CONGRATULATIONS TO OUR 2002 GRADUATES!

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

Ph.D.


M.S.


M.S. in Personnel Human Resource Development

Isis Garcia
Joowon Hong
Patrick McLinden
Nisreen Pedhiwala
Azah Waditi
Helen Velesiots

PUBLICATIONS & PRESENTATIONS

As always it is a great pleasure to report the achievements of our faculty and students who have been busy year round contributing to enhance the field of I/O Psychology. This list is complete as far as we know. We apologize to those whose work has not been mentioned.

* Indicates IIT students


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**INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY VOLUME 14, ISSUE 1**


STUDENTS

IT students not only gain a solid academic background but also practical hands-on experience by working in applied settings and with some of our very own alumni.

Lindsey (Thora) Bey is a Project Management Intern with Reid London House.

Michael Collins was promoted to Project Director at the Center for Research & Service.

Kristen Fortmann recently completed an internship with Alexian Brothers Medical Center and is continuing to work with them on a consulting basis.

Erica Hartman is a Consultant at Stanard & Associates.

Ilianna Kwaske has been working for three years with Stephen A. Laser Associates where she conducts psychological assessments for both the private and public sector.

Jason Michniewicz is an intern at Advocate Healthcare.

Michael Matyasik recently completed an internship with the CTA.

Patrick McLinden recently left his position at Advocate Healthcare and is currently a Data Analyst at Reid London House.

Dana Moore is an Organizational Development Consultant at Toyota/Lexus Financial Services in Torrance, CA.

Noelle Newhouse is a Test Validation Researcher at Reid London House where she works on the Transportation Security Administration project.

Diya Patel is a Human Resources intern at Reid London House.

Melissa Rinchiuso is an intern at the Navy Great Lakes Training Center.

John Skinner is an Associate at IIT’s Leadership Academy.

David Sowinski is completing an internship at Organizational Psychologists.

Jennifer Thompson is the I/O Program Director at the Chicago School of Professional Psychology.

Dan Wilman is an Associate Consultant at the Center for Research & Service.

Norberto A. Valbuena is a Consultant to Proyecto 2 Comunidades, Health & Research Policy Centers at the University of Illinois at Chicago.

ALUMNI

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

Tobin Anselmi, Ph.D. is working at Dell Corporation.

Michael Barr, Ph.D. is the Director of Student Placement and Consulting Services at the Chicago School of Professional Psychology.

Reyhan Bilgic, Ph.D. is a Professor at Middle East University Turkey. She also presented a paper titled The Relationship Between 360 Degree Feedback and Organizational Effectiveness at the conference of the International Congress of Applied Psychology in Singapore.

Renee (Maciasz) Czeryba is a Consultant with Mercer HR Consulting. Along with a colleague, she recently published an article in the World at Work Journal, 10 (4), titled Exit Stage Rightfully: Phased Retirement in the Spotlight.

Allan Froman, Ph.D. works for IBM in White Plains, NY.

Andrew Garman, along with a colleague, received the American College of Healthcare Executive’s 2002 Health Management Research Award for his research titled “360 Feedback for Leadership Development in Health Administration.”

Steve Goldman, Ph.D. is the owner/President of Assessment Works.

Liza Greene is the Staffing and Employee Development Manager at Canyon Ranch Health Resort in Tucson, AZ. She is responsible for overseeing training/development, staffing/recruiting, as well as the staff wellness program. Liza is also in her second year of the MBA program at the University of Arizona.

Pete Leddy, Ph.D. is working at Dell Corporation.

Mark LoVerde, Ph.D. is the Director of Assessment Systems at Personnel Research Associates in Chicago.

Jaci Jarrett Masztal, Ph.D. presented a paper titled A Collaboration Between Practitioners and Academics to Study Retention of the Top Performers at the conference of the International Congress of Applied Psychology in Singapore. At the annual SIOP conference, she co-chaired a symposium with Dr. Bruce Fisher titled Enhancing the Strategic Retention of Engaged Employees and Top Performers. As part of this symposium, she presented a paper titled The Development and Validation of an Employee Engagement Index. She also has a book in press: Journey to the Top: Life Stories and Insights from 50 Governors (Co-authored with Diane Salamon).

George Neuman, Ph.D. is a Professor at Northern Illinois University.

Amy (Deno) Nowaczyk is a Consultant with I/O Solutions.

Carrie Jeske Odell is in the process of moving back to Chicago after recently ending a position as the HR Manager for a technical company in San Francisco, CA.

Mary Beth Smith, Ph.D. is the Director of Global Leadership and Organizational Development at Motorola.

Jana Szostek is the EMS Training Director at US Steel. She also teaches online management courses for the University of St. Francis and psychology courses for Indiana University Northwest.

