CONGRATULATIONS 2016 GRADUATES!

Ph.D.
Benjamin K. Fearing, Moderated Mediation of Leaders’ Traits and Effectiveness: The Role of Stress. Fall’15. Roya Ayman.

M.S.


M.S. in Personnel and Human Resources Development Fall 2015 - Summer 2016
Khalid El-Amin Becca Christie
Lindsey Ciufia Carissa Constantinou
Ashten Fraser Stephanie Sequeria
Rebecca Hagen Connor Pichette
Egle Stravinskaite Kritika Jadhav
Donald Kerteson Shavya Nadella

HONOR AND AWARDS

Pounian Award: Maura Burke, M.S., received the Charles “Arch” Pounian Award. She is actively involved in research with a focus on methodological improvements and meta-analysis. More specifically, she recently published a paper entitled, “Estimating Group-Level Relationships: General Recommendations and Considerations for the Use of Intraclass Correlation Coefficients,” that focused on how to conduct meta-analyses at the group-level of analysis in the Journal of Business & Psychology. In addition, she is assisting in conducting of a U.S.-Israel Binational Science Foundation grant project concerned with the development of new statistical procedures to test for interrater agreement with respect to multi-level data. She has also been involved in other projects and publications concerning big data, and inductive reasoning and executive functioning in the workplace. She is now working to complete her dissertation, and assisting in research concerning workers experience in informal work economies and the promotion of decent work standards. The latter project is sponsored by SIOP’s humanitarian work psychology research endeavor. Throughout her Ph.D. program she has served as a research assistant and presented at multiple conferences including SIOP and APS.

2016 SIOP Travel Award: Shujaat Ahmed, M.S., received the 2016 SIOP Travel Award. Typically, ten students are selected by SIOP every year to receive the travel award of $500. Applicants are evaluated based on merit and need. This year, Shujaat Ahmed received the student travel award from SIOP, and was a first author on three presentations.
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 cannot recognize them all by name. * denotes an I-O student, bold denotes an I-O Faculty.


Burris, K.*, Ayman, R., & Smriti, A. (February, 2016). The role of the leader in creating flexibility i-deals. At the 24th annual Consulting Psychology Conference, Orlando FL.


McAbee, S. T. (2015, October). The messy, the missing, and the ugly: Dealing with difficult data in organizational surveys. Presentation at the 3rd semiannual Analytics in Motion (AIM) Conference, CUNA Mutual Group, Madison, WI.


Student Professional Activities

Illinois Tech students not only obtain academic knowledge but also hands-on practical experience by working at organizations with our very own alumni.

**PHRD Track**

Jody Buck - Human Resources Assistant Intern, Cambridge Educational Services
Rob Saperstein - Training and Development Intern, Combined Insurance

**Ph.D. Track**

Trenton Adams - Compensation Analyst Intern, Chicago Transit Authority
Shujaat Ahmed - Research Associate, the National Center for State Courts; Adjunct Instructor, Department of Psychology at Illinois Tech; Vice Chair, the Global Organization for Humanitarian Work Psychology (GOHWP)
Rebecca Anderson - Senior Consultant, Deloitte
Steven Bentz - Senior Analyst, AbbVie
Kimberly Burris - Principal, Green Peak Partners; Instructor, Elmhurst College
Michael Cama - Talent Management Consultant, Right Management
Nahren Ishaya Cama - Manager, Consulting Services, I/O Solutions Inc.
Cassia (Himlton) Carter - LENS & Special Projects Manager, National Center for Healthcare Leadership
David Coxhead - Training and Safety Manager, Freedom Boat Club
Sara Crouch - Research Analyst, I-O Solutions Inc.
Steve Discont - Assistant Director of Programming, Midwest Furry Fandom, Inc.
Caribay Garcia Marquez - Training and Development Intern, Strata Decision Tech
Elizabeth Howard - Consultant, Daniels Consulting Group; Instructor, Northeastern Illinois University
Mary Hunt - Assistant Professor, Ave Maria University
Koren Ichihara - Manager, People Analytics, AbbVie
Michelle L. Jackson - Leader Instructor/Chair, General Education Dept., Le Cordon Bleu College of Culinary Arts, Chicago
Inna Koval - Organizational Consultant, Daniels Consulting Group
Matthew Lauritzen - Associate Director for Research, Center for Corporate Performance
Mirinae Lee - Intern, United Airlines
Kelly Levine - Associate Consultant, Vantage Leadership Consulting
Jordan McDonald - Project Lead Consultant, Center for Research and Service, Illinois Tech
Heather (Leffler) McIlden - Senior Director, HR Business Partner at Twilio Inc.
Patrick McIlden - Senior Director Learning and Development, FitBit
Rachel Meredith - Welcome to Deloitte Experience Leader, Deloitte
Cristina Neacsiu - Teaching Assistant with Interprofessional Teams, Illinois Tech
Christine Overfors - Human Resources Specialist, Minnesota Department of Human Services
Samantha Paruchuri - Consultant, Advanced Insights LLC
Meghan Pickett - STEM Partnership Program Manager, Illinois Tech
Betsi Pinkus-Huizenga MS Release Manager, CME Group
Yelena Polyashuk - Instructor, Northeastern Illinois University
Maxwell Porter - Research Analyst, I/O Solutions, Inc.
Andrew Rand - Learning and Talent Development, IDEXX Laboratories
Sarah Rusakiewicz - Manager, US Talent Management, McDonald’s Corporation
Emily Sanders - Senior Research Analyst, Bersin by Deloitte
Catherine Savage - Consultant, Vantage Leadership Consulting
Frank Shu - Associate Consultant, Center for Research and Service, Illinois Tech
John Skinner - Manager, Talent Selection and Assessments, Sears Holdings Corporation
Rodney Vallejo - Program Manager, Illinois Tech Leadership Academy
Sean Wright - Project Lead Consultant, Center for Research and Service, Illinois Tech
Chexuan Zhou - Teaching Assistant, I-O Program at Illinois Tech
PHRD Alumni Professional Activities

