

Industrial/Organizational Psychology

August to August Newsletter 1998, Volume 10

Congratulations!

We are proud to recognize the achievements of our recent graduates! Three cheers!

Ph.D.

Russell E. Lobsenz, