

I-O PSYCHOLOGY NEWSLETTER

NOVEMBER 2018 - OCTOBER 2019

DEPARTMENT OF PSYCHOLOGY
LEWIS COLLEGE OF HUMAN SCIENCES

ILLINOIS INSTITUTE OF TECHNOLOGY



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THE QUINTESSENTIAL LEADER: ROYA AYMAN



"If it had not been for Dr. Ayman, the I/O program at IIT would not exist today."

This year, after leading the I/O program for 30 years, Professor Roya Ayman stepped down as the program director. Roya took on the directorship role in 1989, and ever since, has worked tirelessly to improve the program and promote the success of our students. Her determination has seen us through difficult times and her vision has inspired us to expand. The impact of her leadership can be seen in the success of our alumni and their continuing engagement with the program years after graduation.

Here are just a few of the I/O program's achievements under Roya's extraordinary leadership:

- Creation of a professional MS degree within the I/O field.
- Establishing the Nambury Raju endowed chair, the first endowed chair in psychology Illinois Tech.
- Growing the Center for Research and Service into a thriving consulting business.
- Partnerships with Erasmus Mundus, a global educational consortium.
- Making the annual I/O program reception a cornerstone of the SIOP conference.

One particular point in time stands out as an example of her dedication to students and the IIT program. During the mid-1990's, the IIT I/O program lost some key faculty and university administration was questioning whether they would continue to support an I/O program. Dr. Ayman fought hard for the program while taking on a double-load of dissertations and master's theses due to the shortage of faculty.

Eventually the program was saved and additional distinguished faculty brought in to make the program what it is today. I can say without question that if it had not been for Dr. Ayman, the I/O program at IIT would not exist today. For that, all of her students and alumni owe her a debt of gratitude.

-Dan Lezotte, PhD, Principal, Mercer

CELEBRATING 30 YEARS OF LEADERSHIP

THE QUINTESSENTIAL LEADER: ROYA AYMAN

"Perhaps her most significant contribution to the I/O field is her leadership of the I/O program at IIT and her commitment to making it arguably one of the top programs in the country. There was a time when the program was struggling and on the verge of dissolving. Through her leadership and determination, she not only saved the program, but she fought the battles to build it into a top program. If it was not for Dr. Ayman's leadership, persistence, and commitment to IIT's I/O program, it is widely believed among alumni that the program would not be nearly as strong as it is today or may not exist at all. I am personally indebted to Dr. Ayman for not only saving the program, but building thriving program with highly regarded faculty, and that I can be proud to represent. "

-Chris Freiburger, Principal and Managing Director, Human Capital Management Group, Inc.

"Roya has prepared hundreds of students to not only deeply understand theories of leadership, groups, and teams but also listen, think critically, write persuasively and influence... Roya created a family of I/O psychologists at IIT instilling a culture of caring and giving back that has a positive and lasting impact on our field. For example, my own firm, like many others, created an internship pipeline of IIT I/O graduate students providing experiential learning opportunities to apply the research read in the classroom. "

-Amy Daniels, PhD, CEO, Daniels Consulting Group

"Early in her career she instituted annual events both in Chicago at her home and at the annual SIOP convention. Both of these initiatives were undertaken with minimal university budgets and often at the personal expense of Dr. Ayman. The annual gathering in her home provides a comfortable space for our scientist/practitioners to gather and share not only news of their personal development but in many cases best practices they have discovered or developed. While these gatherings initially were thought to be social, regular serious attendees are most often found discussing issues of research and practice. "

-George Langlois, PhD, Executive Director, Center for Research & Service and the IIT Center for Leadership Studies

"Dr. Ayman served as the heart and center of the I/O program at IIT. She has opened her office and home to all students, colleagues, and their families. She is always willing to listen and help anyone at her door to reach their educational, professional, and personal goals."

-Sofiya Velgach, Asst. Director, Enlistment Testing Standards, Office of the Under Secretary of Defense for Personnel Readiness/M&RA/MPP.

"Roya was a tremendous teacher, mentor and friend to me in my years at IIT and beyond. She taught with true enthusiasm and high energy, always grabbing my attention and engaging me in learning. Her commitment to education and her students was unrelenting. More than just teaching, she cared about her students. It was never just a job; it was her mission. I was fortunate to have Roya as my PhD advisor and mentor. She encouraged my ideas and was always supportive in advancing my thinking. I am forever grateful to Roya for her guidance, support, involvement. I am honored and fortunate to be able to call her friend for 30+ years."

-Jaci Jarrett Maszta, VP at Burke, Inc.

CONGRATULATIONS

2019 GRADUATES

Ph.D. Defenses

Yelena Polyashuk, *The role of ethnic similarity, perceived communication style deviation, and cultural intelligence in leader-member exchange and trust*. Fall 2019. Roya Ayman.

Daniel Spizzuco, Jr., *Comparison of an ideal point and dominance IRT model on the detection of differential item functioning with DFIT*. Summer 2019. Scott Morris.

Rodney Vallejo, *Development of a job attitudes composite for measuring employee engagement*. Summer 2019. Ron Landis.

M.S. Defenses

Caribay Garcia Marquez, *The moderating role of goal orientation in gamified instruction: An extension of the theory of gamified learning*. Spring 2019. Kristina Bauer.

Meghan Pickett, *Exploring the experience of work-family conflict among low-wage, immigrant workers*. Summer 2019. Roya Ayman.

M.S. in IO Graduates 2019

Zachary Borg

Elizabeth Daleiden

Spencer Sumner

Yu-Chuan Yen

Saina Yu

Daniel Stopka

Sheng Zhang



PRESENTATIONS & PUBLICATIONS

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.

