Congratulations To Our 1999 Graduates!

Congratulations to those who have graduated from their respective programs! We are proud to recognize their achievements.

Ph.D.

Larry J. Laffitte, Ph.D.
Measurement equivalence of a 360-degree feedback assessment with confirmatory factor analysis and item response theory. Advisor: Dr. Raju.

Amy Larmore, Ph.D.
The relationship between leader match, direct report perceptions of transformational leadership and CEO effectiveness. Advisor: Dr. Ayman.

Joseph A. Jones, Ph.D.
Differential functioning and cutoff scores in personnel decision making. Advisor: Dr. Raju.

Jennifer Runkle, Ph.D.
Development and initial validation of a measure of race schematicity. Advisor: Dr. Morris.

Master's Level

Michael Barr, M.S.
The moderating effect of goal orientation on self-efficacy. Advisor: Dr. Roch.

Mark Frame, M.S.

Master's - PHRD

Sandra Lewis, M.S.
Marina Magid, M.S.
Jana Szostek, M.S.

Presentations & Publications

Our faculty, alumni, and students have been busy and successful in their areas of research. It is always a pleasure to report their contributions. This list is complete as far as we know, so we apologize to those whose work has not been mentioned.

* Indicates IIT student or alumni.


Presentations & Publications (cont’d)


*Lobsenz, R. & Morris, S.B. (1999, May). Is tacit knowledge distinct from g, personality, and social knowledge? Poster presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.


Raju, N.S. (in press). Review of the Wiesen Test of Mechanical Aptitude. In J. C. Impara and B. S. Plake (Eds.), The Fourteenth Mental Measurement Yearbook, Lincoln, NE: Buros Institute of Mental Measurements of the University of Nebraska.

Raju, N.S. (in press). Review of the Employment Values Inventory. In J. C. Impara and B. S. Plake (Eds.), The Fourteenth Mental Measurement Yearbook, Lincoln, NE: Buros Institute of Mental Measurements of the University of Nebraska.


Student Professional Activities

In the last year our students, new and returning, have not been only "students." Many of these students have worked or are currently working with our own alumni! This shows that the IIT "Network" really does exist and works!

Amy Antani at Advocate HealthCare.

Michael Barr defended his thesis and is currently working with alum Linda Jeleniewski, Ph.D. at Organizational Resources with a company called Human Resource Management Systems.

Sharon Boslet is working as a Benefits associate at Hewitt.

Michael Callans was highlighted in the April 5, 1999 edition of the Chicago Tribune, for his work at Wonderlic Consulting. Not only did the article give IIT some press, it also extends recognition to Michael's..."
Much have I learned from my teachers, more from my colleagues, but most from my students.

-- Talmud

hard work and accomplishments.
Congrats!

Student Professional Activities (Cont'd)

Michael Collins worked for Human Capital Management Group this summer and is currently working at the Center for Research and Services at IIT.

Michelle Connor worked with Szostek and Associates this summer, the new consulting company just started by graduate Jana Szostek, M.S. She also spent a week as an assessor for PricewaterhouseCoopers, with fellow students Michael Barr and Mark Frame. She is currently working for the Center for Research and Services at IIT.

Heiko Dorenwendt is working at Hewitt.

Jennifer Dembowski is a recently promoted Senior Consultant for Wonderlic, Inc.

Dan Derby worked at Bridgestone/ Firestone, Inc., in Decatur, IL.

Andrew Garman is working for Rush Medical College in the Health Systems Management department. Not only does he serve on several boards and teach classes, he is also busy as an internal consultant. He has also had several publications in the last year.

Liza Gitlin is currently doing an internship at Stanard & Associates.

Michael Henry is working full-time at Stanard & Associates.

Mark Frame defended his thesis and presented it at SIOP. He did project work this summer for Organizational Strategies Inc.

Personnel Decisions International (PDI), Saville & Holdsworth Ltd. (SHL), and PricewaterhouseCoopers. He is currently teaching two undergraduate courses at IIT.

Alan Fromen is doing an internship at United Airlines.

Chris Georgoff has been working as a contract vocational evaluator for the Veterans Administration in Indiana. He is also beginning his fourth semester teaching introductory I/O Psychology at Purdue University - Calumet.

Renee Maciasz completed an internship at Zenith Controls, Inc.

Dana Moore works at Ameritech, which was highlighted by his ability to travel around the mid-west conducting focus groups and developing a training module on Customer Attentiveness.

Casey Mulqueen is a Research Scientist at the American Institutes for Research.

Noelle Newhouse is currently doing an internship at United Airlines.