We are very proud of the successes of all our alumni. We want to keep in touch! Let us know your email address and other updates by visiting: http://humansciences.iit.edu/alumni/share-your-news

Adam Ackerson’02 - Vice President, HR, Wilton Brands Inc.
Sarah Benuska’08 - Ph.D.’15 in Counseling Psychology, Akron University
Kristine Bodemer’14 - Epic Instructional Design/ Principal Trainer, Riverside Medical Center, Inc.
Anne Brown’15 - Senior Associate Client Advisor, CEB
Emily Landem Brown’07 - Consultant, Daniels Consulting Group
John Brubaker’06 and J.D.’13 - Associate Attorney Law Office of Van Lear P, Eckert, PC
Kristin Carlson’12 - Recruiter, Yelp
Maple Chen’11 - Researcher, IPSOS Healthcare, Shanghai, China
Lily Chuang’10 - Associate Psychometrician, PSI AMP, Kansas
Lindsey Ciufia’16 - Training Coordinator, Apttus
Effie Constantinou’16 - Associate, Learning & Organizational Effectiveness Association At Grant Thornton LLP
Michael Crane’07 - Senior UX Designer
Robert Cuthbert’00 - Partner, Cuthbert Consulting, Oregon
Renee Czeryba’00 - Manager, Interior and Exterior Lighting Program, Walgreens
Garth Davidson’01 - Senior Compensation Consultant, Stantec
Heiko Dorenwendt’09 - Principal, Deloitte Consulting
Jen (Pawelko) Drews’10 - Director of Institutional Research, University of Wisconsin-River Falls
Khalid El-Amin’16 - Human Capital Analyst, Bridgestone Americas
Ashten Fraser’16 - Talent Management, at PreScouter, Inc.
Michael Flutka’08 - Senior Manager, Finance & Human Resources, All Terrain
Vaishali Gakhar’12 - Corporate Relations Manager, Carnegie Mellon University
Liza Greene’00 and MBA’03, University of Arizona - Senior Organizational Development Strategist at JM Family Enterprises Inc.
Rui Han’14 - Market Analyst, Pantai Chemical USA Inc.
DJ Himstedt’10 - Consultant, Strategic Talent Solutions
Amy Hrabak’07 - Senior Talent Management Specialist, YMCA of Metropolitan Chicago
Kritika Jadhav’15 - CSR Benefits Administration, Aon Hewitt
Bo Ju’12 - Graduate student at DePaul University, M.S. in Education
Anwaar Judeh’05 - Senior Compensation Analyst, Capital Group
Philip Kober’14 - Human Resources Coordinator, Gold Eagle Company
Chad Legel’00 - President & CEO, I/O Solutions
Loren Lehnen’94 - Director, Executive Compensation, Tower Watson
Karen Lucas’15 - Talent Management Analyst, S & C Electric Company
Melanie Anderson Lundberg’98 - Assistant Vice President, Talent Management & Corporate communication, Combined Insurance, a Chubb Company
Heidi Maihuecher’15 - HR Generalist, Sargent & Lundy
Isis Martinez’12 - Human Capital/Change Management Principal Consultant, E2E Workplace Solutions
Mike Matyasik’09 - Director of Educational Solutions, Wonderlic
PHRD Alumni Professional Activities (Continued)