FACULTY

The hard work and dedication of the faculty members gives the I/O program its
credibility. Following is a look at our faculty’s activities and accomplishments over the past year.

Roya Ayman has been active with her work as a member of the educational working group of the Governors’ commission on the status of women in Illinois, as well as on the advisory board of trilogy working with the program quality committee. She completed two terms on the executive committee of the Organizational Psychology division of the International Association of Applied Psychology and was on the program committee for the International Congress of Applied Psychology in Singapore. At this conference she organized and chaired a symposium titled The Added-Value of the Collaboration Between Academics and Practitioners in the Development of Theories and Concepts in Organizational Psychology.

Roya was also on the editorial boards of Applied Psychology: An International Review, International Journal of Management and was a reviewer for Personnel Psychology, the Academy of Management conference, and the SIOP conference. Roya has been the faculty fellow of IIT’s Leadership Academy. She and Dr. Eric Oritt, with the help of several students (Nisreen Pedhiwala, Stacey Porter, Isis Garcia, Patrick McLinden, and Chris Thompson), conducted a workshop for the Leadership Academy on the topic of Women and Men: Relationships in the Workplace.

Dan Lezotte received his Ph.D. in Industrial/Organizational Psychology from the Illinois Institute of Technology in 1989. He also holds a B.S. in Psychology from Michigan State University. As a faculty member of the I/O program he teaches courses in Compensation and Benefits Design, Performance Appraisal, Strategic Planning and Introduction to I/O Psychology. His research interests include climate and customer loyalty linkages, utility analysis and compensation/reward strategies. He has reviewed manuscripts for the World at Work Journal and was a technical reviewer for the book Recognition at Work: Crafting a Value Added Rewards Program (Barton, 2002).

Dan is Chairman of the Board of Century Place Development Corporation, a not-for-profit organization that develops affordable housing and job training for the poor and disadvantaged.

Dan has also consulted to industry for over fifteen years and is a founding principal of Organizational Strategies, Inc., a Chicago-based management consulting firm. His typical client engagements have involved strategic planning, executive team enhancement, performance management, selection and strategic compensation systems and employee opinion surveys.

Scott Morris has been researching ways to improve the statistical procedures used in adverse impact analysis and meta-analysis. He is currently working on two book chapters: One on Bayesian network analyses and another (with IIT alum Russell Lobsenz) on how to evaluate personnel selection systems.

Scott served as President of the Chicago Industrial Organizational Psychologists and was chair of IIT’s Institutional Review Board. He reviewed manuscripts for several journals, including Behavior Research Methods, Instruments & Computers, Organizational Behavior and Human Decision Processes, and Psychological Methods, as well as the SIOP conference.

He is currently working with Michael Collins on a program evaluation project for the North Central Regional Educational Laboratory. The project involves using multilevel data analysis to evaluate a large-scale program designed to enhance reading achievement in elementary schools.


He has also reviewed manuscripts for the following journals: Multivariate Behavioral Research, Psychological Methods, Personnel Psychology, British Journal of Mathematical and Statistical Psychology, and Organizational Research Methods.

Nam is also a member of the Research Advisory Committee (The Ball Foundation), the Technical Advisory Panel for the State of Georgia Department of Testing and Assessment, the APA Committee on Psychological Tests and Assessments (CPTA), the University Committee on Promotion and Tenure, the Joint Committee on Testing Practices and the Examination Committee of the Association of State and Provincial Psychology Boards (ASPPB).

He is currently working with Michael Collins and Stacey Porter on test development and translation fidelity projects for the National Restaurant Association. He also worked with Bruce Fisher on the Job Demands Project of the Rehabilitation Institute of Chicago.

Shreya Sarkar-Barney received a Ph.D. in Industrial and Organizational Psychology from Bowling Green State University in 2001. She received a B.A. in Psychology from Fergusson College (Pune University) in India. Her research interests span across the areas of international I/O psychology, training and development, e-learning, and the impact of technology in the workplace. The projects she is currently working on focus on (a) understanding how national differences in values influence training effectiveness and (b) improving e-learning outcomes.

Shreya teaches courses in training and development undergraduate statistics and introduction to I/O Psychology. She has also consulted in the areas of training, selection, international human resource management, organizational diagnosis & change management, and opinion surveys for corporations such as Lucent Technologies, Whirlpool, Dow Chemical, National Society of Black Engineers, Fidelity Investment and Brush Wellman.

TEACHING ASSISTANTS
2002 - 2003

Teaching Assistants for this year include a wonderful mix of first and second year students. The teaching assistants work not only for the faculty but also for the program. Congratulations!

