

ILLINOIS TECH

I-O Psychology Newsletter

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From the Director

CONGRATULATIONS TO KRISTINA BAUER

Please join us in congratulating Kristina Bauer, who was promoted to Associate Professor with tenure. The promotion recognizes Kristina's important contributions to the field of employee training, in particular in the areas of trainee motivation and technology-based training, along with her excellence in teaching and her outstanding record of service to the department

NAMBURY S. RAJU ENDOWED CHAIR IN PSYCHOLOGY

On February 7, 2023, Scott Morris was invested as the Nambury S. Raju Endowed Chair in Psychology. The endowment was formed in 2011 in honor of Dr. Nambury Raju, a distinguished professor and former director of the Illinois Tech I-O program.

2024 SIOP ANNUAL CONFERENCE APRIL 17-20, 2024

*Chicago, Illinois & Online
Hyatt Regency Chicago*



The Society for Industrial and Organizational Psychology annual conference is coming to Chicago this April. The conference is a forum for exchanging insights, innovative approaches, and invaluable professional networks in the field of Industrial and Organizational Psychology. We would like to see all of you at the conference and look forward to catching up at the IO program reception (details coming soon). For further information on the conference, visit <https://www.siop.org/>

2023 GRADUATES

Congratulations to our 2023 graduates! We wish you all the best!



Masters Degree

Alexandra Bullock
Anthony Rea
Ashley Aguilar
Jon Dufresne
Julius Khamoo
Kaila Graham

Ph.D.

Frank Shu
Kelly Levin
Melanie Standish



Dissertation & Thesis Topics

PhD Dissertation

Frank Shu, Summer 2023 (Advisor Roya Ayman)
"Shared authentic Leadership and social support in Teams"

Kelly Levin, Spring 2023 (Advisor Ron Landis)
"Understanding the Impact of Age and Gender Demographic Similarity in Assessment Center and Individual Assessment Ratings"

Melanie Standish, Spring 2023 (Advisor Roya Ayman)
"Leader Identity Claiming and Granting Process: The role of gender on perception of leadership"

MS Thesis

Alexandra Bullock, Summer 2023 (Advisor Roya Ayman)
"Perception of Incivility and Affective Commitment of STEM Major: The role of gender and psychological capital"

INCOMING STUDENTS

Welcome to Illinois Institute of Technology
Cohort 2023—2024!



DAN MADAY

PH.D TRACK

I'm excited about research focused on transfer of training, and collaborating with colleagues in the lab on the Game of Life Job Analysis project.



XIMING LI

PH.D TRACK

I'm looking forward to research on motivation and self-regulation and delving deeper into the world of IO. I'm also excited about internship opportunities.



IBRAHIM TAKESH

PH.D. TRACK



MATT WILHELMI

M.S. TRACK - I/O

I'm looking forward to exploring the psychology side of organizations and researching various leadership styles.



SARAH ZASSO

M.S. TRACK - I/O

I'm most excited to build a network of people who are also passionate about IO psychology!



HUDSON PFISTER

M.S. TRACK - PEOPLE ANALYTICS

I'm excited about the opportunity to not only deepen my knowledge in I/O Psychology but also to build meaningful connections within the program. Working with a diverse group of individuals has been an exciting experience so far, and I look forward to what the future holds.



LINH NGUYEN

M.S. TRACK - I/O

I'm excited to join the department again after my undergraduate. I'm looking forward to more research opportunities, learning experiences, and expanding my connections.



MARIE SOKOLOSKY

M.S. TRACK - I/O

I am looking forward to attending the SLOP Annual Conference in both Chicago and Denver. I am also excited to hopefully participate in the international study abroad opportunity in Valencia, Spain.



MILO DANDY

M.S. TRACK - I/O

Very excited to work with my peers and learn about assessments in the workplace!



VALIKA GADH

M.S. TRACK - I/O

I am looking forward to learning new things and preparing for my future career.



KRIS SHIFLET

M.S. TRACK - I/O CO-TERMINAL

I am looking forward to building relationships with my peers and finding new topics I am passionate about.



NERMIN PESKOVIC

M.S. TRACK - I/O CO-TERMINAL

I am extremely excited to learn about human behavior in the workplace and how to apply psychological principles in the work environment. This program provides not only an opportunity to learn but also to gain practical experience in the field, which I cannot wait to take advantage of!



ARTURO MARQUEZ

M.S. TRACK - I/O CO-TERMINAL

I am eager to work and collaborate with my new cohort and hope to gain a deeper understanding of industrial-organizational psychology.

POUNIAN AWARD

We would like to recognize **Alexandra Bullock**, recipient of the Charles "Arch" Pounian Award, which is given each year to a top I-O graduate student in recognition of their academic excellence.