We are very proud of the successes of all our alumni. We want to keep in touch! Let us know your email address and other updates by visiting: http://humansciences.iit.edu/alumni/share-your-news

Jill May’02 - Testing Manager, Selection and Assessment, City of Chicago
Jeniffer(Fron) McInerney’08 - HR Business Partner at BMO Harris Bank
Joshua Mcloughlin’09 - HR Director Mergers & Acquisitions, Aon Hewitt
Si (Cindy) Miao’11 - Senior Campus Recruiter, WalMart, Arkansas
Helen (Velesiotis) Michiewicz’02 - Associate, Hay Group
Jason Michiewicz’04 - Manager, Talent Management, Follett
Sylvia Min’12 - Organizational Effectiveness Senior Consultant, Allstate
Dana Moore’01 - Senior Manager, People Advisory Services, Ernst & Young.
Shravya Nadella’16 - HR Associate, Jump Trading LLC
John Nawn’95 - Founder, Perfect Meeting
Aditi Nayak’03 and Executive MBA’15, University of Chicago - Chief Operating Officer, Mind Wave Solutions Pte Ltd.
Anh Thu Nguyen’14 - Manager of Organizational Development, The Wonderful Company
Lori (Nita) Novak’04 - Assistant Vice President, Foreign Exchange, Associated Bank
Amy Deno Nowacyzyk’01 and J.D.’12 - Attorney, O’Drobinak & Nowacyzyk, P.C.
Greg Olson’97 - Regional Director, Wonderlic Inc.
Paige Olson’12 - Change Management Consultant, Daniel Consulting Group
William Osnowitz’12 - Senior Compensation Specialist, Aon
Neelima Paranjpey’08 and Ph.D.’13 in Organizational Development, Benedictine University - Assessment & Development Consultant, Vaya Group
Ruoqi (Rachel) Pei’15 - Solution Capability Analyst, Hay Group
Connor Pichette’16 - Project Assistant at National Center for Healthcare Leadership
Alex Prucel’09 and MBA’13 - Senior Manager, Organizational Effectiveness, United Airlines
Mengran Qin’12 - Staff Management at CSR QINGDAO SIFANG LTD.
Nouman Qureshi’15 - Management Consultant, KPMG
Ben Roselle- Director, Innovation Consulting, United Health Group
Maritza Ruano’06 - Director, Talent Management, AIDS Foundation of Chicago
Rashmi Sharma’07 - Senior HR Generalist, HIRACLE, Inc.
Mark Strateman’10 and Ph.D.’14, Chicago School - Senior Talent Consultant at Metrics, CEB
Egle Stravinskaite’16 - HR Associate, Acco Brands
Jana Szostek’99 and J.D.’06 - Director, Indiana University Northwest Leadership Assessment Center
Bob Thomas’97 - Project Manager, Employee Experience, United Airlines
Jordan Trotto’11 and MBA’17—HR Specialist, Eze software Group
Maria Ustavalkova’15 - Associate of People Operations, Oak Street Health
Amber West’15 - Senior Analyst, Team Member Insights, Whole Foods Market
Daniel Wilman’04 - HR Technology & Analytics Manager, First Midwest Bank
Namrata Yadav’08 - VP, Diversity & Inclusion Education Lead, Bank of American
Michael Zablocki’11 - Labor Operations Analyst, Levy Restaurants
David Zigun’16 - Consultant, Employee Impact consulting
Ph.D. Alumni Professional Activities (Selected list)