- *Ahmed, S. F. & **Saxena**, M. (2019, July). Citizenship pressure, job stress, and work-to-family conflict across time. Poster presented at the annual meeting of the Association for Psychological Sciences, Washington, DC.
- Ayman**, R. (Panelist). (April, 2019). IO Psychology Master's Program Issues and Challenges: Program Director Perspectives (Sylvia Roch, Chair) at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Banks, G.C., Field, J.G., Oswald, F.L., O'Boyle, E.H., **Landis**, R.S. Rupp, D.E., Rogelberg, S.G. (2018). Answers to 18 questions about open science practices. *Journal of Business and Psychology*, <https://doi.org/10.1007/s10869-018-9547-8>.
- Bass, M., **Morris**, S. B. & Neapolitan R.E. (2019, June) Multidimensional Computer Adaptive Testing with PROMIS Item Banks. Paper presented at the HealthMeasures User Conference, Chicago, IL.
- Bauer**, K. N. (Discussant) (2019, August). HR and learning. Discussion paper session at the 79th Annual Meeting of the Academy of Management, Boston, MA.
- Bauer**, K. N. (2019, April). Technology and training: A three study overview. Invited talk for Bowling Green State University Brown Bag Series.
- Bauer**, K. N., May, R. W., Rivera, N., & Fincham, F. D. (2019, May). Longitudinal analysis of school burnout and sleep quality. Poster to be presented at the 31st Annual Convention of the Association for Psychological Science, Washington, DC.
- Brannick, M. T., Potter, S. M., Benitez, B., & **Morris**, S. B. (2019). Bias and precision of alternate estimators in meta-analysis: enefits of blending Schmidt-Hunter and Hedges approaches. *Organizational Research Methods*, 22, 490-514.
- *Burke, M.I. & **Landis**, R.S. (April, 2019). Studying Group-Level Relationships: The Accuracy of Meta-Analytic Parameter Estimates. Presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Casper, W.C., Edwards, B.D., Wallace, J.C., **Landis**, R.S., & Fife, D.A. (2019). Selecting response anchors with equal intervals for summated rating scales. *Journal of Applied Psychology*. Advance online publication. <http://dx.doi.org/10.1037/apl000444>.
- Costa, A. R. L., Jesuino, A. D., Lima, N., & *Shu, F. (In Press). Adaptation and validation of HEXACO-PI-R to a Brazilian sample. *Personality and Individual Differences*. Reference Number (PAID-D-19-00350R1).
- *Garcia M, C., & **Bauer**, K. N. (2019, April). Extending the theory of gamified learning: Goal orientation as a moderator. In Marin, S. (Co-Chair), & Armstrong, M. A.(Co-Chair) Leveling on game thinking: Research trends in gamification and game-based assessments. Symposium conducted at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

- Garman, A. N., *Standish, M. P., & Wainio, J. A. (2019). Bridging worldviews: Toward a common model of leadership across the health professions. *Health Care Management Review*. Advance online publication. doi:10.1097/HMR.000000000000243.
- Garman, A. N., Lemak, C. H., & *Standish, M. P. (2018). *Emerging Trends in Health Care: Implications for Leadership*. In *New Leadership for Today's Health Care Professional* (2nd ed.). Burlington, MA: Jones & Bartlett Learning.
- Grand, J.A., Rogelberg, S.G., Banks, G.C., **Landis**, R.S., & Tonidandel, S. (2018). From outcome to process focus: Fostering a more robust psychological science through registered reports and results-blind reviewing. *Perspectives on Psychological Science*, 13, 448–456.
- *Green, R., & **Bauer**, K. N. (2018, November). A review of games-based assessment. Paper presented at Ideas in Testing Research Seminar, Chicago, IL.
- *Meredith, R., & **Bauer**, K. N. (2019, April). The role of transfer in newcomer adjustment: Socialization following orientation. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Morris**, S. B. (2019, April). Panelist in D. Cohen, Contemporary issues in pay equity analysis: A cross-disciplinary discussion. Panel discussion at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Morris**, S. B., Bass, M., *Howard, E & Neapolitan, R. E. (2019). Stopping rules for computer adaptive testing when item banks have non-uniform information. *International Journal of Testing*. Advance online.
- Morris**, S. B., Bass, M., *Lauritsen, M. & Neapolitan, R. E. (2019, June). A predicted error reduction stopping rule for multidimensional computer adaptive tests. Paper presented at the International Association for Computer Adaptive Testing Conference, Minneapolis, MN.
- Morris**, S. B., Bass, M., *Lauritsen, M. & Neapolitan, R. E. (2019, April). Item selection in multidimensional computer adaptive testing with ordinal responses. Paper presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Morris**, S. B., Bass, M., *Lauritsen, M., *Zhang, S., & Neapolitan, R. E. (2018, November). Comparison of Item Selection Criteria in Multidimensional Computer Adaptive Testing with the Graded Response Items. Paper presented at the Ideas in Testing Research Seminar, Chicago, IL.
- *Overfors, C.M., Ellington, J.K., & **Landis**, R.S. (April, 2019). Performance appraisal rating goals: Examining rater strategies and goal endorsement. To be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Saxena**, M. (Chair) (2019, April). Women in STEM: Insights and best practices. Session chaired at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Saxena**, M., & **Morris**, S. B. (2019). Adverse impact as disability discrimination: Illustrating the perils through self-control at work. *Industrial and Organizational Psychology*, 12(2), 138-142.
- Saxena**, M., *Geiselman, T. A., & *Zhang, S. (2019). Workplace incivility against women in STEM: Insights and best practices. *Business Horizons*, 62(5), 589-594. doi:10.1016/j.bushor.2019.05.005.