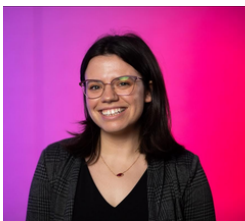


Alexandra Bullock has conducted research on DEI and leadership development. Her thesis examined the impact that individual characteristics and environmental threats may have on undergraduate student's

commitment to the STEM major. Alexandra is currently working as a Consulting Intern with Daniels Consulting Group and Lotis Blue Consulting.

PSYCHOLOGY COMMENCEMENT STUDENT AWARD

Congratulations to **Melanie Standish (Ph.D. 23')** for receiving the Psychology Commencement Award, which is given annually to top graduating psychology students in recognition of their emerging professional excellence, leadership, scholarly participation, and academic merit.



Melanie Standish's research interests lie in leader development & identity, healthcare leadership, and gender disparities in leadership. Her dissertation was titled *Leader Identity Claiming and Granting Process: The*

Role of Gender on Perceptions of Leadership.

Melanie is currently working as a Leadership & Organizational Development Specialist at Lenovo. She works on several global projects including employee engagement, performance management, succession planning, and skills-based talent management. She recently presented at the APA conference on Lenovo's employee engagement strategy.



STUDENT ACHIEVEMENTS

Awards and Accomplishments

Meghan Pickett: From Day One conference speaker

Tony Lam: Chicago Industrial-Organizational Psychologists Board Member

Nermin Peskovic: 1st Place Award for Kaplan Institute Innovation Day Health & Community

Lucas Chen: Employee Impact Award at IQVIA

Proctor and Gamble's I-O Business Challenge



“In September, I had the lovely opportunity to participate in the weeklong Proctor & Gamble I-O Business Challenge. During this challenge, I worked in partnership with Ph.D. students from various institutions across the U.S. to provide solutions to a real business problem that Proctor & Gamble was tackling. At the end of the week, we presented our solutions to senior leadership, responded to questions, and received feedback. In addition to solving the business challenge, we also had the ability to learn more about P&G's

history what roles I-O psychologists occupy, and the city of Cincinnati. I felt super grateful to have had the opportunity to learn more about applied work in I-O, collaborate with others in the field, and demonstrate my knowledge from my coursework at IIT! Overall, this experience was fantastic, and I encourage others to apply!” — Isabel Mendoza

Erasmus Mundus International Student Exchange

Kaila Graham, an *Illinois Tech IO MS student*, attended the Work, Organizational and Personnel Psychology (WOP-P) Winter School in Valencia, Spain. She notes, “I would highly recommend the Erasmus Mundus Winter Program. It was a challenging experience, but the projects are equally rewarding. You will have the opportunity to step out of your comfort zone and grow while working with a talented international team.”

Anthony Abrome, a student from the MS WOP-P program at the University of Bologna, completed an internship at Illinois Tech's Center for Research and Service. He comments, “During my time as a visiting scholar at the Center



for Research and Services, I was welcomed with open arms and learned valuable research and organizational skills in a real-world work setting which will be very useful for my future career aspirations.”



IO faculty member **Scott Morris** also took part of in this distinctive program. In March 2023, Professor Morris taught a week-long course on *Adverse Impact and Fairness in Employee Selection* at the University of Bologna in Cesena.

STUDENT PROFESSIONAL ACTIVITIES

RALPH WOJTOWICZ	Regional Staffing Manager - Slalom Consulting
MEGHAN PICKETT	LifeLabs Learning - Leadership Trainer
JACK KWATINETZ	Illinois Tech Leadership Academy - Program Manager
JOHN SKINNER	United Airlines, Technical Operations Learning Strategy - Director
ALEXANDRA BULLOCK	Daniels Consulting Group & Lotis Blue Consulting - Intern
ISABEL MENDOZA	Leadership Programs at IIT - Graduate Assistant
STEVE DISCONT	APTMetrics - Senior Consultant
JULIA HONDA	ThermoFisher Scientific Inc. - GLDP HR Lead Intern
MICHELLE JACKSON	Fide Freight - People Development & Training Manager
DREW GREENAGEL	CPS Project - Assistant Project Manager
AMANDA NEUMAN	The 38th Annual SIOP - Presenter
HO-CHUN TSAI	Center for Research & Service - Associate Consultant
LUCAS CHEN	IQVIA - Strategy Consultant
MARGARET BURKE	Daniels Consulting Group - Consultant