Tobin Anselmi, Ph.D.'94 - Managing Director/Founder- Organizational Harmonics, LLC., Cleveland Area
Fernando Arena, Ph.D.'16 - Manager, Organizational Effectiveness at CME Group, Chicago Area
Michael Barr, Ph.D.'01 - Associate Provost for Program Development, Review and Online Synergy, Chicago School of Professional Psychology
Jeff Becker, Ph.D.'03 - Director Talent and Development, Blue Cross Blue Shield Association, Chicago Area
John Behr, Ph.D.'01 - For Organizations: Executive Assessment, Executive Coach, Leadership Coach, Leadership Assessment, John Behr Group, LLC., Chicago area
David Blitz, Ph.D.'15 - Senior Assessment Scientist, Findly, Chicago Area
Sharon Boslet, Ph.D.'06 - Senior Consultant, Willis Towers Watson, Chicago Area
Jaime Cruz, Ph.D.'13 - Program Manager, Talent and Organizational Development, Nutanix, Bay Area
Rebecca (Roller) Daisley, Ph.D.'15 - Senior Organizational Development Consultant, Advocate Health Care, Chicago Area
Amy Daniels, Ph.D.'99 - Founder and Principal, Daniels Consulting Group, Chicago Area
Russ Day, Ph.D.'96 - Owner, R. R. Day & Associates and Human Resources Consultant
Jennifer Dembowski, Ph.D.'00 - Senior Talent Management Consultant, Right Management, Kansas City
Mitchell Gold, Ph.D.'00 - Senior Talent Management Consultant, Right Management, Kansas City
Michael Henry, Ph.D. ' 05 - Manager of Strategic Assessments, I/O Solutions, Inc.
Pet Custodio, Ph.D.'91 - Executive Vice President, Global HR & Corporate Integrity, NuVasive, San Diego
Russell Lobsenz, Ph.D.'98 - VP Talent Management and Organizational Development at Cotiviti, New York
Amy Antani Logue, Ph.D.'07 - Vice President, Human Resources/Organizational Development Systems and Metrics, Advocate Health Care, Chicago Area
Jaci Jarrett Masztal, Ph.D. - VP/Practice Leader, Burke, Inc.
Casey Mulqueen, Ph.D.'01 - Senior Director of Learning and Development at TRACOM Group, Denver Area
Brendan Neuman, Ph.D.’14 - Senior Manager, Talent Acquisition Programs, United Airlines, Chicago Area
Noelle Newhouse, Ph.D.'08 - Associate Professor, Chicago School of Professional Psychology
Teresa Pappas, Ph.D.'07 - Senior Consultant, 3D, Lake Forest, IL
Pamela Pollak, Ph.D.'12 - Senior Manager, Operations Engagement and Leadership, United Airlines, Chicago Area
Jennifer (Langel) Roberts, Ph.D.'06 - Director, Saving Plan Operations, AT&T, Dallas/Fort Worth
Rebecca Romano, Ph.D.'07 - Vice President, Head of Talent Development, NBC Universal Inc., NY
Lisa Sandora, Ph.D.'02 - Senior Human Resource Manager, Orbitz Worldwide, Chicago Area
John Scott, Ph.D.'85 - COO, APTMetrics, NY
Erica Hartman Spencer, Ph.D.'05 - Senior Director, Talent Assessment, Performance & Succession Management, NovoNordisk, NJ
Eleni Speron, Ph.D.'09 - Senior Associate, ECRA Group, Chicago Area
Stephen Steinhaus, Ph.D.' 87 - HR Alignment Principal, Executive Assessment/Coaching & HR Metrics/Process Development
Angela Sterning, Ph.D.'11 - Director of Talent, Fortune Brands Home & Security, Derfield, IL
Mark Tawney, Ph.D.'12 - Vice President, Testing Services, (Principal) I/O Solutions Inc., Chicago Area
Jennifer Thompson, Ph.D.'04 - Associate Professor, Chicago School of Professional Psychology, Chicago Area
Norberto Valbuena, Ph.D.'03 - Professor Asociado, Universidad Nacional Experimental Rafel Maria Baratt, Venezuela
Courtney VanOverbergh, Ph.D.'12 - Senior Consultant at CEB(former SHL), Chicago Area
Sofia Velgach, Ph.D.’10 - Deputy Director, Navy Selection and Classification Division, US Navy , Washington DC.
David Waldschmidt, Ph.D.’06 - Director of Testing Services, American Dental Association, Secretary, Joint Commission on National Dental Examinations. Chicago Area.
Jeremy Watson, Ph.D.’14 - Marketing Scientist, J. D. Power, Los Angeles Area
Jennifer Weiss, Ph.D.'01 - Executive Consultant, Industrial Psychologist at Human Resources Alignment Consulting
Faculty Activities

Roya Ayman, Ph.D.  
Last year, in addition to presentations and publications with students and colleagues, Roya Ayman was invited for the fourth year to conduct classes and workshops on organizational research at NIDA in Bangkok, Thailand. She received recognition from this university for her contribution in developing Ph.D. scholars in Thailand. She is still on the editorial board for Leadership Quarterly, International Journal of Cross Cultural Management, and Journal of Organization and Management. She did work on an interdisciplinary grant with Mahima Saxena and some faculty members from chemical engineering and food science at Illinois Institute of Technology, but unfortunately the grant was not supported. She is working with her research labs on a couple of projects on work family interface and immigrant workers social support, the role of Smart phone and work family interface. In the leadership lab she is working with students on the role of social network and leadership as well as the ILT as it relates to emotional expressions of leaders and the role of gender.