Purvi Dudhat is working with Dr. Sarkar-Barney. pdudhat@hotmail.com

Ben Feinzimer is working with Dr. Raju and assisted with the Orientation. feinzimerb@hotmail.com

Kristen Fortmann is working with Dr. Lezotte (Fall) and Dr. Morris (Spring). She assisted with the Orientation and is the editor of the Newsletter. kfortmann7@juno.com

Michael Matyasik is working with Dr. Morris (Fall) and Dr. Lezotte (Spring). He assisted with the Orientation and is the contact person for Comprehensive Exams. tsak31@hotmail.com

Alethea Moraes is working with Dr. Ayman and assisted with the Orientation. jankix@hotmail.com
On August 20, 2002, fifteen new students were welcomed into the IIT family. We are very excited to introduce this new group of students and colleagues!

**Industrial/Organizational Psychology**

Michael Ciezadlo graduated from Northern Illinois University in DeKalb, IL.

Purvi Dudhat graduated from Hofstra University in Hempstead, NY with a Masters in I/O Psychology.

Adam Ackerson graduated from Lewis University in Romeoville, Illinois.

Benjamin Fearing graduated from Lewis in Romeoville, Illinois.

Courtney Van Overberghe graduated from Lewis in Romeoville, Illinois.

Benjamin Roselle graduated from Wheaton College in Wheaton, IL.

Vicki Kuo graduated from Albion College in Albion, MI.

Benjamin Roselle graduated from Albion College in Albion, MI.

Pamela Pollak graduated from Marquette University in Milwaukee, WI.

Chad Legal graduated from IIT with a Masters in Personnel Human Resource Development.

Lori Nita graduated from North Central College in Naperville, IL.

Sara Michelson graduated from the University of Copenhagen in Copenhagen, Denmark.

Muge Sarac graduated from Istanbul University in Istanbul, Turkey.

Sofiya Velgach graduated from Loyola University in Chicago, IL.

**Program News**

The Center for Research and Service at IIT has had another successful year. Many students have gained applied experience in a practical setting by working with the Center. Ben Feinzimer interviewed Michael Collins, Project Director, about the Center’s mission and impact on the Institute of Psychology.

The Center for Research and Service

Located on the first floor in the Life Sciences Building, the Center for Research and Service has become a key contributor to IIT’s Institute of Psychology. The Center’s employees are acutely aware of the Institute’s needs and constantly work toward creating a positive impact. As Project Director, Mike Collins’ role is invaluable in managing projects and generating business for the Center. In addition to managing client accounts and building business with prospective clients, Mike serves as the primary contact for technology-oriented projects such as web-based surveys and online testing programs. He was kind enough to answer some questions to help us understand the Center’s mission.

The three primary goals include (1) support for client human resource needs, (2) financial support for the Institute of Psychology, and finally (3) the provision of real-world application for I/O students. In fact, students are used in virtually every activity, from organizational survey projects to test development, or client interface to data entry. Mike explained the Center’s intentions when it comes to student participation, “Get them involved at any level.” The current I/O student employee, Daniel Wilman, assists Mike and Director Bruce Fisher with project management. Other students have been involved in the management of assessment centers for both internal and client-based needs. Applying theories learned in the classroom to these real-world scenarios provides attractive opportunities for aspiring I/O psychologists.

The Center has shown an annual increase in revenue over the last several years. Revenues from Center activities are used by the Institute to fund student scholarships, assist research needs, and provide Institute equipment. Mike also made clear the ongoing role played by Distinguished Professor and Senior Scientific Advisor, Dr. Nambury Raju. “Nam provides the Center with expert advice in psychometric-related projects, and builds business for the Center as well,” Mike explained. The Center has also involved several other Institute faculty members in consulting activities.

The Center has recently transformed its business strategy away from offering distinct service areas such as selection and leadership development, toward an integrated focus on Human Resource Measurement. Dr. Fisher points to this strategy as a defining characteristic of the Center. We look forward to witnessing the expansion of a pillar to the Institute of Psychology.

**Student Perspectives**

Notes on SIOP

This past April the Society for Industrial and Organizational Psychology held its annual conference in Toronto, Canada. This event offers a fabulous opportunity for students and professionals alike to learn about the latest advances in our field and mingle with our more seasoned colleagues. Here is what one student had to say about her first SIOP experience.

Alethea Moraes

The 17th Annual Conference of the Society for Industrial and Organizational Psychology was held in Toronto, Canada from April 12-14, 2002. SIOP provided us with exposure to cutting edge research and developments in the field of I/O Psychology, while also exploring the sights and sounds of another country. The Symposiums, Practitioner Forums and Panel Discussions were informative and provided a stimulating environment for research oriented students - especially those scouting for thesis and dissertation topics. Faculty and fellow students participated in poster sessions and presentations, making us all proud!

