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
Calcev, Adriana Groag Blavvise, Orit Landem, Emily Tawney, Mark

Honors and Awards
Annette Towler and Dan Lezotte were the recipients of the Outstanding Poster Award at the SIOP Conference in New York, 2007.

Eyal Ronen has received the IIT I/O psychology program Charles (Arch) Pounian Graduate Fellowship Endowment award. Eyal is currently working on his dissertation research on cognitive load in organizational multimedia training. In addition, he is conducting independent research in the field of e-learning in organizations. He worked with Dr. Towler, Dr. Sarkar-Barney, and with fellow students on several projects that led to 17 paper and poster presentations in regional and national conferences. Eyal has done project consulting work and now serves as a full time lecturer at Northeastern Illinois University.
Publications & Presentations

It gives us great pleasure to report the achievements of our faculty and students who have contributed to the field of I/O Psychology. Many alumni from our program also have publications. We regret that due to limited space we can not recognize them all by name.

* denotes an IIT student


The picture above is of Professor Mike Burke, one of our dear alumni, with the Decade of Behavior Award that was presented in the U.S. Congress. The two others in the picture are Steven Breckler (Executive Director for Science, APA) and Leaetta Hough (SIOP President). Way to go Mike! Congratulations from IIT-I/O program.
Student Professional Activities

IIT students not only get academic knowledge but also hands on practical experience by working with organizations and with our very own alumni.

Rebecca Anderson is working at United Airlines as a Research Associate in the Organization and Talent Strategies Division.

Yelena Polyashuk is working at Daniels Consulting Group, an independent consultancy that provides development and change management services. She is also head of the Hotel and Conference Location Committee for IO O B@IIT.

Anne-Sophie Deprez-Sims is the new Graduate Research Assistant for the Entrepreneurship Program at the Stuart Graduate School of Business. She is also head of the Marketing and Budget Committee for IO O B@IIT.

Dana Moore is a Manager at Hitachi Consulting with focus on Change Management and Business Process Improvement.

Namrata Yadav interned at Sears Holdings in the Training and Organization Effectiveness department from May to August of 2007.

Liwen Lui is interning at the Assessment Center at Indiana University Northwest.

Mark Tawney, M.S., is working for IO Solutions in the Research and Development Department.

Stacey Porter is working at Roche Pharmaceuticals in the Learning and Development Department.

Ben Fearing was promoted to Practice Leader at IIT’s Center for Research and Service.

Jennifer Fron is interning at Harris Bank as an HR Consultant.

Michal Gradshtein interned at the training department of Bosch Power Tools, and is the Graduate Associate for the Leadership Academy and head of Program Committee for IO O B@IIT.

Sarah Benuska and Payal Mehta interned at Health Care Service Corporation, an independent licensee of Blues Cross Blue Shield.

Rashmi Sharma is interning at CTA in the Recruitment and Staffing department.

Mansi Chitale interned at American Red Cross of Greater Chicago during the summer.

David Blitz is a Research Associate at The Center on Outcomes Research and Education (CORE) at Evanston Northwestern Healthcare Research Institute.

Mike Ciezaldo is working at United Airlines as an OD Analyst.

Kristen Fortmann, M.S., is a consultant at Strategic Talent Solutions.

Neelima Paranjaye interned at Mercy Medical Center.

Rachael Hall is head of the Fundraising Committee for IO O B@IIT.

Sarah Rusakiewicz is head of the Catering and Entertainment Committee for IO O B@IIT.
A lumni Professional A ctivities

We are grateful to all IIT alumni for providing us with their continual support, resources, and feedback over the years.

Deborah J. Pierce, M.S., is a Director of Talent Management as Hospira, Inc.

Garth Davidson, M.S., is an HRIS Specialist in Kuwait at MTC. This is an exciting job that will have him working throughout the Mid-East and Africa.

Mitchell W. Gold, Ph.D., is the Assistant Vice President for Talent Solutions Consulting Group with Aon Consulting.

Erica Hartman, Ph.D., is a Senior Consultant at Applied Psychological Techniques

Michael S. Henry, Ph.D., is the Director of Research and Development at Stanard & Associates, Inc.

Jennifer Roberts Langell, Ph.D., is an Associate Director for Midwest Human Resources at AT&T

Daniel V. Lezotte, Ph.D., is the Director at Midwest Region, APT, Inc.

Helen Michneiwicz, M.S., is an Organizational Development Consultant at United Airlines.

Jana Szostek, M.S., is the Director of the Assessment Center at Indiana University Northwest

Monica E. Wagner Janik, M.S., is a Human Resources Generalist at Cairo Corporation

Dan Wilman, M.S., works in HR Measurement Research and Development at Hewitt Associates

Orit Groag Blavvise, M.S., is a Performance Consultant at Inteflex.