Scott Morris, Ph.D.  
Scott Morris and his students have been working on several research projects related to personnel selection and statistical methodology. Over the past year, much of his time was devoted to completing a book project, an edited volume that brings together experts from I-O, economics, statistics and law to address contemporary issues and approaches to adverse impact analysis. The book will be released early in 2017. Scott has been engaged with the Society for Industrial-Organizational Psychology’s Task Force on Contemporary Selection Practice Recommendations. Working with this group, he was the lead author on a white paper prepared for the Equal Employment Opportunity Commission. The white paper provided recommendations for adverse impact analysis when data are distributed across multiple business units or multiple test administrations. The recommendations were presented at a meeting with EEOC leadership and the research and analytic services team. The task force is currently finalizing revisions to the report for distribution at the EEOC, and is working with EEOC leadership to develop additional topics where SIOP can provide information and guidance. Scott has also been working on a grant from the National Library of Medicine, along with a graduate assistant, Mirinae Lee, and collaborators from Northwestern University. The project involves the application of item response theory to develop multidimensional computer adaptive tests (CATs) of patient-reported health outcomes (e.g., emotional distress, physical and social functioning). CAT-based assessments can achieve high measurement precision with substantially shorter scales, thereby providing high quality data with minimal burden on patients. The project will develop a software platform for administering CATs, facilitating their integration into healthcare practice. Scott continues to teach courses in personnel selection, legal issues and multivariate statistics. He is on the editorial boards of the Journal of Applied Psychology, Journal of Business and Psychology, Organizational Research Methods, and International Journal of Testing.

Ronald Landis, Ph.D.  
During the past year, Ron has continued to devote increasing attention to initiatives directed toward improving the quality of how we practice science. In the past year, he was invited to participate in an international meeting related to improving the rigor and relevance of our research, presented a couple of conference sessions about the problems associated with our publication practices as well as identifying solutions, and published a paper related to this topic. As associate editor for the Journal of Business and Psychology, Ron has worked closely with the editor to develop alternative paths for publication and they will soon be announcing a Hybrid Registered Reports path for papers in the journal. Ron will continue to work on these, and similar, efforts in the coming year. In addition to these efforts, Ron continues to work and publish with colleagues and students in the area of big data, the appropriate use of intra-class correlations in meta-analysis, employee engagement, the integration of meta-analysis and structural equation modeling, and others. He will again travel to Adelaide, Australia in November 2016 to deliver a short course for CARMA (Consortium for the Advancement of Research Methods and Analysis) on Applications of Multiple Regression. Ron is looking forward to a productive and fun 2016-17.
Faculty Activities

Mahima Saxena, Ph.D.

Mahima Saxena was awarded the Lewis College of Human Sciences Excellence in Teaching Award this year. Mahima has thoroughly enjoyed teaching various undergraduate and graduate courses this past year. Along with graduate students and industry collaborators, Mahima worked on her SIOP-funded project on exploring decent work and well-being in informal economies. Mahima’s Work and Well-being Lab is currently exploring a number of research questions that investigate different dimensions of work experience and their relationship with health and performance outcomes. With her graduate and undergraduate students, one of her studies exploring work experiences of women in science, technology, engineering, and mathematics (STEM) was featured in IIT Magazine. The study explored the experiential elements of being a target of workplace incivility for women in STEM and the impact on well-being and performance through various cognitive mediators. Finally, Mahima continues her review work with multiple national and international outlets.

Sam McAbee, Ph.D.

Sam McAbee is delighted to be entering his second year as an assistant professor in the I-O Program. Sam and his students are currently engaged in a number of research ventures surrounding the application of structural equation models and other methods to personality assessments, including general/methodological factors in personality inventories, broad vs. narrow personality traits, and assessing common vs. unique information across self- and observer-reports of personality. His multi-rater framework for studying personality, the Trait-Reputation-Identity (TRI) Model, was recently published in Psychological Review (McAbee & Connelly, 2016), and he is currently completing a follow-up study in which he and his colleagues apply the TRI Model for predicting a variety of organizational performance outcomes. He plans to hold bi-weekly meetings for his Applied Measurement & Individual Differences Lab this fall and all students are welcome! Sam will teach Individual & Cultural Differences and Psychometric Theory this fall, and will teach Graduate Statistics II and an advanced undergraduate seminar on correlation and regression methods in the spring.

Kristina Bauer, Ph.D.