ALUMNI PROFESSIONAL ACTIVITIES

EVAN PEARSON (M.S. 2021)	SHRM - Researcher
MICHAEL BURKE (PH.D 1982)	Tulane University - Earl P. & Ethel B. Koerner Chair in Strategy & Entrepreneurship
MELANIE STANDISH (PH.D 2023)	Lenovo - Leadership & Organization Development Specialist
JENNIFER ROBERTS (PH.D 2006)	AT&T- AVP Talent Planning & Development
JASON MICHHNIEWICZ (M.S. 2004)	Self Employed - Executive Coaching & Management Consultant
WILL OSNOWITZ (M.S. 2012)	Lockton. AVP - Director, Executive Compensation
JAIME KUO (PH.D 2013)	Sati Consulting - Owner
JOSE ALBA (M.S. 2020)	Cambio - Consultant University of Arizona - Instructor
RENEE CZERYBA (M.S. 2000)	Cushman & Wakefield - Sr. Director, Change Management
JILL MAY (M.S. 2014)	City of Chicago - Director of Assessment and Selection Methods
REYA TUCKER (M.S. 2020)	IO Solutions - Consultant/Sr Researcher
TIMOTHY KROECKER (PH.D 1993)	Air Force Research Laboratory - Researcher
BRANDON FLEENER (PH.D 2009)	APTMetrics - Vice President of Solution Delivery
ILIANNA H. KWASKE (PH.D 2006)	Tulane University School of Professional Advancement - Associate Dean for Academic Affairs & Sr. Professor of Practice
JONAS NEUHENGEN (M.S. 2013)	Self-employed - Software Programmer
DIANA S. SANDERBECK (M.S. 1995)	ASML. - Director HR, Global Facilitation and Coaching
RODNEY VALLEJO (PH.D 2019)	Heidrick & Struggles - Director of Psychology & Product and Research Design
EMILY SANDERS (PH.D 2022)	Microsoft - Senior HR Data Analyst
JORDAN MCDONALD (PH.D 2022)	United States Citizenship and Immigration Services - Personnel Psychologist
ALEXANDER PURCELL (M.S. 2009)	United Airlines - Director HR, Digital Technology
MEGAN WHEELER (M.S. 2012)	LifeLabs Learning - Director of Facilitation Mento - Coach Development Lead
SHUJAAT AHMED (PH.D 2020)	Drug Enforcement Administration - Personnel Psychologist

ALUMNI PROFESSIONAL ACTIVITIES

ANNA BROWN-NEUHENGEN (M.S. 2015)	Kantar - Global Activation Director
ERICA SPENCER (PH.D. 2004)	Axalta - VP Global Talent Management, HR Technology and HRIS
DANIEL GANDARA (PH.D. 2022)	DDI - Senior Product Innovation Manager
JOHN SCOTT (PH.D. 1985)	COO - APTMetrics
JEREMY WATSON (PH.D. 2014)	Vaya Group - Managing Consultant
YIFEI WANG (M.S. 2018)	Scientific Games - Compensation Analyst
ANDREW GARMAN (M.S. 2000)	RUSH University - Professor of Health Systems Management
ISIS MARTINEZ (M.S. 2002)	Twilio - HRBP Director, TDA Engineering and Product
MAURA BURKE (PH.D. 2018)	Human Resources Research Organization (HumRRO)
MITCHELL GOLD (PH.D. 2000)	Korn Ferry-Senior Principal Psychologist-Global Industrial and Manufacturing
ASHLEY AGUILAR (M.S. 2023)	SC Johnson - Associate Manager, Global Leadership Development
FRED RAFILSON (PH.D. 1996)	Clarity Talent Measurement - Cofounder CEO; Rafilson & Associates, CEO
NALINI PURI (M.S. 2021)	Aurora - Program Manager for Learning & Development
CHRIS FREIBURGER (PH.D. 1993)	Human Capital Management Group, Inc. as Founding Principle
TOBIN ANSEMI (PH.D. 1994)	The Christopher Group - Managing Partner Cleveland State University - Adj. Faculty
MARK FRAME (PH.D. 2003)	MTSU - Professor & Sr. Consultant, Center for Org & HR Effectiveness .
DANA MOORE (M.S. 2001)	EY - Managing Director - People Advisory Services
MARK LOVERDE (PH.D. 1997)	DCI Consulting Group
ANGELA STERNBURGH (PH.D. 2011)	Vice President - Talent at Camping World
REBECCA ROMANO (PH.D. 2007)	NBCUniversal - SVP Global Head of Talent Development / Talent Lab
ARI SHOKRI (M.S. 2021)	TikTok - Analyst - Business Training and Development
PAMELA POLLAK (PH.D. 2002)	MGM Resorts Int. - Exec Dir. Org Effectiveness & Administration NSU - Adj. Prof.
PATRICK DEVINE (PH.D. 1980)	Kennesaw State University - Professor of Psychology
EDMUND B. PICCOLINO (PH.D. 1966)	Piccolino Associates LLC - Managing Director
LEAH GROEHLER (PH.D. 1997)	viaPeople Consulting Services - Vice President
JULIUS KHAMOO (M.S. 2023)	I/O Solutions Inc - Assessment Specialist
MICHAEL ZABLOCKI (M.S. 2011)	Kirkland & Ellis - Firmwide Human Resources Data Analyst
JEN DREWS (PAWELKO) (M.S. 2010)	Catholic Charities Twin Cities - Data Scientist and EHR Administrator
ELENI SPERON (PH.D. 2009)	Right Management - Product Portfolio Mng. of Assessment & Coaching
DENNIS TRAN (M.S. 2021)	Talogy - Data Analysis Manager
COURTNEY V. OVERBERGHE (PH.D. 2012)	SHL - Principal Consultant
SI (CINDY) MIAO (M.S. 2011)	HirEZ - Human Resources Manager
YU-CHUAN YEN (M.S. 2019)	TSMC - HR Business Partner
MUNIRA AJMAL (M.S. 2021)	Sacramento Municipal Utility District - Sr. Org Effectiveness Specialist
ANDREW RAND (PH.D. 2017)	Rand Consulting Grp, Pres. Management Research Grp - Consulting Psychologist
LILY CHUANG (M.S. 2010)	FINRA - Associate Director of People Analytics
BRENDAN NEUMAN (PH.D. 2014)	Basil Consultants - Organizational Psychologist
ALLAN FROMEN (PH.D. 2004)	UBS - Executive Director