Brian O'Sullivan defended his thesis and presented it at SIOP. He is working full-time as a consultant for Stanard & Associates.

Rebecca Romano is working at Personnel Decisions International (PDI).

Lisa Sandora is working as a researcher at Microsoft Corporation in the People Research group in Seattle.

Eleni Speron is a HR manager at Ameritech.

Angela Sternburgh is at Ameritech.

Jennifer Thompson is working at United Airlines.

Norberto Valbuena completed an internship at National Computer Systems (NCS).

Jennifer Weiss is working with alum Linda Jeleniewski, Ph.D. at Organizational Resources.

Jennifer Zieleskiewicz is working at Hewitt.

Alumni Professional Activities

Our I/O program at IIT would not exist without the dedication and perseverance of our alumni. They have provided us with resources, support, and feedback, just to name a few of the gifts they have given. Once again, the list of activities of alumni is complete only as far as we know. We apologize to those whose activities are not listed.

Melanie Anderson is working at Peoples Energy as a Performance Measurement Specialist.

Dennis Armstrong is currently at the Limited in Ohio.

Leah Groehler is working at Mediappraise in Raleigh, N.C.

Brad Johnson is working at Classified Adventures.
Dan Lezotte is a founding Principal at Organizational Strategies, Inc., here in Chicago. His clientele varies from insurance and financial services to government agencies.

Sandra Lewis is doing project work for Amen tech.

Marina Magid is working at Arthur Andersen.

Douglas Quartetti is working at Human Resources Research Organization (HumRRO) as a Research Scientist. He has done work with the Social Security Administration and the Federal Law Enforcement Agency. Doug has also been very active in presentations and publications.

Jana Szostek has launched her own consulting company, Szostek & Associates.

Faculty Activities

The students and alumni would not be where they are today without a little help from our faculty. A look at what they have accomplished between teaching, advising, and publishing depicts a dedicated and hard-working faculty.

Roya Ayman has been collaborating with Sylvia Roch and Matthew Bauer from the Computer Science Department at IIT on research, for which they successfully received a grant from IITRI. They are doing research comparing face-to-face communication and Internet communication on team decision making and leadership emergence. Roya has also been working on a couple of Diversity training projects. She developed and conducted a training on “Communication of men and women in the workplace” for Lucent Technologies. This could not have been done without the help of fellow students and alumni Melanie Anderson, Michelle Connor, Sandra Nelson, Anne Tobey-Garcia, Michael Barr, Jana Szostek, Noelle Newhouse, and Dan Spizzuco.

On another diversity project, Roya developed and conducted training, with the assistance of Michelle Connor, on "Value of diversity in business: How should we deal with mis-understandings?". Roya has also done work on the issues of women's education and recognition. She has been working with the working groups of the Governors commission on the Status of Women in Illinois since the Fall of 1997. Roya also presented at President Clinton's Commission on the Celebration of Women in American History in Washington, D.C. Northeastern Illinois University invited her to serve on a panel on Women: Their career and religion. Roya was invited to present at a Persian American Cultural conference about the challenges of minority women in the workplace (in Persian and English). Her year was not over though! The Army Research Institute invited her to two conferences on the Future Leadership Research Agenda in Alexandria, VA. In these sessions, both military and academia leadership experts were invited to discuss leader assessment measures and research ideas. In addition to her regular work as a reviewer for several journals, and as being on the editorial boards of Leadership Quarterly and Applied Psychology: An International Review, she was also a reviewer for the Academy of Management conference and SIOP. At the Academy of Management, she chaired a session on the topic of women and careers. She also continues to serve on two editorial boards. She recently discovered she was mentioned in the "Best Professor Series" on the topic of Rating of Women Leaders!

Scott Morris served as an ad hoc reviewer for the Journal of Applied Psychology and SIOP Conference Program Committee. During the 98-99 year, Scott served as the Treasurer for the Chicago Industrial/Organizational Psychologists (CIOP). For this upcoming year, he will be serving as the Secretary and Membership Chair. Scott's Research Group has been exploring a number of issues in personnel selection. One topic has been new developments in gender bias research. Specifically, they have been discussing what happens when people try to avoid forming biased impressions. The group is beginning to develop research on individual and situational factors that influence stereotype suppression. They have also discussed research on a number of non-traditional predictors of job performance.

Tony Paquin has been active working for the Center for Research and Service preparing and presenting training proposals to prospective clients and working as an assessor for assessment centers. He has also collaborated with Sylvia Roch and Bruce Fisher to develop an assessment center for the undergraduate psychology program. Tony has also been active in the process of recruiting students for the undergraduate program. He and Sylvia Roch are also working together on a series of laboratory experiments on the NPI theory of motivation and the role of motivation in performance appraisal. Tony and Dana Moore have been studying the magnitude of expressions of frequency and amount.