Mark Tawney, M.S., is the manager of Research & Development at I/O Solutions.

Rebecca Romano, Ph.D., is the Senior Vice President of Learning and Leadership Development at Bank of America.

Amy Antani, Ph.D., is the Director of OD Systems at Advocate Healthcare.

Teresa Pappas, Ph.D., is the Senior Consultant of Organizational Effectiveness at TAP Pharmaceutical Products, Inc.

Sharon Boslet, Ph.D., is the Senior Consultant at Wonderlic.

Nahren Ishaya, Ph.D., is a consultant for Daniels Consulting Group.
Faculty Activities

Dr. Roya Ayman

Last year Roya with the help of Chenwei Liao and Liwen Liu conducted workshops on leadership in U.S. organizations for two delegates of Chinese Managers from Inner Mongolia and Wuhan province. Also, Roya was interviewed and quoted in March 2007 by Bockelman in Insight, a magazine for Illinois CPA Society on the role of leaders in creativity and innovation. Roya was also invited to present at Lake Forest College on the topic of gender and leadership. She was also invited to present her chapter coauthored with Amy Antani, entitled: Social support and work family conflict, in Barcelona, Spain, IESE Business School’s Second International Conference on Work Family. Roya has continued reviewing submissions for SIOP and Academy of Management, her ad hoc reviewing of articles for various academic journals such as Journal of Occupational and Organizational Psychology, Journal of Managerial Psychology, European Journal of Work and Organizational Psychology, Applied Psychology: An International Review, Journal of Applied Social Psychology, Journal of Personality and Social Psychology, Personnel Psychology. She reviewed for the United States Israel Bi-national Science Foundation and Social Science Council of Canada. She served on the editorial board of the International Journal of Cross-Cultural Psychology. In addition, she has maintained her close relationship with the Center for Research and Service and with the leadership Academy at IIT and still serves on the advisory board of Trilogy rehabilitation agency.

Dr. Scott Morris

Dr. Scott Morris is involved in a number of research projects related to personnel selection and statistical analyses. Recent research has examined the validity of individual assessments and methods for detecting bias and discrimination on employment tests, including Raju’s DFIT framework for assessing differential item functioning. Scott is also working on methods to improve meta-analysis of training and intervention studies. He has been involved in applied projects with Dr. Linda Liang at Organizational Resources. Dr. Morris is on the editorial board of Organizational Behavior and Human Decision Processes, and has served as a reviewer for Psychological Methods, Organizational Research Methods, and Personnel Psychology. Scott also serves as the Assistant Director of the Institute of Psychology and Chair of the IIT’s Institutional Review Board.

Dr. Alan Mead

In addition to teaching, Alan has been ramping up research alone and with students. He has 7 students working on methodological, psychometric or computerized testing theses. He has spent considerable time this summer extending Raju’s DFIT framework to ideal-point IRT models and easing the burden on DFIT analyses by integrating iterative metric linking into the same software implementation as DFIT. He has also been working on 2 computerized testing simulation studies. Finally, he has been assisting the Center for Research and Service with services and consulting, primarily psychometric computerized testing projects and some psychometric training.

Dr. Kemp Ellington

Dr. Kemp Ellington joined the I/O Program in the Fall of 2007 as a Visiting Assistant Professor in the I/O program at IIT. After receiving his Ph.D. in I/O Psychology from North Carolina State University in 2006, Dr. Ellington worked for two years as a consultant with SWA Consulting, Inc. in Raleigh, NC. He was involved in a large-scale training effectiveness study with the Special Operations Force Language Office (SO FLO). In addition, he worked as an independent consultant to the NC State Highway Patrol for three years, where he assisted with the organization’s performance management and promotional processes. Dr. Ellington’s main research interests include performance management, and the factors which impact job training effectiveness. More specifically, he is interested in contextual and situational influences on both performance appraisal and the effectiveness of training, and how those influences interact with individual differences. Additionally, he has been involved with research on work family conflict.
New Changes at the Center

The Center for Research and Services offers professional consulting and research services through the Institute of Psychology at the Illinois Institute of Technology. It works with clients to assess and improve individual, team, and organizational performance. The Center employs graduate students on a full time basis as well as temporarily for short-term projects. It is also known for providing funding for scholarships in I/O, assistantships, and for research projects. For instance, this year the Center is able to fund 13 first year Clinical students and 8 other Ph.D. Clinical students from a project with the Chicago Public School System.

