CONGRATULATIONS TO OUR 2001 GRADUATES!

We are proud to recognize the achievements of our recent graduates and wish them luck in their future endeavors.

Ph.D.


MASTER'S LEVEL


Ayman, R., Daniels, A.*, & Pritzker, M.* (May, 2001). CEO's leadership: Knowledge gained and challenges to be faced. Festschrift for Dr. Bernard M. Bass, Binghamton University, School of Management and Center for leadership Studies. NY. U.S.A.


Sebastian Laube is working at the Chicago Public Schools.

Deb Davis Lenane is working as the Senior Research Manager at Maritz Research in Southfield Michigan.

Patrick McInden has just finished an internship at Wonderlie, Inc and is now currently working at Advocate Health Care and the OD department.

Jason Michniewicz is working at the Chicago Public Schools.

Dana Moore is working at McDonalds.

Sandra Nelson is also working at McDonalds.

Noelle Newhouse is currently doing an internship at SBC Communications.

Nisreen Pedhiwala is currently working at Monar Consulting, Inc as a Project Assistant.

Stacey Porter is a Graduate Assistant at the Center for Research and Service. She is also a Teaching Assistant at the University of Chicago and a Consultant for Organizational Resources and Advocate Healthcare.

Jennifer Weiss is currently doing contract work for United Airlines.

**ALUMNI PROFESSIONAL ACTIVITIES**

Our alumni have been helpful in providing the I/O program with support, resources, and feedback. This list of activities of alumni is complete only as far as we know. We do apologize to those whose activities are not listed.

Melanie Anderson was recognized with a “Silver Quill” Award of Excellence from the International Association of Business Communicators for achieving the highest standards of quality in organizational communication for Peoples Energy’s Human Resources Communication Strategy.

Gene Botenga last year joined Cap Gemini Ernst & Young after working for Andersen Consulting, where she had been for about 5 years. While her core responsibilities have focused on recruiting and recruiting management, she also had the opportunity to work on a national HR project on capacity management. This assignment focused on building service-oriented teams with the most optimal variety of skillsets and career ranks. An example of issues they faced: “Within their Supply Chain consulting practice, what is the optimal ratio of Vice Presidents to Sr. Managers to Consultants needed to deliver value to their clients?” Her role was to act as the functional designer in the development of an on-line tool to forecast headcount need based on revenue projections.

Michael Barr is currently an Organizational Psychologist on the staff of the Center for Psychiatric Rehabilitation at the University of Chicago (www.ucpsychrehab.org). Through the Center, he is affiliated with the Illinois Training Institute for Psychosocial Rehabilitation in Long Term Care as well as the Illinois MISA Institute (www.illinoismisainstitute.org). He is also engaged in organizational research on Interactive Staff Training/ProMES, burnout, and job design. Students who may be interested in working on their thesis or dissertation in these areas are encouraged to contact Michael at mbarr@uchicago.edu. In addition he is an adjunct faculty at both Elmhurst College and Chicago School of Professional Psychology, teaching in their respective I/O Master’s programs.

Garth Davidson, after completing his internship at Saville & Holdworth, Ltd. (SHL), has been re-hired as an Associate Consultant.

Amy Deno is working as a Compensation Analyst at Information Resources, Inc. in Chicago.


Mitch Gold is on the editorial board of Journal of Business and Psychology and Journal of E-commerce and Psychology. He is also the winner of the 2001 PMAAC Best Student Paper Award.

Liza (Gilkin) Greene is currently working for the United Way and is also in the MBA program at the University of Arizona.

Linda (Jeleniewski) Liang just began an executive coaching contract with 13 executives for a construction company. She was married on June 9th to a man she met through a matchmaking service that gave psychological compatibility tests!

Jaci Masztal is currently working with Burke Strategic Consulting Group as Vice President. She presented a paper at EOSMAR in Rome, Italy, in September, Hogg, A., & Masztal*, J. (2001). Drop-down, radio button, or fill-in-the-blank? Effects of attribute rating scale type on web survey responses.

Diana Stewart was promoted to the HR Manager for the San Diego site for Nokia in July.

Jana Szostek is working as a consultant for US Steel and is also their EMS Program Coordinator. She conducts all EMS related training and program implementation and provides consulting services on a range of personnel issues. In addition, she is teaching online management courses for the University of St. Francis, College of Health Arts.

**FACULTY ACTIVITIES**

The hard work and dedication of the faculty members gives the I/O program its credibility. A look at what our faculty has accomplished between teaching, advising and publishing.

Roya Ayman has been active with her work, as a member of the Educational Working Group of the Governors’ Commission on Status of Women in Illinois, and on the advisory board of Trilogy, working with the Program Quality Committee. She has served on the editorial boards of The Leadership Quarterly, Applied Psychology: An International Review, International Journal of Management and has been a reviewer for Personnel Psychology, Academy of Management Conference, and SIOP Conference.

In addition, Roya and Ruth Sweetser, with the help of several students (Amy Deno,
Sethal Desai, Erica Hartman, Amy Antani, Mark Frame, Michael Barr, conducted a workshop for a division of Lucent Technology, on the topic of Women’s and Men’s relationships in the workplace.