ALUMNI ACHIEVEMENTS

John Scott: Published a new book, *Talent Assessment: Embracing Innovation and Mitigating Risk in the Digital Age*

Isis Martinez: McKinsey Hispanic/Latino Management Accelerator Program Oct 2023

Ari Shokri: Designed, developed & implemented the first sales training chatbot for Tiktok

Renee Czeryba: Brandon Hall Bronze Award winner 2022

Alexander Purcell: Illinois Workforce Innovation Board Member

ALUMNI SPOTLIGHT

Ashley Aguilar



The "Alumni Spotlight" celebrates the contribution and impact of one of our distinguished alumni. This year we had a chance to get to know Ashley Aguilar (MS '23'). She shares her work and advice for those considering a career in leadership development.

Ashley works as an Associate Manager at SC Johnson. In the past 6 months, Ashley and her team have worked to develop a customized 360 assessment, aligned to leadership behaviors expected of SC Johnson employees.

The Global Leadership 360 tool is the company's new standard for developing leadership ability in high-potential employees across all management levels, regions, and business units. She finds it extremely rewarding to work for a company that prioritizes leadership development and encourages science-based and research-driven solutions. Every day she goes to work with a sense of purpose, knowing that her contributions have impacts and are valued.

When asked about Ashley's path in I-O psychology, she attributes her success to the exposure she gained to both Industrial and Organizational psychology concepts thanks to Illinois Tech's diverse course offerings. While Ashley had a strong background, she emphasized that the program at Illinois Tech helped her develop the specific skills needed to navigate her current role and feel confident working within a global enterprise. Specifically, she credits Illinois Tech courses for developing her facilitation abilities and encouraging her to apply a strategic thinking approach to problem-solving.

Her advice for current students and I-O practitioners is to always ask questions, listen actively, and be adaptable. Approach every assignment with intent and seek to understand the bigger picture behind your work, especially when it is technical. Leverage the wealth of knowledge shared amongst your cohort in group projects and build your network by attending Professor Ayman's internship meetings.

FACULTY UPDATES



Scott Morris

Scott Morris conducts research on analytic tools for designing effective and fair employee selection systems. This past year he contributed a chapter on meta-analysis for the *Annual Review of Industrial and Organizational Psychology*. Along with his students, he has been working on several research projects related to

measuring and reducing adverse impact, understanding applicant reactions to artificial intelligence in hiring, and the use of computer adaptive tests to measure organizational attitudes.

In 2023, Scott was invested as the Nambury S. Raju endowed professor of psychology. He continues to serve as director of the IO programs and to teach courses on personnel selection, legal issues, and multivariate statistics. Scott was involved in a variety of professional activities this past year, including teaching a course at the University of Bologna on Adverse Impact and Fairness in Employee Selection, and serving on the review panel for the SIOF awards committee. He is an associate editor for the *Journal of Applied Psychology* and a mentor in JAP's Editorial Fellowship Program for scholars from historically excluded groups.