- Saxena, M.** (2019, July). Pottering away: Decent work for skilled informal workers in South Asia. In S. C. Carr (Chair), Living wage & worker well-Being: Steps towards shared prosperity. Paper presented at the 6th Conference of the International Labor Organization's Regulating for Decent Work Network: Work and well-being in the 21st Century, Geneva, Switzerland.
- Saxena, M., & *Zhang, S.** (2019, April). Cognitive aftermath of incivility: Rumination as a coping strategy for women in STEM. In M. Saxena (Chair), Women in STEM: Insights and best practices. Symposium conducted and paper presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- ***Shu, F. & Ayman, R.** (April, 2019). Leadership Structures and Diversity in Teams. Symposium by Cindy Maupin and Maureen McCusker (chair), Methodological advancements for investigating collective leadership. Presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- ***Standish, M.P. & Ayman, R.** (2019, August 10) Developing Leader Identity via Structured Reflection. Research proposal presented at 2019 AOM Leadership PDW: Improving Leadership Research: Mentoring to Develop Proposals into High Quality Publications in Boston, MA.
- ***Wright, S., Morris, S. B., & *Gandara, D.** (2018, November). Evaluating Alpha/Beta/Gamma Change with Ordinal Confirmatory Factor Analysis. Paper presented at the Ideas in Testing Research Seminar, Chicago, IL.

POUNIAN RESEARCH AWARD

This year we'd like to recognize Maxwell Porter for receiving the Charles "Arch" Pounian Award. His thesis, "An application of Pareto-optimality to public safety selection data: Assessing the feasibility of optimal composite weighting", examined ways to improve diversity in public safety hiring, while maintaining validity. In addition to the recent award, Max is currently in the process of completing his dissertation, which is examining the role of gender differences in the clinical psychological evaluation of law enforcement applicants. Max is currently a Manager in the Testing Services department at I/O Solutions (IOS, Inc.) and has been with the firm for over five years. In his free time, he enjoys camping, hiking, and discussing adverse impact metrics.



STUDENT PROFESSIONAL ACTIVITIES

Ahmed, Shujaat | Transportation and Security Administration | Personnel Psychologist
 Alba, Jose | Center for Research and Service | Associate Consultant
 Bentz, Steven | AbbVie | Manager, People Insights
 Burke, Margaret | Center for Research and Service | Associate Consultant
 Carter, Cassia | Advocate Aurora Health | Manager, Leadership Development
 Chen, Xiao (Lucas) | Interprofessional Projects Program (IPRO) | Adjunct Faculty
 Crouch, Sara | Walgreens | Principal, Talent Management Strategy
 Gandara, Daniel | Indeed | Assessment Scientist
 Garcia, Caribay | Humu | People Science
 Green, Reya | Industrial / Organizational Solutions (IOS), Inc. | Research Associate
 Manibusa, Frank | Center for Research and Service | Associate Consultant
 McDonald, Jordan | National Aeronautics and Space Administration | Pathways Intern: Human Resources Business Partner
 Pearson, Evan | Purdue University Northwest | Research Lab Coordinator
 Peterson, Zac | Center for Research and Service | Associate Consultant
 Porter, Maxwell | Industrial / Organizational Solutions (IOS), Inc. | Manager, Testing Services
 Pickett, Meghan | Leadership Academy | Program Manager
 Pugliese, Stefanie | Vantage Leadership Consulting | Consultant
 Sanders, Emily | RedThread Research | Research Lead
 Savage, Catherine | Vantage Leadership Consulting | Consultant
 Shokri, Arash | Center for Research and Service | Associate Consultant
 Skinner, John | Us Foods Inc. | Sr. Analyst, Talent Assessment and Selection
 Standish, Melanie | National Center for Healthcare Leadership | Program Coordinator & Research, Leadership Excellence Networks

Achievements + Honors

Michael Burke	John T. Hazer Distinguished Psychology Alumnus Award, IUPUI; Dean's Faculty Excellence Award, Freeman School of Business, Tulane University.
Lucas Chen	Alumni Leadership Award, Huazhong University of Science and Technology.
Lindsey Ciufia	Co-founded the Chicago chapter of the Women in Sales Enablement (WiSE).
Andrew Garman	Excellence in Teaching Award, Academy of Management Healthcare Management Division.
Namrada Yadiv	Crains Chicago Business 40 under 40.

Program Name Change PHRD to MS in I/O

The PHRD degree's name is now officially changed to MS in I/O. This new title for our professional MS does not reflect a change in the focus or character of the degree. It's essentially the same degree, just with a different label.

In recent years, public awareness and prestige of I-O psychology has been on the rise, and the term I-O psychology is a key part of the professional identity for most of our alumni. The former title, Personnel and Human Resource Development, is descriptively accurate, but is not a typical title for a degree in our field. The I-O degree aligns better with the professional identity of our graduates, and better communicates who we are to prospective students.

While the core of the education is the same, we reduced the number of elective and internship hours required for the degree. Previously 43 credit hours were required to complete the degree, now only 36 credit hours are required. Our goal with these changes was to bring the total credit hours more in line with those at other M.S. programs, and to help mitigate increasing costs while still maintaining the same high quality of education.