Faculty Activities (Cont'd)

Sylvia Roch, working in collaboration with Roya Ayman and Matthew Bauer of the Computer Science Department at IIT, received the IITRI grant for their research on comparing face-to-face communication and Internet communication on team decision making and leadership emergence. She also reviewed for SIOP and the Academy of Management and participated as an assessor in the assessment centers run by the Center for Research and Service at IIT. Sylvia is also collaborating with Tony Paquin and Bruce Fisher in the design and implementation of an assessment center for undergraduate psychology majors at IIT.

Progress At The Center for Research and Service

My first year as Director at the Center has been both exciting and challenging. We have increased center revenue over 300% from the previous year, while building an infrastructure to drive future growth. With proposals pending and a solid base of clients, prospects for the coming year look very good.

Owing to our business activity, we were able to fund two full-time graduate assistantships. In addition, many graduate students were able to grow, develop and contribute through their involvement in the center’s consulting assignments.

Dr. Nambury Raju, Distinguished Professor and Senior Scientific Advisor to the Center, was pivotal in developing several significant clients for the Center this year. His work included a contract for large scale psychometric analyses of a popular 360-degree feedback instrument published by a major consulting firm. This work has contributed a large database that is currently being used in two masters theses and one doctoral dissertation. Other substantial projects during this past fiscal year include: development and implementation of a custom 360-degree feedback system for manufacturing supervisors; design and implementation of an assessment center for selection of team members and team leaders in a major financial services center; team building for partners in a nationally recognized law firm; an organizational survey for a major oil company; several training needs analysis surveys with follow-up curriculum design and delivery of training programs; and the development and validation of an industrial math skills test.

We owe our success to many people who have supported the center in various ways. While these supporters are too numerous to list, I would especially like to thank our board members, our clients, and the members of the IIT community, including our administration, institute faculty, and graduate students. Let’s look forward to another great year together!

—Bruce Fisher, Director Center for Research and Service

Welcome. Joining CIOP allows you to: learn about and discuss current issues in I/O Psychology; network with other applied psychologists and human resource professionals; and visit sites that employ I/O psychologists.

CIOP membership costs $50 annually, and $25 for students. This annual fee allows you to attend 6 half-day programs hosted by area businesses and academic institutions. Meetings are free with paid membership, or cost $25 per meeting ($10 for students) for non-members. Those interested in joining CIOP should contact:

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To learn more, visit CIOP’s web page at www.iit.edu/~ciop

Tentative dates of the meetings are listed in the “Dates to Remember” section of this newsletter.

Program News

We would like to thank particular individuals who have assisted us last year

Dr. Dan Lezotte, Principal at Organizational Strategies, Inc., taught Compensation and Benefits last Spring. We appreciate his attention and time.

Dr. Roya Ayman accepted the offer to continue as Director of the I/O Program for her third term! Congratulations!

The IIT reception at SIOP was supported by the donations to the I/O Program and continued support of Dr. M. Ellen Mitchell, Director of the Institute of Psychology.

We are always indebted to those who continuously support and provide opportunities for the advancement of our program and students. We would like to express our sincere gratitude to those who have contributed to our program!
Student Perspectives

NOTES ON SIOP...

As we know, this past year’s annual Society for Industrial and Organizational Psychologists (SIOP) was held in Atlanta, GA. Going to SIOP offers a wide spectrum of opportunities for students, professionals, and practitioners. It is an opportunity to mingle with the “best of the best”. Here is what two students, both new to the experience, had to say about their first SIOP.

Liza Gitlin

As a first year student attending SIOP I had no idea what to expect. I was both excited and nervous as I packed a fresh tablet of paper atop my black (and only!) suit. I was ready...somewhat. As we flew to Atlanta, I tried to imagine what the next three days would involve. Well, here is a quick summary of the weekend scattered thoughts from a weekend at SIOP.

It was exciting to see so many individuals gathered together with the same background: Industrial/Organizational Psychology; everyone wearing nametags with his or her affiliation on them. Moreover, the big names were there—what an amazing concept. These names on the top of countless journal articles were now personified.. Barrett, Arvey, Hogan (times two!) and so many others. I'm sure that our very own professors were those infamous names to others.

I attended the welcome reception, one hosted by my undergraduate alumni, the end of the weekend bash, and of course, IIT’s gathering. It was wonderful to get to know my classmates from several years in both professional and interpersonal settings. We attended presentations together, discussed the recent findings, and ended the evenings in a social atmosphere. It was a wonderful opportunity both to network and to get to know my peers as individuals. I'm sure everyone felt the same way.