Roya Ayman

Roya Ayman has been working on research projects with her leadership lab and the work family lab. She wanted to thank the alumni who attended the internship meetings last year and shared their experiences with students and helped them develop their efficacy and help them develop their efficacy and

identity in the field of I-O and to network with them (Ben Fearing Ph.D., Jeremy Watson, Ph.D., Dennis Tran MS, Trenton Adams MS, Mitchell Gold Ph.D., and Sharon Boslet Ph.D.). Roya is still serving on the editorial boards of *Leadership Quarterly* and *International Journal of Cross-cultural Management*, *Journal of Organizational Management*, and *Journal of Business and Psychology* in addition to ad hoc reviews for other journals and academic conferences. She taught organizational behavior and seminar on attitude and behavior in organizations last year and looks forward to mentoring our MS students, coordinating the internship course, and teaching the leadership seminar.

FACULTY UPDATES



Kristina Bauer

Kristina Bauer is excited to have been promoted to associate professor starting Fall 2023. She continues to be the Associate Chair of the Department. Kristina and her lab are engaged in research projects related to technology-enabled instruction, self-regulated learning, and transfer of training. Ongoing projects include

collaborations with alumni such as Daniel Gandara on game-based training and with students such as Caribay Garcia Marquez on team game-based assessments. She would like to welcome Daniel Maday and Ibrahim Takesh to the lab. Kristina and her collaborators Ivan Mutis from engineering and Gady Agam from computer science are continuing work on a National Science Foundation (NSF) grant to examine the use of holograms in engineering education. 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 as chair-in-training for the Consortia committee, and has reviewed several conferences and journals. She is currently on the editorial board at the *Journal of Business and Psychology* and the *International Journal of Selection and Assessment*.



FACULTY UPDATES

Rob Keating



In 2022-2023, Professor Rob Keating was excited to enter his second year working with the Department of Psychology and the I-O Psychology Program at IIT. He continued teaching courses in undergraduate statistics, research methods, I-O psychology, social psychology, and workplace diversity and inclusion, as well as the graduate statistics sequence (PSYC 545/546). Rob was extremely honored to be awarded the 2023 Psychology Faculty Teaching Award and the Lewis College Undergraduate Advising Award. In addition to teaching, Rob successfully completed his doctoral degree; his dissertation project was a daily diary study of employees' inclusion experiences in their day-to-day social interactions at work. This data provided a much-needed test of workplace inclusion theory. He has also continued workplace DEI and stigma-related research collaborations with colleagues from several universities and consultancies across the US. They have presented this research at the SIOP, AOM, and ICPS conferences, and submitted manuscripts for publication. Rob looks forward to continued productivity in the year to come and further involving our graduate students in this work!



PUBLICATIONS AND PRESENTATIONS

*Ajmal, M., *Jackson, M., *Adetunji, O., **Bauer, K. N.**, & †Gandara, D. A. (2023). Using Situational Judgment Test for Teaching Justice, Fairness and Diversity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Armfield, B., Hein, M., Van Hein, J. Houston, J.R., & †Frame, M.C. (2023). *Validating the use of short-term memory capacity for selecting highway patrol officers* [Symposium] presented in Luse, W. (Chair) & Jacobs, R. (Discussant). (2023). Considerations for fair and valid talent assessment in policing [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

† Ahmed, S.F. & Walker, K. M (2023, March). *Assessing Emotional Intelligence among Intelligence Specialists first line Supervisors*. Training Presentation at the DEA Training Academy, Quantico, VA, United States.

Bauer, K. N., McAbee, S. T., & *Jackson, M. (2023). From classroom to kitchen: Predictors of training performance and transfer of culinary skills. *Learning and Individual Differences*, 105, 102315. <https://doi.org/10.1016/j.lindif.2023.102315>

Bass, M., & Morris, S. B. (2022, November), *Quantifying the CAT Potential of an Item Bank*, Paper presented at the Ideas in Testing Research Symposium, Chicago, IL, United States.

Baines, J. I., *Tsai, H.-C., Ponce, L., Dalal, R.S., (2023, April). *Advice from Algorithms: An Integrative Conceptual Review and Practical Implications* [Poster session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

†Burke, M. J. (2023). *Worker safety and health training in relation to the United Nations Sustainable Development Goals*. Paper presented at the 21st Congress of the European Association of Work and Organizational Psychology, Katowice, Poland.