ALUMNI PROFESSIONAL ACTIVITIES

Barcelona, Russell Ascend Talent Strategies Co-Founder Business Psychologist	Ph.D. 1993
Boonpitak, Opal United Airlines Staff Representative - HRIS Administration	M.S. 2015
Borg, Zachary The Walt Disney Company HR Decision Scientist	M.S. 2018
Brown-Neuhengen, Anna Kantar Senior Project Manger	M.S. 2015
Buck, Jody Nordstrom Employee Experience Surveys Program Manager	M.S. 2017
Burke, Maura Human Resources Research Organization (HumRRO) Research Scientist	Ph.D. 2018
Burke, Michael Tulane University Earl P. and Ethel B. Koerner Chair of Strategy and Entrepreneurship	Ph.D. 1982
Cama, Nahren Industrial / Organizational Solutions (IOS), Inc. Manager, Consulting Services	Ph.D. 2018
Chuang, Lily Financial Industry Regulatory Authority Principle Psychometrician	M.S. 2010
Ciufia, Lindsey Tanium Sales Enablement Program Manager	M.S. 2016
Cruz, Jaime Levi Strauss & Co. Senior Manager - Global Talent Management	Ph.D. 2013
Czeryba, Renee Walgreens Senior Manager, Global Procurement Transformation	M.S. 2000
DeLay, Nancy Apple World Wide Employee Enrichment & Engagement Manager	Ph.D. 1995
Devine, Patrick Kennesaw State University Professor	Ph.D. 1980
Drews, Jen Catholic Charities of St. Paul and Minneapolis Senior Business Intelligence Developer Analyst	M.S. 2010
Franke, Kevin Western Governors University Development Team Lead	M.S. 2017
Freiburger, Chris Human Capital Management Group, Inc. President	Ph.D. 1993
Gakhar, Vaishali Carnegie Mellon University Career Services - Tepper School of Business (MSCF)	M.S. 2012
Garman, Andy Rush / National Center for Healthcare Leadership Professor / CEO	M.S. 2000
Gold, Mitchell Gallagher Integrated Managing Director and Senior Advisor	Ph.D. 2000
Gradshtein, Michal StarLinks Founder & CEO	Ph.D. 2009
Hagen, Rebecca Crate & Barrel Organization Development Analyst	M.S. 2016
Huang, Jialin Microsoft Data Scientist	Ph.D. 2015
Kober, Philip ZS Associates Senior Human Resources Associate	M.S. 2014
Kwaske, Ilianna Tulane University School of Professional Advancement Associate Dean for Academic Affairs & Professor of Practice	Ph.D. 2006
Leddy, Pete GSW Creative, dba dosist Chief People Officer	Ph.D. 1991
Liu, Yutong Center for Education, Identity, and Social Justice at USC Rossier School of Education Project Specialist	M.S. 2011
Logue, Amy Advocate Aurora Health Head of HR for all Illinois based hospitals, Children's Hospital, Post- Acute & Medical Group	Ph.D. 2007
LoVerde, Mark CultureIQ Principal Strategist	Ph.D. 1997
Lucas-Allen, Karen Walgreens Analyst	M.S. 2015
Maibuecher, Heidi Sargent & Lundy HR Generalist	M.S. 2015
Matyasik, Michael American Dental Association Manager, Test Development	M.S. 2006
May, Jill City of Chicago Testing Manager, Selection & Assessment	M.S. 2012
Min, Sylvia Ernst & Young LLP	M.S. 2012
Misquita, Vanita Illinois Institute of Technology Director of Overseas Program	Ph.D. 1998
Moore, Dana Ernst & Young Senior Manager, People Advisory Services	M.S. 2002
Mundt, Bonny Lexington Health Care of La Grange Administrator	M.S. 2011
Neuman, Brendan Basil Consultants Principal, Organizational Psychologist	Ph.D. 2014
Paranjpey, Neelima Vaya Group Senior Consultant	M.S. 2008
Rafilson, Fred Aspiring Minds Chief I/O Psychologist	Ph.D. 1996

ALUMNI PROFESSIONAL ACTIVITIES

Rand, Andrew Management Research Group (MRG) Consulting Psychologist	Ph.D. 2017
Roberts, Jennifer AT&T AVP Talent Acquisition	Ph.D. 2007
Romano, Rebecca NBCUniversal Vice President, Head of Talent Development	Ph.D. 2007
Ruano, Maritza AIDS Foundation of Chicago Senior Director of Talent Management	M.S. 2006
Slater, Susan L. Corvus International Inc. President	Ph.D. 1984
Spencer, Erica (Hartman) Marriot International VP, Global Learning & Development	Ph.D. 2004
Tawney, Mark Industrial / Organizational Solutions (IOS), Inc. Principal - Vice President, Testing Services	Ph.D. 2012
Ustavalkova, Maria Allina Healthy Talent & Workforce Planning Analyst	M.S. 2015
Van Overberghe, Courtney SHL Managing Consultant	Ph.D. 2012
Watson, Jeremy APTMetrics Project Manager	Ph.D. 2014
Wheeler, Megan LifeLabs Learning Leadership Trainer & Director of Talent	M.S. 2012
Yadav, Namrata Bank of America Senior Vice President, Global Head of Inclusion Strategy	M.S. 2009
Yen, Yu-Chuan Taiwan Semiconductor Manufacture Company HR Area Service Specialist	M.S. 2019
Yu, Saina FlyHigh Talent Recruiting Specialist	M.S. 2019
Zablocki, Michael Seyfarth Shaw Analytics Specialist	M.S. 2011
Zigun, David ProPayHR Talent Acquisition Specialist	M.S. 2016
Zou, Yunsheng (Joey) Reinsurance Group of America Talent Acquisition Specialist	M.S. 2015

Faculty Activities



As many know, **Roya Ayman** has stepped away from the Director Position for the I-O program after 30 years last Spring. At SIOP, Roya was recognized as SIOP Fellow and was surprised at the reception by the students and faculty, who prepared a lovely celebration in honor of her leadership. Additionally, she was on a panel for discussing I-O program curriculums, focusing on factors contributing to their success. Roya oversees students' internships, which lend students exciting experiences while gaining experience through practice. Roya would like to thank the alumni who attended the internship meetings this past year to share their experiences. These alumni help students network while also developing students' efficacies and identities in the field of I-O: Tobin Anselmi, Fernando Arena, Anna Brown, Nahren Ishaya Cama, Brendan Neuman, Teri Pappas, Alex Purcell, and Egle Stravinskaite. The program had its first exchange student, Martina Alese, from the Erasmus Mundus program, who collaborated on projects with the Center for Research and Service. Roya continues to serve on the boards of editors on *Leadership Quarterly*, *the International Journal of Cross-Cultural Management*, and *the Journal of Organizational Management*. She thoroughly enjoys her classes on leadership (Spring) and Organizational Behavior (Fall). Additionally, she offered her research methodology course of NIDA in Thailand for the 8th year. Roya is the designated advisor for the students in the M.S. track.



