazer, S., Moon, S. M., **Ayman, R.**, & Berger, R. (2021). Preparing for a career: Essential competencies and Experiences. In Shoенfelt, E. L. (ed) *Mastering the Job Market: Career Issues for Master's level Industrial –Organizational Psychologist*. NY: Oxford University Press.

*Green, R., *Puri, N., *Gandara, D. A., **Bauer, K. N.**, & *Garcia M, C. (2021, May). Gamification in the classroom: Job analysis game of life. Poster presented at the Association for Psychological Science 2021 Virtual Convention.

Jenkins, D.M, & *Pickett, M. L. (In review). *Games in Virtual Spaces. New Directions for Student Leadership*.

Kubisiak, U. C., & **Morris, S. B.** (2020). Air Force Personnel Center Best Practices Guide: Briefing Validation Results. Report No. AFRL-RH-WP-TR-2020-0086. Technical report prepared for the Air Force Research Laboratory, Wright-Patterson Air Force Base, OH.
<https://apps.dtic.mil/sti/citations/AD1111275>

Note: * indicates IO student and bold indicates faculty

PUBLICATIONS AND PRESENTATIONS

May, R. W., **Bauer, K. N.**, & Fincham, F. (2021, May). School burnout and sleep quality: Temporal relationships and modeling choice. Poster presented at the Association for Psychological Science 2021 Virtual Convention.

Morris, S. B. & *Shokri, A. (2021). Effect Size and Effect Uncertainty in Organizational Research Methods. In Michael A. Hitt (Ed.), Oxford Encyclopedia of Business and Management. Oxford University Press.

Morris, S. B. (2021, April). Hierarchical linear modeling in pay equity analysis. Paper presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, online.

*Peterson, Z. & **Morris, S. B.** (2021, April). Optimized for whom? Do pareto-optimal solutions generalize across groups? Paper presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, online.

*Pickett, M. L. (Contributor). (2021 Apr 3). "Coaching a Leadership Team (Online)". In S. J. Allen (Host). Phronesis: Practical Wisdom for Leaders.

Polyashuk, Y. & **Ayman, R.** (May, 2021) The Contribution of Communication Competence and Gender to the Quality of Leader-Subordinate Work Relationship. Presentation at the APS Virtual Convention

*Puri, N., *Green, R., *Gandara, D. A., ^Phung, V., **Bauer, K. N.**, & *Garcia M, C. (2021, April). Gamification in the classroom: Job analysis game of life. Poster presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

*Puri, N. *Pham, T. *Chen, X. *Shu, F. **Ayman, R.** (April), 2021). Impact of Race, Gender and Anger on Rating Of Leader Effectiveness and Likability. Poster presented at SIOP virtual conference.

Rosch, D. M., Allen, S. J., Jenkins, D.M, *Pickett, M. L. (Forthcoming). Competitive Team Environments and Student Leader Capacity Growth. Journal of Leadership Education.

Santuzzi, A. M., & **Keating, R. T.** (2020). Managing invisible disabilities in the workplace: Identification and disclosure dilemmas for workers. In S. Fielder, M. Moore, & G. Wright (Eds.), The Palgrave handbook of disability at work. Basingstoke, UK: Palgrave Macmillan.

Note: * indicates IO student and bold indicates faculty

PUBLICATIONS AND PRESENTATIONS

Santuzzi, A. M., & **Keating, R. T.** (in press). Neurodiversity and the disclosure dilemma. In S. M. Bruyère and A. Colella (Eds.), *Neurodiversity in the Workplace*. SIOP Organizational Frontiers.

Santuzzi, A. M., Hu, X., **Keating, R. T.**, & Saef, R. M. (2021, April). Occupational costs of COVID-19 to psychological needs. In R. Saef & X. Hu (Chairs), *The Implications of COVID-19 Related Job Demands for Occupational Health*. Symposium presented at the 36th Annual Society for Industrial and Organizational Psychology Conference, Virtual.

Santuzzi, A. M., **Keating, R. T.**, & Martinez, J. M. (2021, July-August). The impact of response options on disability disclosure rates. In J. E. Beatty & M. Kulkarni (Chairs), *Advancing research on disability, workplace disclosure, and identity*. Symposium presented at the 80th Annual Meeting of the Academy of Management, Virtual.

Santuzzi, A. M., Martinez, J. M., & **Keating, R. T.** (2021). The benefits of inclusion for disability measurement in the workplace. *Equality, Diversity, and Inclusion: An International Journal*. Advance online publication. <https://doi.org/10.1108/EDI-06-2020-0167>

*Zhang, S., *Ajmal, M., *DuFresne, J., *Taylor, S., & **Morris, S. B.** (2021, April), *Hierarchical Linear Modeling for Assessing Gender Pay Disparity*. Poster presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, online.

Note: * indicates IO student and bold indicates faculty

Pounian Research Award

This year we'd like to recognize Melanie Standish for receiving the Charles "Arch" Pounian Award, which is given each year to a top I-O graduate student in recognition of academic and scholarly excellence. After completing her thesis, "developing leader identity via structured reflection", she is currently in the process of developing her dissertation proposal. For her dissertation, her goal is to further the literature on leader identity and how leader identity manifests among physician populations. In addition to her research, Melanie is a Program Manager for the Nation Center for Healthcare Leadership and serves as GAIOPS President.