†Burke, M. J., Smith-Crowe, K., †Burke, M. I., Cohen, A., Doveh, E., & Sun, S. (2022). The relative importance and interaction of contextual and Methodological Predictors of Mean RWG for work climate. *Journal of Business and Psychology*, 37(5), 923–951. <https://doi.org/10.1007/s10869-021-09789-6>

Gaddy, S., †Kwaske, I.H., Rials, W., Tyger, R. (2023). *Baking It In: Using Instructional Technology to Integrate Assessment of Program Learning Outcomes*. Presentation at UPCEA Summit for Online Leadership & Administration + Roundtable in Madison, WI, United States.

Keating, R. T., Martinez, J. M., Santuzzi, A. M., Finkelstein, L. M., Barber, L. K., Rupp, D. (2022, August). Day-to-day identity management among workers with hearing loss: The role of workplace inclusion in identity management and well-being. In M. Kulkarni & D. C. Baldrige (Chairs), *Rethinking workplace inclusion of persons with disabilities through multiple levels and lenses*. Symposium conducted for the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

Kim, J., Son, M., Baines, J. I., Bui, T. N., *Tsai, H.-C., Aranda, N., Dalal, R. S., Kaplan, S. A. (2023, April). Do tight cultures act as strong situations? A meta-analytic test [Poster session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

*Lam, T., *Zhang, S., & Morris, S. B. (2022, November), *Recovering Domain Scores From Bifactor IRT Models*, Paper presented at the Ideas in Testing Research Symposium, Chicago, IL, United States.

PUBLICATIONS AND PRESENTATIONS

Luchetti, L. F., Santuzzi A. M., Martinez, J. J., Keating, R. T., & Finkelstein, L. M. (2023). Day-to-day identity management among workers with autism: The role of social support. Poster presented at the 38th Annual Society for Industrial and Organizational Psychology Conference, Boston, MA.

† May, J. & Heil, M. (August 16, 2023). *Skills-based hiring - best practices and implications* [webinar]. International Personnel Assessment Council.

Morris, S.B. (2023). Meta-Analysis in Organizational Research: A Guide to Methodological Options. *Annual Review of Organizational Psychology and Organizational Behavior*, 10(1), 225-259. <https://doi.org/10.1146/annurev-orgpsych-031921-021922>.

*Neuman, A. & Morris, S. B. (2023, April). *Consequences of Pareto-optimization for other protected groups*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.

† Pearson, E., Williams, L. & Merlini, K. P., (2023, April). Employee mental health and workplace outcomes: What role can leaders play? In T. Dieguez (Chair), Research Incubator: Understanding and addressing the employee mental health crisis. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA. United States.

Reichin, S. L., Alexander, J. I. D., †Frame, M. C., & Hein, M. (2022). Exploring the feasibility of assessing cultural competence in police officers. *Personnel Assessment and Decisions*, 8(2). <https://doi.org/10.25035/pad.2022.02.003>

Reichin, S. L., †Frame, M. C., Jackson, A., & Hein, M. (2022). Promotional score changes across three test administrations: Preliminary evidence for construct relevant change. *Journal of Police and Criminal Psychology*, 37(4), 825–832. <https://doi.org/10.1007/s11896-022-09503-z>

Santuzzi, A. M., & Keating, R. T., Thomas, C. T., & Martinez, J. J. (2023). Understanding the complexity of disability stigma and its consequences for workers and organizations. In J. Beatty, S. Hennekam, & M. Kulkarni (Eds.), *De Gruyter Handbook of Disability and Management*.

Santuzzi, A. M., & Keating, R. T. (2022). Neurodiversity and the disclosure dilemma. In S. M. Bruyère and A. Colella (Eds.), *Neurodiversity in the Workplace: Interests, Issues, and Opportunities*, (pp. 124-148). SIOP Organizational Frontiers Series.

Saef, R., Santuzzi, A., Hu, J., & Keating, R.T. (2023, March). *Trajectory of Worker Well-Being during COVID-19*. Presented at the International Convention of Psychological Science, Brussels, Belgium

Sun, S., † Burke, M., Chen, H., Tan, Y. (R.), Zhang, J., & Hou, L. (2022). Mitigating the psychologically detrimental effects of supervisor undermining: Joint effects of voice and political skill. *Human Relations*, 75(1), 87–112. <https://doi.org/10.1177/0018726721992849>

*Tsai, H.-C., *Honda, J. A., Suryanarayanan, K., *Nguyen, L., & Bauer, K. N. (2023, May). *Evaluating a Gamified Job Analysis Classroom Activity* [Poster Session]. 2023 Association for Psychological Science Annual Convention, Washington D. C., United States.