Kristina Bauer is excited to be entering her fourth year as an assistant professor in the I-O Program. Kristina and her lab continue to be engaged in research projects related to technology-enabled instruction, self-regulated learning, and transfer of training. Her newest project involves plans to develop an augmented reality training intervention and ongoing technology-enabled instruction projects include collaborations with students such as Daniel Gandara on game-based training, Caribay Garcia Marquez on gamification of learning, and Conrad Brown and Derek Nguyen on the effects of note-taking with technology. 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 is an active member of SIOP, serving on the Education and Training committee, and has reviewed for several conferences and journals. She is currently on the editorial board at *Journal of Business and Psychology* and *International Journal of Selection and Assessment*.



Scott Morris' research continues to focus on psychometrics and quantitative methods for improving the quality and fairness of employee selection. Along with his students, he has been working on several research projects related to measuring and reducing adverse impact in employee selection. Other projects focus on developing psychometric methods, including implicit personality tests and computer adaptive testing. Scott has been working on a grant from the National Library of Medicine, along with a graduate research assistant Sheng Zheng and collaborators from Northwestern University. The project involves the application of item response theory to develop multidimensional computer adaptive tests (MCATs) of patient-reported health outcomes. The goal is to develop a software platform to efficiently administer MCATs and facilitate their integration into electronic health record systems. In August, Scott took over as Director of the IO program. He continues to teach courses in personnel selection, legal issues, multivariate statistics, and psychometrics. 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*. He also served as chair the awards committee for SIOP's Zedeck-Jacobs Adverse Impact Reduction Research Grant.



Ron Landis continues to conduct research in the broad area of quantitative research methods. His work has focused on how group-level reliability can be best operationalized in meta-analytic reviews, applications of big data to organizational problems, and how our field can maximize the rigor, relevance, and replicability of our work. Ron also continues to teach courses in introductory statistics, meta-analysis, multivariate statistics, psychometrics, and structural equation modeling. He has delivered several workshops and short courses in the United States, Australia, Spain, and Italy. He is the current Editor for SIOP's primary journal, *Industrial and Organizational Psychology: Perspectives on Science and Practice*, continues to serve as Associate Editor for *Journal of Business and Psychology*, and serves on the editorial boards of *Organizational Research Methods* and *Journal of Management*.



Mahima Saxena presented the results of her SIOP funded research on the informal economy and decent work at the prestigious United Nations' International Labor Organization conference in Switzerland this summer. Her research directly spoke to policy-makers, and international multidisciplinary academic and research bodies. Mahima also earned the Faculty Innovation Grant (2019) for her project on reducing Burnout and encouraging career engagement for STEM students at Illinois Tech. At SIOP, Mahima chaired a symposium session on, "Women in STEM" where the discussant was the current President of SIOP, Dr. Talya Bauer. Mahima taught courses in Occupational Health Psychology, Cross-cultural Psychology, and Industrial Psychology. Mahima is an Editorial Board Member of the APA journal, *International Perspectives in Psychology*. She serves as an academic reviewer for *Journal of Applied Psychology*, *Journal of Management*, *Human Relations*, *Occupational Health Science*, SIOP, SHRM, and the *Academy of Management*. She is a member of SIOP's Visibility and the Pro-social Committee as well as an elected Executive Board Member of the Global Organization for Humanitarian Work Psychology.

IIT ABROAD



Mahima Saxena presented at the United Nations' International Labor Organization in Switzerland as part of a global team of experts in Humanitarian Work Psychology. Mahima's research on Decent Work and the Informal Economy was funded by the Society for Industrial and Organizational Psychology.



Ron Landis taught a short class in meta-analysis in December of 2018 at the University of Valencia as part of their Winter School Program. This was possible through IIT's affiliation with the Erasmus Mondus European exchange program.

CENTER FOR RESEARCH AND SERVICE

The Center for Research and Service is a prestigious research and consulting firm based on Illinois Tech's Mies campus. Lead by **George Langlois**, Ph.D., the center has contributed greatly to the research reputation of Illinois Tech's Psychology Department.

Having been previously awarded a grant from the MacArthur Foundation to study the hurdles faced by minority contractors in Illinois, the Center has now closed this grant successfully. The outcome following this closing has spawned a number of new agencies to address the issues that were uncovered from the Center's final report. The Center is in the process of building their own proposal to house a service bureau that can help up to ten minority companies in building their capability and viability for the future. Jayne Jackson, former staff member and project manager, continues to work with the Center on this project. She is helping to identify appropriate funding mechanisms by putting the Center in touch with agencies to move forward with this grant. The Center continues to provide employee engagement surveys to the Hawaii Employers Council, an organization encompassing more than 800 businesses across the state. The Center also runs the Student and Staff Speak Survey and is collaborating with the Department of Psychology at IIT to form a strategic plan for the next four years.

More and more opportunities and developments are ahead as the Center's involvement grows on the city and nation-wide level. For example, one of the Center's board members from TalentRISE is looking to use the Center in becoming a

key partner in providing survey work. Executive Director Langlois and his board members have also developed the Leadership Acceleration Program for IIT Alumni and STEM professionals.

This initiative is in the process of gaining commercial traction and intends to extend nation-wide. The program is designed to provide executive and leadership development while simultaneously forming a community of multi-disciplinary leaders. Currently, Langlois is working with outside partners to launch this program by Summer of 2020.

Along with providing services to external clients, the center also provides opportunities for students to practice their professional skills through work on live projects. Employing over 50 student workers at the graduate and undergraduate levels, the center welcomes students from all three programs in the Psychology Department and throughout the campus community. Thanks to the great financial success of the Center in recent years, the Center provides full-tuition support to student employees. Recent Ph.D. graduate, **Rodney Vallejo**, continues in his role as the Center's Associate Director. Roxanne Martin, Office and Budget Coordinator, joined the staff this past Spring. A warm return, Arash Shkori, Frank Manibusan, and Zac Peterson continue to work as Associate Consultants. As of this Fall, the Center happily welcomed two new student employees, Jose Alba and Margaret Burke also as Associate Consultants. Including the Center's core staff, the CPS project and the Leadership Academy, the Center provides funding for close to 70 students each year.