Kristina Bauer officially joined the faculty at Illinois Tech in August 2016, after a year as a visiting assistant professor in the I-O Program. Kristina is engaged in research projects related to self-regulated learning, technology-enabled instruction, and transfer of training. Her work in technology-enabled instruction includes collaborations with students such as Daniel Gandara on game-based training, Caribay Garcia Marquez on gamification, and Conrad Brown and Derek Nguyen on the effects of note-taking with technology. Last year, Kristina worked with the Center for Research and Service and three graduate students (Andrea Arango, Caribay Garcia Marquez, and Stephanie Sequiera Grass) on an applied project diagnosing issues relating to turnover for a local auto parts manufacturer. 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 also had a media release in January, “Integrating mobile into your corporate learning”, interviewed by Geri Anne Fennessey of Talent Management Magazine. Kristina is an active member of SIOP serving on both the SIOP Education and Training Guidelines Revision Committee, which produced new guidelines earlier this year, and the Membership Committee. She has reviewed for SIOP conferences, Academy of Management Learning & Education, Computers in Human Behavior, Journal of Business and Psychology, and Learning and Individual Differences.
Update on the Center for Research and Service

Another fantastic year for the Center for Research and Service is in the works, as it continues to grow and achieve under Director George Langlois. Of its achievements, George takes great pride in the center’s ongoing expansion into consultative work. Coinciding with this increase in consultation, the center’s team is spending more time working in tandem with clients and delivering senior-level reports.

As a result of the prospering success under George’s directive, the center has undergone a transformation from a project-based organization into a professional consulting practice. Employees are getting cross-trained with professional skills and receiving quality feedback. In addition to the increase in business, the center continues to provide substantial funding for a large proportion of students in the I-O program.

Regarding the future direction of the center, George’s goals are to acquire grants from larger projects, and to provide more students in the I-O program with financial support and professional training. George values the opportunity the center provides for students to work with clients and gain experience. He wants to guide students’ professional development and career path by helping them learn the tools and skills that are required on the job. One way this is accomplished is by allowing students to work as senior-level consultants and project managers for the center.

By expanding its consultation services and providing students with extremely valuable opportunities, the distinguished reputation of the center continues to grow nationwide. The center will always welcome students with an interest and motivation to become a part of this exceptional team.

Their new office location is:
IIT Tower, 10 W. 35th Street, 12th Floor, Chicago, IL 60616

-Yige Xue, 2nd year PHRD student
Edited by Robert Saperstein, 2nd year PHRD student

The Center for Research and Service Staff

Raju Lecture Series from 2015 to 2016

During the past academic year, Professor Landis has continued the Raju Lecture Series. Named in honor of the late Distinguished Professor, Nambury S. Raju, the goal of the series is to invite speakers who are recognized for their contributions to methodological topics relate to the study of behavior in organizational settings. This past academic year we had the honor of welcoming Kurt Kraiger in the fall semester and Jeffrey R. Edwards and Larry J. Williams in the spring semester.

Kurt Kraiger is a professor of psychology from Colorado State University. His talk was titled, “What’s in a Sample? Comparison of Participant Characteristics and Model Fit across Organizational, Student, mTurk, and Qualtrics Samples.” Kraiger is the program coordinator for the Ph.D. in I-O Psychology program at CSU, and director of the online master’s in Applied Industrial-Organizational Psychology. He is also a co-founder and chief strategy officer for jobZology. Kraiger is a fellow and former president of the Society of Industrial-Organizational Psychology (SIOP). He is also a fellow of the Association for Psychological Science. He is an associate editor of the Journal of Business and Psychology, and on the editorial board of the Journal of Applied Psychology. He is a noted expert on learning, training, and training evaluation, having published or presented over 140 papers on training and related topics.

Jeffrey R. Edwards is the Belk Distinguished Professor of Organizational Behavior and Strategy at the University of North Carolina’s Kenan-Flagler Business School. His research examines person-environment fit in organizations, stress, coping, well-being, work-family issues, and research methods. His work has appeared in journals such as the Academy of Management Review; Academy of Management Journal; Journal of Applied Psychology; Organizational Behavior and Human Decision Processes; Personnel Psychology; Organizational Research Methods; and Psychological Methods. He is past associate editor and editor of Organizational Behavior and Human Decision Processes; has served as associate editor of the Journal of Organizational Behavior; Management Science; and Organizational Research Methods, and has held editorial board positions with the Academy of Management Journal, the Journal of Applied Psychology, and Personnel Psychology.