Varela, O. E., †Burke, M. J., Jáuregui, K., & Quevedo, S. (2022). External validity of teamwork and leadership behavior in academic labs: evidence from samples in Peru and the U.S. *Journal of Social Psychology*, 1–21. <https://doi.org/10.1080/00224545.2022.2144707>

GAIOPS

A Message from the President 2023

The Graduate Association of Industrial-Organizational Psychology Students (GAIOPS) has successfully maintained a strong sense of community within the I/O program here at our institution. Our commitment to excellence in creating a welcoming organization for incoming I/O students remains unwavering. We strive to be a valuable resource for all I/O students who aim to establish strong connections with fellow members and explore potential networks with program alumni.

The 2022-23 school year presented us with numerous challenges, but GAIOPS was able to overcome them for the betterment of our students. We have witnessed significant changes in the formation and operation of student organizations on campus, as well as in our collaboration with the Office of Campus Life (OCL). However, GAIOPS successfully adapted to these policy changes and managed to send 18 students to the 2023 SIOP conference in Boston. The trip was filled with great poster presentations, panel discussions, symposiums, and social gatherings. Illinois Tech hosted a wonderful cocktail hour that connected current and prospective I/O students with alumni.

In addition to the SIOP trip, our Chief Information Officer, Isabel Mendoza, thoughtfully planned out three in-person GAIOPS social events at different locations around the city. Furthermore, she organized the first-ever GAIOPS Valentine exchange, allowing students to participate in a gift exchange with fellow members. These social events play a vital role in fostering a sense of unity within our organization and extending connections beyond the academic community.

As we say goodbye and thank you to the past executive board that included Julia Honda (President), Jack Kwatinetz (Vice President), Jacob Gluhovski (Chief Financial Officer), Isabel Mendoza (Chief Information Officer), and Melissa Hall-Jacobsen (Chief Communications Officer) we warmly welcome the new board members. The new executive board comprises Jack Kwatinetz (President), Arturo Marquez (Vice President), Kris Shiflet (Chief Financial Officer), Ximing Li (Chief Information Officer), and Linh Nguyen (Chief Communications Officer). We are excited to have a fresh leadership team that brings enthusiasm and innovative ideas to the organization.

Thank you to all the members and Illinois Tech staff that support this organization!

Julia Honda



“I learned so much at SIOP about different research subjects in I/O and possible career opportunities that I never knew existed.”

THE CENTER FOR RESEARCH AND SERVICE

An Update

The Center for Research and Service (CRS) is a research and consulting firm located in the Office of the Provost and partnering with the Department of Psychology. Led by Dr. George Langlois, the Executive Director of The Center and Illinois Tech Leadership Programs CRS thrives on an organizational model that combines the expertise of full-time consulting professionals with the creativity of graduate students majoring in industrial-organizational, clinical, and mental rehabilitation psychology. As such, the Center is built on a start-up culture in which everyone is leading and contributing to a vast array of projects and services, thus giving them learning opportunities to complement their academic major. It also provides support for full tuition funding to select graduate student employees. Some of the I-O students working in key positions at the Center are Jack Kwatinetz (Leadership Academy Program Manager), Isabel Mendoza (Graduate Assistant for Leadership Programs), Sheng Zhang (Project Lead), Erin Young (Associate Consultant), and Ho-Chun Tsai (Associate Consultant).

The Center provides a wide range of consulting services to clients in helping organizational change including working on assessments, assessment centers for executive leadership, interactive dashboards, executive summaries, and thematic analyses. Over the past year, The Center has gotten more involved with a wider scope of consulting projects. Several external clients have requested help with constructing assessment items and developing scoring norms for different assessments. The Center has also been involved in strategic planning for various colleges and functional areas of Illinois Tech. Deriving from the analytical background of student employees, the Center prides itself in utilizing data analytics, visualization, reporting, and management throughout its spectrum of projects.

THE CENTER FOR RESEARCH AND SERVICE

Continued

Additionally, the Center runs M.A. and Lila Self Leadership Academy for 30 undergraduates, selected through a rigorous assessment process and provided opportunities designed to develop their leadership potential and empower them to effect positive change. Jack Kwatinetz has been managing the program, organizing leadership development retreats, interactive seminars, and networking events, and acting as a mentor to the Leadership Academy scholars. Center's staff continued to adapt to different situations and challenges as they continued to work collaboratively with one another.