Workshops, Expanded tutorials and Job placement services were also held over the course of the conference. In addition to this, we were made aware of the latest products and tools developed by several Publishers and Consulting firms. The highlight of this year’s SIOP conference was undoubtedly the IIT Reception, which was the perfect occasion to meet and mingle with alumni and faculty. All in all, SIOP proved to be a good opportunity to both learn more about I/O outside the classroom and to have a little fun!

Notes on Roya’s Open House

On Nov 10, 2001 Roya hosted the annual fall party for I/O students, faculty, alumni and friends. Two of last year’s new students
shared their perspective on the event.

Ben Feinzimer & David Sowinski

Last November, Dr. Roya Ayman hosted her annual party. As an opportunity for both new and returning graduate students to meet, mingle and share stories about their year’s experiences, the event has become tradition and one of the semester’s invaluable social outlets. The pervading joyous atmosphere was temporarily interrupted as all in attendance wished Professor Tony Paquin bon voyage. Dr. Paquin who taught both undergraduate and graduate courses for the Institute of Psychology left for Tonga, an island somewhere in the south pacific, on a peace corps mission. Replacing Tony will be Dr. Shreya Sarkar-Barney. We all wish her luck during the upcoming academic year!

“...the November open house is an event not to be missed.”

The entire faculty, along with Dr. Ayman, encouraged first year students to pick the brains of their more seasoned colleagues. Recent master’s and doctoral degree recipients described their research and job experiences for the benefit of others. Some individuals were kind enough to offer leads to potential job opportunities. The gathering provided an informal environment that allowed students, alumni and faculty to learn more about each other both professionally and personally. If last year was any indicator, the November open house is an event not to be missed. We look forward to welcoming this year’s new students and allowing them to partake in this wonderful experience.

Notes on Orientation

Orientation is an exciting day for everyone. It marks not only the start of another academic year but also the beginning of promising careers for our new students and comrades. One new student shared his thoughts on the day’s events.

Michael Ciezadlo

The night before orientation, I was both nervous and excited at the same time. When I first arrived, several other students were already there conversing amongst themselves. I felt some relief that I was not the only one to be a bit nervous. All 15 of us were in the same situation and circumstance.

Orientation day was loaded with information on how to manage our time and set priorities. We were introduced to the basic framework and expectations for the coming years here at IIT, and were able to learn a little bit about our fellow students, TAs and Professors. We then enjoyed the nice day outside and went on a campus tour. At times, we became quite overwhelmed by all of the information given, but the I/O group was excited and welcomed us into the program.

The day concluded with dinner and the opportunity to socialize with the IIT I/O family. I, along with all the other first year students, mingled with professors, alumni, and other graduate students. We received advice and were able to talk to everyone involved on a more personal level. I thought it was useful to interact with everyone and interesting to hear what they had come across thus far in their own lives. We are looking forward to the years of growth and learning to come at IIT!

From the desk of Roya Ayman...

This year we have much good news. Our representation at SIOP was quite impressive. In addition to the number of papers that represented the I/O program, we are honored to celebrate the election of Dr. Michael Burke, our dear alum, as the president-elect of SIOP. As you have seen, we have had collaboration between faculty, alumni and students demonstrating the strong bond in the I/O program family. We are also very happy to welcome Dr. Dan Lezotte and Dr. Shreya Sarkar-Barney as assistant professors in our program. With their expertise and their contribution, the program will have added strength. Stay tuned for future course offerings and evolutions that will occur due to these new additions.

I would like to also thank individuals who in various ways were very helpful to our program. We thank Dr. Chris Freiburger and Dr. Fred Rafilson for their continued support, including providing us with internship positions and speaking at internship meetings. Ramzi Baydoun’s work in organizing an internship meeting at Motorola is also greatly appreciated. I would like to acknowledge the support of our dear alumni and advanced students for insuring internships and projects for the new students. In particular, we thank Dr. Burt Krain at Navy Great Lakes Training Center, Michael Callans at Wonderlic, Dr. Mark LoVerde at Personnel Research Associates, Dr. David Anderson, and Dr. George Langlois at Organizational Strategies, Inc. I would be remiss if I did not recognize those alumni that have facilitated students’ access to data for their thesis, such as Dr. Marguerite Kanze. Finally, I would like to recognize the endless time and effort of our I/O program alumni in their contribution to the program through financial means and their time spent with the work for the Institute of Psychology.

As a last note, I am loosing touch with some of you as you change 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,
Roya
ayman@iit.edu

DATES TO REMEMBER....

November 16, 2002 – Roya’s Open House
April 11-13, 2003 – SIOP Conference in Orlando, FL.
2002-2003 CIOP Program Dates:
October 4th       April 4th
November 15th    May 10th
January 24th     June 5th
March 7th