A large and visible operation, the Center works in partnership with Chicago Public Schools (CPS). Director Langlois took CPS over nine years ago, when it was worth just under \$300,000, testing 6,000 elementary school students. Now, CPS is worth \$700,000 and handles 16,000 students across the city of Chicago. Part of the reason for this great increase can be attributed to the CPS project being in charge of a second testing program: accelerated placement in either grade levels or subjects for students. Cynthia Langley, Ph.D., joined as new staff member and is the new Program Manager for testing and has previous experience in child development and clinical services. The CPS project additionally offers opportunities for both Clinical and I-O students to get testing experience, where students administer and proctor tests in the selection process for CPS.

The Center is also a driving force behind the **M.A. & Lila Self Leadership Academy**, a long-standing leadership development initiative unique to IIT. This program is highly selective, admitting twenty-five undergraduate scholars who participate in opportunities designed to develop their leadership potential and empower them to effect positive change. **Meghan Pickett**, M.S., Program Manager of the Leadership Academy, designs, leads, and organizes leadership development programming for the scholars as well as for the campus as a whole including monthly seminars, workshops, retreats, conferences, and competitions. Additionally, Meghan coaches and mentors the twenty-five Leadership Academy Scholars where she focuses on individual well-being, psychological safety, and mindfulness as a supplement to their leadership training. The Leadership Academy has expanded its programming significantly since its beginnings and is now involved in the international Collegiate Leadership Competition, winning the international championship two years in a row. Furthermore, Meghan is preparing the Leadership Academy to host the second annual Chicago Undergraduate Leadership Conference (CULC) this upcoming Spring.



In addition to the programming developed for the undergraduate students, the Academy executes an annual Assessment Center every Spring to select new students for the program. This creates an opportunity for I-O graduate students to implement the knowledge and skills they gain from their coursework by participating as assessors. Broadly, the Leadership Academy has evolved immensely and proves to be a significant contributor in marking IIT as a notable leadership institute.

Over the course of the last several years, the Center has reevaluated its approach to benefit the Psychology department at IIT. It has reshaped its services and now uses more robust and reliable software, both of which have contributed to a current error rate of less than one percent. Going forward, the Center will continue to pursue long-term clients to ensure full tuition funding for I-O student and graduate employees. According to Executive Director Langlois, the center is on track to double its billings from previous years.



ERASMUS MUNDUS WOP-P

MASTER IN WORK, ORGANIZATIONAL AND PERSONNEL PSYCHOLOGY

IIT's I-O Program has extended its involvement and mark to the international scene. One of three American universities, IIT has become an inclusive member of the Erasmus Mundus European exchange program in the last year. As a part of this consortium, students and faculty can travel to other countries to study and to teach abroad. Students native to different countries shuttle between different member universities to complete a multitude of internships, expanding minds beyond borders in I-O research and practice. With increasing globalization, it only makes sense to be a part of this international collective. Students learn to interface and connect with others unlike them. Worlds meet - studies, projects, and relationships become bound by information-sharing, language, culture, creativity, and collaboration. This year, the Center welcomed Martina Alese, second year WOP-P Masters student from the University of Bologna to do an internship over the course of three months this past Spring.

"
I was supported
and invested
with trust, it was
a life changing
experience!"



Martina Alese

MY EXPERIENCE AT IIT

My internship experience at The Center for Research and Services at IIT was incredibly positive. From the very beginning, I found a welcoming and inclusive environment that addressed my need for both professional and personal growth. My main tasks at The Center concerned surveys of different kinds, targeting different clients. I also worked on report checking, item development, comment coding to the aim of a thematic analysis, and report building, under the supervision of Rodney Vellejo. Engaging in such tasks was my first growth opportunity at The Center, in that they were very technical. With Meghan Pickett, I had the chance to work on the design and implementation of assessment centers, on the development and facilitation of students' retreats, and as a co-coach, I supported the Academy's students team at the Collegiate Leadership Competition at Miami University (Oxford, Ohio). The technical tasks that I was working on with Rodney's help represented something I really needed to improve on, while the tasks I was working on with Meghan were very close to my personal interests. Thanks to the support of Roya Ayman, then Director of the IIT's I-O program, and thanks to GAIOPS, I had the chance to fly to Washington D.C. and attend SIOP. Moreover, my experience at IIT was made special by the people, starting from Rodney and Meghan, who were mentors more than tutors, then Frank and Arash, who became friends more than colleagues, but most importantly, George Langlois, the visionary Director of The Center, who made everything possible. Last but not least, I'd like to mention Dionna and Roxanne that helped me greatly. I was supported and invested with trust, it was a life changing experience!



GAIOPS

Graduate Association of Industrial Organizational Psychology Students

Message from the President

Over the past year, the members of GAIOPS have really come together to help create a better experience for our graduate students. Although not everyone was able to make it to the SIOP Conference 2019, with the combined efforts of all our graduate members, we were able to raise over \$1,100 through a few weekends of fundraising! In combination with the hard efforts of our executive board pushing for more funding, 14 students were able to receive financial aid towards making the trip to SIOP 2019. I am especially proud of the first year students that participated in fundraising, especially since many had to remain behind to work! This only provides more motivation for us at GAIOPS to ensure that we can get as much money (as soon as possible), to have everyone funded! As such, this year GAIOPS will be attempting an earlier proposal for SIOP 2020 (i.e., please keep your eye out for announcements). In addition, we hope that doing this will also allow more time for us to propose funding for other conferences and events that our graduate students are interested in attending.