Dan Lezotte was appointed Chairman of the Board of Century Place Development Corporation - a not for profit housing development company serving the poor and special needs groups, last June. He is a reviewer for the World at Work Journal (formerly the American Compensation Association) and also a reviewer of a book being written for World at Work on Recognition Programs and Practices. In addition, he is continuing consulting in the areas of Strategic Planning, Organizational Surveys and Compensation.

Scott Morris was recently promoted to Associate Professor with Tenure. He was also elected as the President of the Chicago Industrial Organizational Psychologists for the 2001-2002 term. Last year he had served as the Vice President and Program Chair. He also serves as an ad hoc reviewer for Psychological Methods, Journal of Educational and Behavioral Statistics, and the SIOP Conference.


He has reviewed manuscripts for the following journals: Multivariate Behavioral Research, Psychological Methods, Personnel Psychology, British Journal of Mathematical and Statistical Psychology, and Organizational Research Methods, Psychological Report: Perceptual and Motor Skills, European Journal of Work and Organizational Psychology, Organizational Behavior and Human Decision Processes, and Psychometrika.

Nam is also a member of Research Advisory Committee (The Ball Foundation), the Technical Advisory Panel for the State of Georgia Department of Testing and Assessment, the PACTS National Advisory Committee, Board of Regents of the University System of Georgia and the APA Committee on Psychological Tests and Assessment (CPTA), 2001-2003.

Currently he is working with Michael Collins, Bruce Fisher, Erica Hartman, and Stacey Porter on test development and translation fidelity projects for the National Restaurant Association. He also served as the Chair for the University Faculty Council for the 2000-2001 term.

**TEACHING ASSISTANTS 2001 2002**

Teaching Assistants for this year include a wonderful mix of two last years’ TAs, one first year student and two second year students. The teaching assistants work not only for the faculty but also for the program. Congratulations!!

**Ben Feinzimer** is working with Dr. Morris. feinzimerb@hotmail.com

**Isis Garcia** is working with Dr. Lezotte and assisted with the Orientation. isisg@hotmail.com

**Sebastian Laube** is working with Dr. Paquin and was responsible for Orientation. Sl-usa@gmx.net

**Nisreen Pedhiwala** is working with Dr. Ayman and is the editor of the Newsletter and assisted with the Orientation. pedhnis@iit.edu

**John Skinner** is working with Dr. Raju and was responsible for the Orientation, assisted with the newsletter and is the contact person for Comprehensive Exams. jfskinner@altavista.com

**INCOMING STUDENTS**

In August 21, 2001, our new comrades and future colleagues emerged. We are very excited to welcome the new wave of students and colleagues!

**Industrial/Organizational Psychology**

**Ben Feinzimer** graduated from Kenyon College (Gambier, Ohio) and did post-grad work in Physiology at Chicago Medical School.

**Kristen Fortman** graduated with a Masters from Roosevelt University in I/O Psychology here in Chicago.

**Melissa Rinchuso** graduated from Loyola University, Chicago.

**Daniel Wilman** graduated from the University of Missouri-Columbia.

**Personnel and Human Resource Development**

**Lindsey 'Thora' Bey** graduated from Carroll College in Waukasha, WI.

**Brandon Fleener** graduated from the Henry B. Tippie College of Business at the University of Iowa in Iowa City, Iowa.

**Mike Matyasik** graduated from Elmhurst College in Elmhurst, IL.

**Athea Moraes** graduated from St. Xaviers College at the University of Bombay, India.

**Aditi Nayak** graduated from Mittibhai College at the University of Bombay, India.

**Divya Patel** graduated from Sophia College at the University of Bombay, India.

**David Sowinski** graduated from the University of Minnesota-Twin Cities.

**Anke Goerzig** is a foreign exchange student and attended the "Technische Universität Berlin" or "Technical University Berlin".

**PROGRAM NEWS**

The Center for Research and Service at IIT has had another successful year. Many students gained applied experience in a practical setting by working with the Center. Ben Feinzimer interviewed Dr. Bruce Fisher, director of the Center, about the impact the Center has on the Institute of Psychology and on IIT.

**The Center for Research and Service at a glance -**

For students in the Institute of Psychology’s I/O program the Center for Research and Service represents many things, namely a chance to apply the theories learned in class to the real world in which they’re performed. As Director of the Center, Dr. Bruce Fisher was kind enough to answer some questions in order
to better describe what is an invaluable part of the Institute of Psychology, as well as its students and faculty. Dr. Fisher reported that last year nearly twenty students took advantage of the opportunities the Center offered. Amongst them were research experience, a source of income and even data for those preparing thesis or dissertation work.