THE CENTER FOR RESEARCH AND SERVICE

Meet the Team



**George
Langlois**
*Executive
Director*



**Alexandra
Bullock**
*Leadership
Academy Program
Manager*



**Lindsey
Fleming**
*CPS Program
Manager*



**Arash "Ari"
Shokri**
Project Lead



**Margaret
Burke**
*Senior Associate
Consultant*



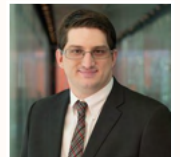
**Jon
DuFresne**
*Associate
Consultant*



**Tony
Lam**
*CPS Assistant
Project Manager*



**Roxanne
Dubose**
*Office and Budget
Coordinator*



**Zachery
Peterson**
*Senior Associate
Consultant*

The Center for Research and Service is a research and consulting firm working as an independent entity under Illinois Tech's Psychology department. Led 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 'Ari' Shokri (Project Lead), Alexandra Bullock (Leadership Academy Program Manager), Margaret Burke (Associate Project Lead), Erin Young (Associate Consultant), Jon Dufresne (Associate Consultant), and Tony Lam (CPS Assistant Project Manager). Many others work at the Center on a project basis.

The Center provides a whole range of consulting services to clients to help organizational change including working on assessments, assessment centers for executive leadership, interactive dashboards, executive summaries and thematic analyses and testing services for Chicago Public schools from pre-Kindergarten to Grade 7. Over the past year, The Center has gotten more involved with diversity, equity, and inclusion (DEI) surveys. Several external clients have requested help with developing, administering, and analyzing DEI surveys and providing actionable I/O related recommendations.

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. This year the Center has continued to administer the Student Speaks survey in regards to students' opinion of COVID-19 and the university's COVID-19 response.

THE CENTER FOR RESEARCH AND SERVICE

Part 2

Additionally, the Center runs M.A. and Lila Self Leadership Academy for 30 undergraduates, selected through a rigorous assessment process and provided opportunities designed to develop their leadership potential and empower them to effect positive change. Alex Bullock has been managing the program single-handedly, organizing leadership development retreats, interactive seminars and networking events, and acting as a mentor to the Leadership Academy scholars.

Center's staff continued to work throughout the pandemic in a hybrid model and adapted to different situations and challenges as they continued to work collaboratively with one another.

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



DIRECTOR'S DESK



After more than a year of working and learning from home, we are excited to return to (mostly) in-person classes this fall. The 2021-2022 academic year is off to a great start and we are pleased to welcome one of the largest incoming cohorts in recent years.

I have a couple faculty changes to report. I am delighted to welcome Rob Keating, who joined the department as a visiting faculty member this year. Rob comes to us from Northern Illinois University, where he is currently finishing up his PhD. Rob brings expertise on diversity and inclusion, and is teaching several of our undergraduate IO and statistics courses.

Ron Landis will be retiring in May 2022 after serving 10 years as the first Nambury S. Raju Endowed Professor of Psychology. The program is losing an outstanding teacher and scholar. At the same time, I look forward to bringing in another exceptional scholar to continue the tradition of the Raju endowed chair.

The IO faculty continue to be engaged in exciting and important research. Of particular note, Kristina Bauer was recently awarded an NSF grant to study cutting-edge technology in engineering education. Also, be sure to check out Roya Ayman's chapter on essential competencies for IO careers. We also had the support of several excellent adjunct faculty, including summer graduate courses offered by Jialin Huang (machine learning) and Steve Laser (assessment centers and individual assessment), and undergraduate IO courses by Michelle Jackson, Meghan Pickett, Melanie Standish and Sheng Zhang.

Each year, the program is supported by our engaged and generous network of alumni and friends who offer internships and employment opportunities, speak at internship meetings or attend networking events. In particular, I wish to thank Brendan Newman, Alex Purcell, Mark Tawney and Meghan Wheeler for participating in student orientation, as well as Pete Leddy, Heather Leffler-McLinden, Jill May, Rebecca Romano, Maritza Ruano, Angela Sternburgh and Sofiya Velgach for presenting at internship meetings. 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.

We are very proud of our students' engagement in research and professional development. 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 (Alexandra Bullock, Francesca Chavez, Delaney Diehl, Jon Dufresne, Palak Naik, Melanie Standish) for all of their hard work.

I hope you will stay in touch and continue to keep us posted about your career developments and achievements. Please email me at scott.morris@iit.edu with thoughts and suggestions for the program. If you have an internship or position announcement, please contact ayman@iit.edu. I also ask for your help to build our network. If you know someone who has lost touch with us, please encourage them to contact me.

Warmest regards,
Scott

Visit us online at:

<https://humansciences.iit.edu/psychology/programs/graduate-programs/industrialorganizational-psychology-program>



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Annual I-O Psychology Newsletter

Information + Application + More:

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