This past year some significant changes have occurred at The Center for Research and Services. Recently, Dr. Sander Marcus of Friedland & Marcus Consulting, has rejoined the staff at the Center as Practice Leader for Career and Educational Services. This addition will expand the variety of clients to work with and services that the Center may offer. The Career and Educational Services division, in conjunction with Dr. Alan Mead, is also beginning work on a biodata instrument for assessing and selecting salespersons. This instrument will be used in conjunction with the Sales Achievement Predictor (SalesAP), a test developed by Dr. Sander Marcus and IIT colleagues. Also, with Dr. Marcus’ extensive knowledge and background in resume consulting the Center now offers career counseling services. These services include comprehensive career testing, job search coaching, and resume writing. Services are provided for individuals as well as training and consultation for organizations and businesses.

Another major accomplishment is the partnership with BAI Employee Survey team. BAI is a leading professional in the financial services industry whose focus is to enhance employee and organizational performance. It provides training and employee assessments to help financial businesses improve performance. Since November of 2006 the Center has been directly managing the BAI employee research business. Current graduate students Ben Fearing, practice leader at the Center, and associate consultant Brendan Neuman have been leading the work at the Center on developing the BAI business.

The Center for Research and Services provides exceptional work for its clients as well as continual support and experience for students at IIT. Under the leadership of its Director, Dr. Bruce Fisher, it is continually working on bigger and better projects each year.
I O O B Student Conference

2007 I O O B (Industrial Organizational / Organizational Behavior Graduate Student Conference) conference was held in Indianapolis by the I/O Masters department at Indiana University-Purdue University, Indianapolis. The conference theme was: “I O O B in the Information Age: Evolution of the Work, Worker and Workplace”. The I O O B conference allows I O O B graduate students to present their work to other students and professionals from the field. The experience of presenting in a low-stress environment was great. Talking and answering questions about my work as well as seeing other students work was indeed a special learning experience.

SIOP Conference

In the past April, I/O students and faculty members headed for New York City to join the great even- 22nd Annual SIOP Conference. As a first year student, I should say there is no such event as the SIOP Conference that can tell you more about what is happening outside our own program, or outside the academic field. Interested in what researchers are busy with? More than 200 presentations or posters on various topics of the I/O field kept you busy all day long. You name it, they discuss it! Not sure about career path? Graduates completed their PhD or Master’s Degrees opened their forums to discuss how they came to the current positions with their respective expertise. A little tired of running up and down for different programs? Various receptions were among your choices: daily evening receptions for all, welcome receptions for new comers, international events for I/O psychologists from overseas... These were great opportunities to know new friends, not only students and professors, but also consultants or even “celebrities” whose names appear on your textbooks and journals!

Speaking of networking, we should never miss the IIT reception hosted by Dr. Ayman. While getting together with old friends, our students exchanged business cards with alumni from various research organizations or consulting firms. They can’t always promise you a position, but their suggestions and follow-up contacts were conducive to your decision about taking courses or pursuing your interest in a particular area.

All in all, it is worth the money to witness this exciting event and I strongly recommend attending the next SIOP Conference in San Francisco next April. For more information you can go to www.iob.net.

I want to take this opportunity to let you know that we are working on holding the 2009 I O O B conference here in Chicago with the I/O Psychology department of IIT as the host. If you would like to hear more details or help in any way please contact me at I O O B-2009@iit.edu.

written by Michal Gradshtein, 2nd year

I/ O Open House

I/O Program Open House: Dr. Roya Ayman’s house, 17 November, 2007, 6:30 p.m.

As has become customary this time of year, Dr. Ayman is again graciously opening her home to students, faculty, alumni and friends of the I/O program at IIT. Thanks to the impressively multi-cultural group of individuals IIT has attracted, the potluck Dr. Ayman hosts is sure to be full of interesting culinary fare, and even more interesting conversation. Please join us at this event as we reach out to old acquaintances, and make new ones. Guests are encouraged to bring a dish to share.

- Brendan Neuman, 2nd year
Incoming Students

**Ph.D. Track**

- **Brown, Anna Kristen** - University of Oklahoma
- **Dube, Godwin** - University of Zimbabwe
- **Pugliese, Stefanie** - New York University
- **Roy, Sohini** - University of Delhi
- **Ruano, Maritza** - Illinois Institute of Technology
- **Tawney, Mark** - Illinois Institute of Technology

**PHRD Track**

- **Burdela, Marybeth** - Loyola University Chicago
- **Thomas Fritts** - DePaul University
- **Matthews, Lowell (Chris)** - University of Delaware
- **McLaughlin, Joshua** - Marietta College
- **Purcell, Alexander** - Illinois Institute of Technology
- **Robb, Gary** - Western Michigan University