In regards to our mentorship and engagement survey programs that were initiated last year, our members are continuing to refine and perfect these functions for future students. Current GAIOPS members are approaching each mentor and mentee to discuss what can be done to improve their experiences and to see if any other matches are more suitable to each individual. Although we are doing all of these things for free, we truly hope that these programs provide some benefit to our students and eventually, we at GAIOPS hope that these activities can be a way for students to get to know each other more. We accept mentees and mentors at any point in the year, and if you are interested in being part of this new effort to bring cohort years together, please contact Sheng (szhang103@hawk.iit.edu).

Lastly, we are transitioning to new leadership at GAIOPS! Last year we were able to Sheng Zhang (CCO) and Reya Green (CIO) onto the GAIOPS Executive Board. This year, we unfortunately had to say goodbye to our Vice President of 2 years (Caribay Garcia Marquez) and President of 3 years (Frank Shu). Elections to fill these positions were held in person at our first meeting on Sept 27th. Please welcome our new GAIOPS President, **Melanie Standish**; Vice President, **Munira Ajmal**; and Treasurer, **Nalini Puri**.

To a fantastic year!

FRANK SHU

Mentorship Program Follow-Up



My mentor helped me understand how he aligned the academic demands of the program with applied projects. For example, sometimes it is not easy to see how an internship is helpful, but extracting specific course material and applying it in practice can help you identify where your interests are. My mentor also met me where I was and was able to speak with me as a colleague. He was "down to earth" and respected me as an individual. At the same time, he was not afraid to challenge my beliefs or correct me. He also was not afraid of publicly correcting himself. Altogether, this helped me be myself in a respected program like IIT with so many revered professors by making me feel comfortable in balancing academics with applied projects.

-Jose Alba, 2nd year MS track

As I developed my relationship with my mentor, I quickly understood that it would be one of the more meaningful and important relationships in my graduate career - even onward in my life. I have had invaluable knowledge, insight, and support via my mentor that contributes, and will continue to contribute, to my success in the academic arena. Additionally, I feel extremely lucky to have been introduced to other people through my mentor that have significantly impacted my life. This program initiative has inarguably bettered my graduate experience. It only makes sense to continue this tradition within the program as it binds inter-cohort relations while positively impacting others.

-Anna Iosipiv, 2nd year MS track



GAIOPS was developed with the purpose of creating a student led organization that would support, empower, and develop students from the I-O Psych program at IIT. Frank has gone above and beyond in bringing to life that mission. During his leadership, he has helped manage fundraising efforts for students to attend SIOP, he started a peer mentorship program, and managed a student led evaluation of the program. Perhaps more importantly, Frank has been a classmate, a colleague, a mentor, and a friend to all of us. He embodies the behaviors of leadership that we study and research, he provides support, value, and creativity. Even when he doesn't have the answer for something, he will point you in the right direction in a selfless manner. Not only are we lucky to have Frank in our program, but I personally also feel very fortunate to call him a good friend.

-Caribay Garcia, Ph.D. student.

For many years, GAIOPS has been an important partner in the professional development of our students, providing travel support that allows our students to attend the annual SIOP conference. It's exciting to see GAIOPS expand to offer a mentoring program. We are grateful to the many individuals who volunteer their time to make this student-led organization a success, and particularly to Frank for his excellent leadership over the past three years.

-Scott Morris, Program Director.



GAIOPS OFFICERS

2018 - 2019

PRESIDENT | FRANK SHU

VICE PRESIDENT | CARIBAY GARCIA

SECRETARY | SHENG ZHANG

TREASURER | MELANIE STANDISH

INFORMATIONAL OFFICER | REYA GREEN

SIO P 2019

SIO P 2019 was a great experience. The annual conference of SIO P is always like a school carnival for all the I-O psychologists (including faculty, students, and practitioners) to get together and exchange research highlights or work experiences for the past year. This year, I was able to help present two projects that I took part in. The first, I was working with my program advisor, Dr. Mahima Saxena to examine the cognitive consequences of experiencing workplace incivility by women in STEM workplaces. The second project was about employing Computerized Adaptive Testing (CAT) in Automated Item Generalization (AIG) method with Dr. Alan Mead. I was able to meet researchers and scholars in the related field and get their insights on these topics.

Moreover, SIO P provided a series of events/sessions to network and connect with others. IIT has a tradition of hosting a reception to welcome all the faculty, students, and alumni to attend. This year, Dr. Roya Ayman stepped down from the role of program director and passed the torch to Dr. Scott Morris. It was a great memory to thank her contribution with her colleagues, friends, and students at the reception. I want to acknowledge the effort of GAIOPS, and all the student members, in fundraising for us to attend SIO P in Washington, D.C. With the coming year, we also have several fundraising activities coming up, and I can't wait to see how everyone contributes to send the whole group to Texas for SIO P 2020!



-Sheng Zhang, P.h.D. Student

CONGRATULATIONS
ROYA AYMAN, Ph.D.
Fellow, Society for Industrial
and Organizational Psychology
2019

NEW STUDENT ORIENTATION



Incoming students:

Left to Right: Evan Pearson, Jonathon DuFresne, Monica Goga, Spencer Sumner, Yanwen Xu, Dennis Tran, Munira Ajmal

Not Photographed: Michael Perepelitsky.

The I/O psychology program orientation was a tremendously beneficial and encouraging experience. I had the privilege to chat with a diverse group of accomplished professors and students within the department, and everyone was more than happy to share their research interests, or offer their best advice. I felt it was a bonding experience with my cohort, a unique networking opportunity with potential colleagues, and a perfect overview of the program as a whole. I very much look forward to building more connections, and learning from the incredible people in the I/O department.