Next year I will be an experienced attendee at SIOP I would highly recommend the experience, especially for the new students. In addition, it will be held in New Orleans—my hometown. I can almost guarantee an all-around eventful weekend!

Angela Sternburgh

My first time attending SIOP was as a second year. The first year I had opted not to attend because of financial reasons. However, I was envious of the stories my fellow students enparted about their experiences that first year. After attending the convention myself, I now am able to advise students that attending this conference is well worth the time, effort, and expenses.

The conference was not only a wonderful learning experience, but a great networking experience. Where else can you, in one weekend, hear presentations by some of the greatest minds in our field, seek out potential internship positions, and see a great city? I would highly recommend that all students try to attend the convention. It truly is a great experience.

NOTES ON ORIENTATION...

Orientation is an exciting day for everyone—new students, professors, TA’s, and alumni. Each year, it gets better and better, and definitely bigger! Here is what two students, one a TA and one a new student, had to say about their experience at orientation.

Amy Antani, 1999 TA

After the summer of preparation, orientation had finally arrived. It is an exciting time for everyone, and also one of nervousness. The number of people there for our picnic was close to 70, which was great. It may have even seemed like more because the weather, after 15 years, decided to say “hello!” The day started hazy and turned to thunderstorms. But that was no indication of the day and its events. The day went smoothly, with the TA’s making a great transition from the outdoor picnic to an indoor, Life Sciences-room 240 picnic!! The room was no longer the room we all had struggled in during class, but rather it was an atmosphere of fun, community, and warmth. The festivities, hosted by the TA’s, were filled with food, dessert, drinks, and music. Sitting back and watching students, new and old, faculty, and alumni interact gave a great sense of community and pride. The evening was a definite success, regardless of the stormy weather. Because inside, we were enjoying the sounds of Lenny Kravitz and each other!
STUDENT PERSPECTIVES (CONT’D)

From the perspective of a new student....

Adrienne Woods

Imagine arriving to unfamiliar faces and strange places. Everything is new and you’re not sure what to make of it. The I/O Orientation and picnic soothed all the butterflies these new people and surroundings can bring. Professors and students introduced themselves and the program was brought to life. The TA’s guided us through the dreaded process of registration. The reception that followed allowed students, new and returning, to meet each other on a more personal level. Alumni were also present to shed new light on the process we were about to begin. Ultimately, the experience made it much easier to go to that dreadful first day of classes. More importantly, I believe it welcomed all of us into our “new home.”

From the desk of Roya Ayman...

Greetings! This year I start my third term as the Director of our program. I feel excited when contemplating the opportunities and all that can be achieved within the next five years. As I look back to the day I accepted to be the Director of the Program in the Fall of 1989 and the progression of our program activities since then, I see a number of encouraging developments. We have grown from a three-person faculty program to a five faculty Ph.D. program and we have given about five half-tuition scholarships to first-year students. As I look to the future, the program is well-situated with excellent faculty and students and strong support from our alumni and friends. Our student internship experiences, which have all been paid positions, are expanding in type of organizations. We are adding to our short courses to include Multi-Level Analysis (offered for the first time this Fall) and Assessment Centers (this Spring). In my experience, it is the students and alumni that make the name for the program. Therefore, I look forward to you for providing us with recommendation and support as we move into the new millennium. I would like to extend our special thanks to our dear alumni Loren LaCien from Towers Perrin, Linda Jeleniewski, Ph.D., from Organizational Resources, and Rebecca Zwolinski from Square D, for generously giving their time and presenting at the internship meetings about career issues and internship opportunities. I would like to thank all of you who have continuously and selflessly supported the program and generously given to protect and advance our excellence.

Yours,

Roya

PS. Don’t forget your program and help us connect with all the alumni. So if you meet an alumnus through work, please get their address, phone number, and a business card and send it to me. It is our care and pride for each other and their achievements that makes us unique!

Dates to Remember

1999

- September 24 CIOP: Adaptability in the workplace
- November 6 I/O Open House party at Roya’s
- November 11 CIOP Making selection decisions based on personality assessment
- December 10 CIOP Approaches for increasing employee retention

2000

- January 14 CIOP I/O Psychology and the law
- March 17 CIOP: Current theories about leadership
- April 14-16 SIOP Conference in New Orleans, LA
- May 12 CIOP Technology and performance assessment
- June 16 CIOP dinner meeting

The CIOP dates are tentative due to speakers and locations. Keep posted!