For more information, visit <https://www.iit.edu/crs>



GEORGE LANGLOIS



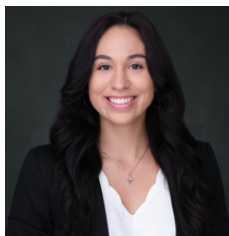
SHENG ZHANG



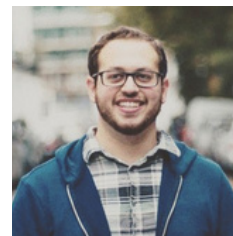
HO-CHUN TSAI



ERIN YOUNG



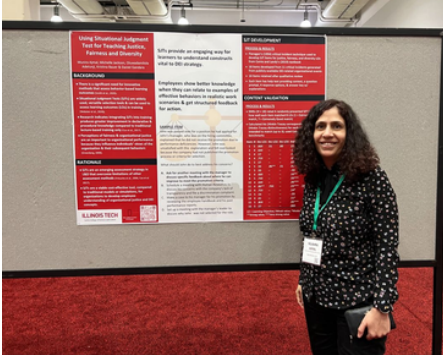
ISABEL MENDOZA



JACK KWATINETZ

DEPARTMENT HIGHLIGHTS

SIOP 2023



This year, SIOP's annual conference met at Boston, MA. We had a great turnout of Illinois Tech alumni and current students. Below are the presentations from Illinois Tech students, faculty, and Alumni:

Rob Keating: "Day-to-day identity management among workers with autism: The role of social support." (poster presentation)

Dr. Scott B. Morris & Amanda Neuman: "Consequences of Pareto-optimization for other protected groups" (presentation)

Munira Ajmal: "Using Situational Judgment Test for Teaching Justice, Fairness and Diversity" (poster presentation)

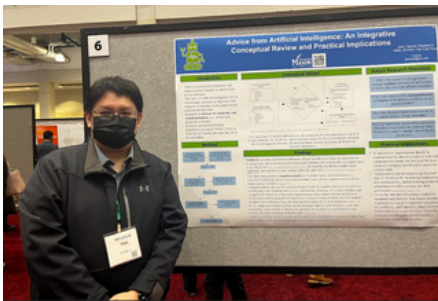
Mark Frame: "Using Situational Judgment Test for Teaching Justice, Fairness and Diversity" (poster presentation)

Ho-Chun Tsai: "Advice from Algorithms: An Integrative Conceptual Review and Practical Implications" & "Do tight cultures act as strong situations? A meta-analytic test" (poster presentations)



Association for Psychological Science annual conference 2023

Ho-Chun Tsai: "Evaluating a Gamified Job Analysis Classroom Activity" (poster presentation)



Annual Social Gathering

This year we continued the annual tradition of the I-O Social at Dr. Roya Ayman's home. Faculty, alumni, and current students had the opportunity to meet and discuss their current work in the I-O field. We are grateful for Roya's generosity in opening her home and for Kristina's masterful work on the grill!



THE DIRECTOR'S DESK

Scott B. Morris

This past year saw a several noteworthy developments for the IO program. We enrolled our first students in People Analytics, an interdisciplinary MS degree combining IO and Computer Science, and we launched a new dual MS in IO and Management. We are excited about the potential of these new degrees to provide cross-disciplinary training and open up new career paths for our graduates. Meanwhile, our IO MS and PhD degrees continue to thrive.

I am thrilled to report that Kristina Bauer was promoted to Associate Professor with Tenure. We are extremely proud of all Kristina has accomplished as a scholar, teacher and Associate Chair of Psychology. Congrats!

This past year, we were fortunate to have the support of excellent adjunct faculty, including graduate courses offered by Changiz Geula, Steve Laser, Alan Mead & Christine Overfors, and undergraduate courses by Alexandra Bullock, Frank Shu, Spencer Sumner, & Sheng Zhang.

As always, we are extremely grateful for the support of the many alumni who assist in the professional development of our students. All of you who offer internship opportunities or participate in networking events play a critical role in our distinctive professional training experience. I wish to thank Danny Gandara, Jordan McDonald and Nalini Puri for participating in student orientation, as well as Trenton Adams, Sharon Boslet, Ben Fearing, Mitch Gold, Dennis Tran and Jeremy Watson for speaking at internship meetings. We are also grateful to George Langlois for the exceptional professional development experiences at the Center for Research and Service and Leadership Academy.

The GAIOPS student organization has been active in supporting students through a mentoring program and by raising funds for attending SIOP. My thanks to the GAIOPS executive team; Julia Honda, Jack Kwatinetz, Jacob Gluhovski, Isabel Mendoza and Melissa Hall-Jacobsen.

I hope you will stay in touch and continue to keep us posted about career developments and achievements, and I would love to hear your thoughts on how we can strengthen our programs. Email me at scott.morris@iit.edu. If you have an internship or position announcement, please contact ayman@iit.edu. I also ask for your help to maintain our network. If you know someone who has lost touch with us, please encourage them to contact me.

Warmest regards,
Scott

ILLINOIS TECH

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People Analytics Master's Program:
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Dual MAS/MS in Management & IO Psychology:
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