Dr. Fisher then highlighted some of the roles students play in the Center from "project management assistance to client contact and direct service delivery." They also provide administrative support, and some even accumulate full-time status. Mike Collins, for instance, has risen to project manager and plays what Dr. Fisher deemed a crucial role in the Center's activity. He is one of several students who form a "contingency work force ready to be called upon in large project situations." Stacey Porter and Dan Wilman are working part time as Graduate Assistants, and are currently involved in some of the projects. These include conducting the Undergraduate Assessment Centers, developing certification exams for the National Restaurants Association and assisting the Center in developing its very own 360-degree feedback survey.

This progress has aided IIT in several other ways as well. Creating a significant source of revenue for the Institute of Psychology, the Center has become a driving force in increased funding for faculty endowment and travel. An increased number of graduate assistantships have been granted thanks to the work from the Center. The members' hard work and dedication have and will continue to improve the organizational setting and most importantly the workers in it. As the Institute's students continue their trek in search of academic excellence they have certain pride in the Center for Research and Service and all that it represents.

Notes on SIOP

This past year's annual Society for Industrial and Organizational Psychologists was held in sunny San Diego, CA. Being present at this annual event offers a wide opportunity to students, professional and practitioners to mingle with the "crème de la crème"! Here is what one student, new to the experience, had to say about his visit to SIOP.

Patrick McLinden

This past April I had a chance to travel to San Diego, CA for the Annual Conference for the Society of Industrial/Organizational Psychologists. I was asked to comment on my experience at the conference as a first year student in the hopes that those who have not attended before, especially first year students, may consider attending this April in Toronto, Canada.

First and foremost, I would say that this is a great learning opportunity. You are exposed to research and opinions that are often presented by big names in our field. I also attended several presentations by employees from some of the Fortune 500 and Fortune 1000 companies. Whatever your area of interest happens to be, you can usually find something of interest at any hour of the day.

Of course, there is more to the conference than simply listening to others talk. This experience allows you the opportunity to travel while you are in school as well as spend time networking with your colleagues. The opportunities for this are fantastic. Whether you are catching up with your past professors, or discussing a poster presentation with someone you've never met before, there are many opportunities.

I can't encourage you enough to attend the upcoming conference. This is a great opportunity for all students, especially first year students.

By the way, reserve a hotel today. Even if you end up canceling, it's far better than ending up miles away from the conference hotel and taking cabs all over the place.

Notes on Open House at Roya's

"I also attended several presentations by employees from some of the Fortune 500 and Fortune 1000 companies."
us at ease & helped us get oriented to life at IIT. The evening ended with
an informal gathering, which gave us an opportunity to mingle with the
alumni & faculty over refreshments -providing us with insights into the
corporate sector here in Chicago.

From the desk of

Roya Ayman...

This year we have good news and bad news from the program. The
good news is that our presentation at SIOP was quite impressive.
Number of papers that had IIT affiliation was 17. Three of our students
presented by themselves. As you may have noted, we have had
collaborations between faculty, alumni and students demonstrating the
strong bond in the I/O program's family. Another great news is that Dr.
Scott Morris was tenured and promoted to Associate Professor rank,
please join me in congratulating him. As you all will agree it is our pride
and pleasure to have him with us. We are also very happy to welcome Dr.
Dan Lezotte as a visiting assistant professor in the program for the
coming year. Dan has been a founding principal at Organizational
Strategies, Inc. (March 1996 to present). Prior to that he was Vice
President and Principal at OEC, Organizational Effectiveness Consultants
(1990 thru 1996). Prior to that, he was as Assistant Vice President in the
Human Resources Department at Lincoln Financial Group (1984 thru
1990). This all equates to 6 years of internal company experience and 11
years of consulting. We are happy that Dan accepted to join us at IIT as a
visiting assistant professor. Now, for the bad news, as by now many of
you know, Dr. Sylvia Roch has left our program and Dr. Tony Paquin will
be leaving next semester. We are sorry to lose such capable and devoted
colleagues, and we wish them best of luck in their future endeavors. We
have permission to hire a junior and a senior faculty member this year. The
advertisement for the positions is already posted, and we look forward to
our new additions.

I would also like to thank individuals, who have been very helpful in
various ways. We thank Steve Steinhaus for his continued support,
including providing us with internship positions, thereby developing the
professional lives of our students and speaking at one of the internship
meetings. Eleni Speron's and Jennifer Langel's hard work in organizing a
meeting at Ameritech, for the internship class, is greatly appreciated. Our
sincere thanks go to Amy Larmore-Daniels for her talk at the Internship
Meetings. Melanie Anderson's presentation at the Internship Meeting
was very impressive and we greatly appreciate her support and
enthusiasm. Finally, I would like to recognize the endless time and effort
of our I/O program's alumni, in their contribution to the program through
financial means, and their time spent working for the Institute of
Psychology.

As a last note, I am losing touch with some of you, due to change in jobs
or addresses. Please send me a note or give me a call, it is always great to
hear from you. Also, you know that I collect your business cards so
please send me updates.

Have a great productive year!

Yours,
Roya

P.S. 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 achievement that makes us unique!

DATES TO REMEMBER...

November 10, 2001 - I/O Open House Party at Roya's
April 12-14, 2002 - SIOP Conference in Toronto, Canada