Larry J. Williams is a professor of psychology at the University of North Dakota. Williams served as the Founding Editor of Organizational Research Methods (ORM), and he previously served as consulting editor for the research methods and analysis section of the Journal of Management (1993-1996). In 1997, he established the Consortium for the Advancement of Research Methods and Analysis (CARMA), an interdisciplinary center devoted to helping faculty and students advance their knowledge of organizational and social science research methods and data analysis techniques, where he continues to serve as director today.
Student Associations

The Graduate Association of Industrial-Organizational Psychology Students (GAIOPS)

Fall is upon us and GAIOPS is simultaneously shifting into gear in preparation for the coming academic year with a continued vigor. There have been several notable achievements and changes in GAIOPS over the past year. One highlight is the continued participation of Illinois Tech students at the annual SIOP conference, which took place this past April in Anaheim, California. We were able to send over a dozen students to SIOP with funding provided through GAIOPS. GAIOPS was also able to provide additional support for its members through its fundraising efforts this past spring. A sincere thanks goes out to all those who were able to help in any capacity in this tremendously successful fundraiser.

Looking to the coming year, there will be a fresh new wave of incoming officers who will be stepping into leadership roles in GAIOPS. Liz Daleiden will step in as chief communications officer, Trent Adams will be stepping in as chief financial officer, Rob Saperstein will be stepping in as vice president, and Frank Shu will be stepping in as president. Caribay Garcia will remain chief information officer. Congratulations to these incoming officers and we wish them great success in their roles in the coming year. We also thank our outgoing officers for their contributions and hard work for the organization.

Looking ahead to the coming year, GAIOPS plans to further progress its focus on serving as a social and developmental conduit for its members and the larger community. We will again push for continued, if not stronger, representation at the coming SIOP conference in Orlando. We will also explore new avenues to provide educational and developmental opportunities to members, such as “brown bag” informational sessions and possible outside speakers. We also anticipate holding our fall and spring social events which further bolster the cohesiveness of the organization. In sum, there are very exciting prospects on the horizon for GAIOPS.

As my tenure as GAIOPS president now comes to a close, I look back at my experience in the organization and its members from a standpoint of gratitude for being able to lead such a fine organization, as well as pride in the spirit and enthusiasm that flows from its members. As the seasons change all in the process of continued growth, I feel the same is true for GAIOPS and am truly excited for the inclusion of new members and the ‘passing of the torch’ onto the next generation of GAIOPS leaders.

Onwards and Upwards,
Maxwell Porter
Outgoing GAIOPS President

New GAIOPS Officers
President: Frank Shu
Vice President: Robert Saperstein
Chief Financial Officer (Treasurer): Trenton Adams
Chief Communications Officer: Elizabeth Daleiden
Chief Information Officer: Caribay Garcia

2016 SIOP Conference

SIOP 2016 was a great experience. I have always been a big enthusiast for opportunities to ignite ideas and get immersed in curiosity and exploration. At the end of the day, is that not what science is all about? Going to SIOP was exactly that—an immersive experience with top scholars and practitioners in our field. While attending SIOP sessions one is inspired, curious and a bit incompetent all at the same time, but that’s okay—we have all been there. This is the truly enriching experience of SIOP, getting immersed with people from various backgrounds coming together once a year for the same purpose—Learn, share and connect with academics and practitioners to experience all things related to I-O psychology.

During the panels and symposiums there were moments I did not understand what the speakers were talking about but there were also moments where I understood exactly what they were saying. Those moments, I would think to myself, “Sam said something about that in class.”

I was lucky enough to participate in the Ph.D. consortium and it was probably my favorite day of the conference. All the small break out sessions were precise and responded to many questions I had been asking for a while. Questions such as, how do you find your research niche? How do you get published? Should I go academic or applied? It was very insightful to hear other students, professors, scholars, and practitioners respond to these questions with their own experiences.

I want to acknowledge and congratulate GAIOPS and all its members for securing funding for almost 90% of students that attended SIOP 2016. Fundraising activities this year were amazing. We made enough money to help fund and send the whole gang to Anaheim for the conference. This year we have several planned activities and I can’t wait to see how our group unites efforts and skills for another successful year of fundraising.

- Caribay Garcia Marquez, 2nd year Ph.D. student
Incoming Students

Ph.D. Track
Zachary Borg: University of Georgia
Conrad Brown: California State University, Sacramento
Derek Nguyen: University of California, Irvine
Joshua O’Banion: University of Tennessee, Knoxville

PHRD Track
Elizabeth Daleiden: Minnesota State University, Mankato
Gregory Erickson: Oregon State University
Joseph Falciano: University of Florida
Danielle Ferguson: Stony Brook University
Tim Geiselman: Eastern Illinois University
Taylor Simpson: Northeastern Illinois University
Samantha Sleva: Loyola University
Yifei Wang: University of Texas at Austin
Sheng Zhang: University of Toronto