-Monica Goga, first-year M.S. student

IIT's orientation to the I-O psychology program was incredibly personal and informative. The full day orientation offered me ample opportunity to meet with each professor in the I-O program and discuss research interests, goals, and future opportunities for collaboration. First year students also had a chance to meet with other scholars at various levels of their academic journey, from second-year students to 5th year researchers soon to present their thesis defense, and were encouraged to network with a diverse set of future consultants, researchers, and academics. I am excited to continue my studies and take full advantage of the variety of resources available on campus and throughout Chicago!

-Jonathan Dufresne, first-year Ph.D. student

Graduate Teaching Assistants



Alexandra Bullock



Reya Green



Anna Iosipiv



Tina Pham



Nalini Puri

FROM THE DIRECTOR'S DESK

The big news this year is that, after 30 years of leadership, Roya has stepped down as director of the IO program. Roya has played a key role in shaping the identity of our program, gathering an excellent group faculty, and building a vibrant community of students and alumni. We have all benefited from her tireless work on behalf of the program, and I am extremely grateful for her many years of leadership.

For me, taking on the director role has been both exciting and a bit daunting. I think you'll all agree that Roya is a tough act to follow. Fortunately, Roya has been gracious in helping me through the transition, and I thank her for her continued support and mentorship.

The good news is that Roya will be staying on as a regular member of the faculty. Additionally, she will continue managing internships and advising professional MS students as well as her research advisees. If you have an internship or job opportunity, Roya is still the primary contact.



Our faculty continue to be amazingly productive. Ron Landis serves as editor of SIOP's flagship journal. Mahima Saxena has become a leading voice in the emerging field of humanitarian work psychology, presenting her research last summer to policy-makers at the United Nations. Kristina Bauer is exploring cutting-edge applications of augmented reality for training. And the most exciting news is that Roya Ayman was named a fellow of SIOP, in recognition of her outstanding contribution to the field. We now have three fellows on our faculty! I am honored to work with such a distinguished team.

Over the past year, we have been actively engaged with the Erasmus Mundus program, an international exchange program for students and faculty coordinated by the University of Valencia, Spain. This year, we hosted our first Erasmus Mundus exchange student, Martina Alese. Additionally, Ron Landis visited Valencia to teach a short course on meta-analysis. This coming year, we plan to send one of our students to the Winter School in Valencia, and both Kristina Bauer and Mahima Saxena will teach short courses at European universities.

We are very proud of our students' engagement in research and professional development. This past year, Rodney Vallejo was selected to attend the highly competitive Proctor and Gamble I/O Business Challenge. Melanie Standish participated in a leadership research mentoring program at the Academy of Management conference. At home, the GAIOPS student organization has been active in raising funds to support student travel to SIOP, and has rolled out a student mentoring program. My thanks to the GAIOPS executive team (Frank Shu, Caribay Garcia, Melanie Standish, Sheng Zhang & Reya Green) for all of their hard work. We are grateful for our engaged alumni and friends of the program who generously support our program and students, either by offering internships and employment opportunities, speaking at internship meetings, assisting with our strategic planning, or attending networking events. I want to thank Steve Laser, who joined us as an adjunct instructor this year, offering courses in assessment centers and individual assessment. We are grateful to George Langlois and the Center for Research and Service for the many employment and professional development opportunities provided to our students.

I hope you will stay in touch. Please email me with your thoughts and suggestions, and find me on LinkedIn. We are happy to inform you about opportunities that come our way and to help connect you with our students when you are in need of some extra manpower. Thank you for helping us to maintain and grow our network of alumni and friends of the program.

Thank you,

SCOTT MORRIS


ENDING NOTES

FALL EVENTS

**NAMBURY S. RAJU
LECTURE SERIES**

**THEY STILL CALL ME
THE NANNY:**

**HOW TO MOVE FROM
DATA-CENTERED DIVERSITY
INTO PEOPLE-CENTERED INCLUSION**



**MICHELLE
SILVERTHORN**
Founder and CEO Inclusion Nation

Wednesday, October 23, 2019 | 4 p.m.
McCormick Tribune Campus Center (MTCC) Auditorium
A reception will be held following the presentation in the MTCC Ballroom.

Unconscious bias infiltrates every aspect of the workplace. Though we have designed strategies and tools to recognize and interrupt bias, diversity numbers throughout many industries remain distressingly low.

Join us as we explore key issues of inclusion and equity:

- How bias inhibits diverse professionals from success
- Navigating difficult discussions of racial, ethnic, and identity differences
- Steps we can take to build organizations and systems centered on people—with authenticity, inclusion, and belonging for all

The **Raju Speaker** series hosted a talk on October 23. The speaker, **Michelle Silverthorn**, is the Founder and CEO of Inclusion Nation.

The **Ideas in Testing Research Seminar 2019** is a conference hosted at Illinois Tech for the Midwest testing community. The conference, which is now in its 8th year, is organized by Dr. Alan Mead (Talent Analytics, Inc.) and Dr. Kirk Becker (Pearson VUE), and Dr. Scott Morris (Illinois Tech). The conference brings together practitioners and academics in I/O psychology, educational measurement and professional certification testing to discuss new research and the latest technologies in testing. Several IO program students presented at last years conference on the topics of automatic item generation and game-based assessment. Presenters in recent years have included researchers from several regional universities, as well as practicing psychometricians from Pearson, Houghton Mifflin Harcourt, National Board of Osteopathic Medical Examiners, National Council of State Boards of Nursing, and ACT. The conference will be held **November 8, 10:00am - 4:00pm** in the **McCloska Ballroom, MTCC**. Graduate students, researchers and testing professionals are welcome.

Attendance is free. Learn more at ideasintesting.org.

Visit us online at:

<https://humansciences.iit.edu/psychology/programs/graduate-programs/industrialorganizational-psychology-program>



Your Editors

Anna Iosipiv, Tina Pham, and Alexandra Bullock

Annual I-O Psychology Newsletter

Information + Application + More:



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60616

Fall Open House:

Date: November 16
Time: 6-9pm
Place: Roya's Home
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Chicago, IL
606376