**Orientation Experience**

With school in full swing and important deadlines quickly approaching, that day now seems like a memory from the distant past. Not fully knowing my way around Chicago to allot quite enough time to take the Red line El down from the North side to IIT, I arrived in room 240 in the nick of time. Dr. Ayman was beginning her introductions. Nervous and unsure about what the rest of the day would bring, I was comforted by the unfamiliar yet bright and inquisitive faces around me. Dr. Ellen Mitchell came in to greet us; then the faculty went around and introduced themselves and spoke of their research interests. Next, the teaching assistants told us their personal stories. Then we went around the room, each new student introducing him or herself - where we were from, and one interesting fact about us. Not only were we new students from various cities and states, we were from different countries as well. I thought how karmic it was that we all wound up in the same place, when we had come from such distinct starting points. After giving us an overview of the I/O program, Dr. Ayman told us that each student would go around with one TA to meet with each faculty member for 10 minutes. The jitters started: what would I say? But as soon as Sarah took me around, the anxiety quickly dissipated. Every faculty member was friendly and welcoming. I realized I wasn’t being put through an interview (after all, I had already been accepted into IIT!), it was just a way of meeting each member of my new I/O “family.” Registration was our next event. Despite some technological troubles in the E1 computer lab, with their great leadership the TA’s got us registered successfully. Then it was off for a campus tour - “this is where you will be spending most of your time,” “there’s the computer lab where you can print off your papers before class,” and, “here’s some really cool architectural building, but don’t ask us why it’s so great, you’ll have to ask the architecture students!” The long, productive day came to an end with a lovely reception of food, drinks, and goodies. Current students, faculty, and alumni were present to talk to us new students about the program, Chicago, and life in general. There were so many friendly new faces, that I didn’t know where to begin. But just making a dent was what it was all about. Reflecting on that experience now, I realize how far my fellow first year students and I have come in just a short period of time. I hope we all continue to grow professionally as colleagues and together as friends.

- written by Stefanie Pugliese, 1st year

**Teaching Assistants**

- Liwen Liu
- Chenwei Liao
- Kimberly Burris
- Sarah Rusakiewicz
- Rachael Hall
- Jill May
From The Director’s Desk

Dear students, alumni and friends,

Last year, we started a transition period in our program. Dr. Annette Towler left IIT and we wish her well in her endeavors. We are very excited to welcome Dr. Alan Mead as a tenure track assistant professor in the I/O program. He had graciously stepped in to assist in teaching the courses that Dr. Nam Raju used to teach. Alan is a graduate of the University of Illinois in Champaign and is an expert in selection and personality with strong emphasis on psychometric theory. Alan, before coming to Chicago, had been working as a consultant to companies for several years.

This year the program is in the process of finding new faculty for the two positions that are open. We are grateful to Dr. Kemp Ellington who has accepted a visiting Assistant Professor position with the program. As you have noticed in his bio, his expertise is in performance management which includes training and performance appraisal.

Last year we had three alumni who caringly presented at our internship meetings. Dr. Douglas Panozzo, Dr. Lisa Sandora, and Dr. Susan Slater. We are grateful for these individuals’ continuous support and sacrificial attention. The students enjoyed and were inspired by these presentations and a chance to meet these successful alumni. We also greatly appreciate Dr. Steve Stanard’s contribution to the program by offering the Organizational Assessment course and helping our students learn what it is to be a practitioner in our field. As always we are thankful to Dr. M. Ellen Mitchell, the director of the Institute of Psychology, for her continuous support to ensure the quality of our program and to fill the two positions which are now vacant. Also, Ellen has provided added support for some of the graduate students for their travel to conferences and in appreciation of their quality of work in the program. She has truly made a difference!

We look forward to seeing you in this year’s event at the open house on November 17th and the SIOP reception in San Francisco. Your presence and support is what makes our program unique.

Help us stay in touch with you by sending us an email and updating us with your achievements. As many of the alumni know, staying in touch with me not only warms my heart, but allows you to get information about job opportunities in the field. Please spread the word.

With warm regards,

Roya

---

Important Dates to Remember:

I/O Open House
Hosted by Dr. Ayman
November 17th, 2007

SIOP Conference
San Francisco, CA
April 10-12, 2008

IOOB Conference
Colorado State Univ., Denver
March 12-14, 2008

Newsletter Editor:
Rachael Hall
(Rachael@RachaelHall.com)

Information & Application:
Roya Ayman, Ph.D.
Program Director
3101 S. Dearborn St.
Suite 252
Chicago, IL
60616-3793

Phone: (312) 567-3516
E-Mail: ayman@iit.edu

www.iit.edu