Orientation

Not even a full day after landing in Chicago, I found myself sitting apprehensively among other new graduate students in a small room. Teetering on the verge of emotional implosion as orientation was set to begin, I found a slight peace in the friendliness of my newfound cohort and the seeming approachability of the faculty and veteran students filing in. From the introductions of all present, it was easy to tell that the community would be intimate. I was able to meet with each of the faculty after an overview of the program, and my initial impressions still rang true. Though the meetings were intended for research interest discussion, each of the faculty also gave warm words of support and encouragement. It was surprising and empowering. Instead of the pressure to hit the ground running I had anticipated, I was met with a hospitality I had not expected given the strength and professionalism of the program. This hospitality flowed straight into the succeeding welcome reception that closed out the day. After learning more about the path ahead of me with Illinois Tech and the people I would soon be working with, I left orientation with the confidence that I had found a community I look forward to being a part of.

- Derek Nguyen, 1st year Ph.D. student

Open House

Once a year, past and present graduate students of the Industrial-Organizational Psychology program are welcomed into the home of Roya Ayman, program director. The night offers a casual and intimate encounter between faculty, students, alumni, and local I-O practitioners. Last year, I remember believing the evening was going to be similar to I-O speed dating where faculty and peers grill each other on research. However, this is hardly the case. Yet talk generally returns to what everyone’s passions are in the field of I-O, despite their best attempt. As someone who is content to smile and nod, I vicariously urge first year students to step out of their comfort zone and approach new faces. I guarantee the recipient will remember the effort, even if not the name. As my final and most important point, the food is only as good as the effort put into making it. Last year, there was a great spread of dishes from all sorts of cultural backgrounds. I could not pronounce most of the words, luckily, food is a universal language. Do not let me down this year.

Sidebar: Pro Tip: Due to the high frequency of graduate students and academics, food undergoes an intense convenience sampling method.

- Trenton Adams, 2nd year Ph.D. student

Teaching Assistants

Caribay Garcia Marquez
Yige Xue
Trenton Adams
Robert Saperstein
From The Director's Desk

At our reception at SIOP last year we recognized Kristina Bauer as our new tenure track faculty member. Her expertise is in the area of training, eLearning, and transfer of knowledge. We are happy to welcome Kristina as part of our program and she has already been very active in her research and consulting, and includes students in these activities.

Also last year our program entered an agreement with the Erasmus Mondus program in Valencia, Spain to have an exchange graduate student opportunity. This will allow our students to work on an international team and spend a month in Valencia Spain for credit. Also we will have students from the Erasmus Mondus program come to gain work experience at the Center and work with our students in the U.S. This will start in 2017 and we will provide you with more information later.

We are very proud of the students' engagement in our program and their efforts to make it meet their needs. Our student clubs have provided support both for providing refreshments at our internship meetings as well as enabling 25 students to attend SIOP last year. I would like to thank the executive team of GAIOPS 2015-16: Max Porter, Khalid ElAmin and Steve Discont. They worked tirelessly on behalf of the students and I think we all should send them our loving gratitude. These activities are above and beyond their scholastic work.

As always, I would like to also thank all the alumni and friends of the program for their support, by both sharing their time and contribution of funds. We are grateful to those who attended our internship meetings, our open house, and the orientation so they could meet with our students. Particularly last year, our deepest thanks goes to Renee Czeryba, Chad Legel, Dave Sowinski, Brendan Neuman, Namrata Yadav and Andy Garman for presenting at the internship meetings.

Also, we are grateful to Ron Landis for providing the resources for the Nambury S. Raju Lecture Series. This is an activity that is meeting a long time wish of the I-O students and faculty to have academic presentation by renowned and highly respected scholars in I-O. Last year, we had the honor to welcome Kurt Kraiger in the fall semester and Jeffrey R. Edwards and Larry J. Williams in the spring semester. We are also grateful to our alumni who serve on the advisory board of the Center for Research and Service and protect the interest of the I-O program (Jaci Masztel, Rus-

sell Barcelona, and Dan Lezotte). In addition, I would like to thank John Scott for his amazing support of the program on many levels including his fellowship support for students and services on our boards.

Special thanks goes to Alan Mead and Samuel McAbee for hosting “Ideas on Testing” which was cosponsored by Pearson at Illinois Tech for the last few years.

Please share your thoughts and suggestions by email: ayman@iit.edu. We want to stay connected and strengthen our network. Visit our college website to update your contact information at http://humansciences.iit.edu. You can also find me on LinkedIn. For those alumni who are connected with us via email, we will send you information about opportunities that come our way and can provide assistance and support through our students when you need human power. Please stay in touch and let us know if you meet any alumni who have lost touch with us. We hope that staying connected provides value for you as it has much value for us.

- Roya Ayman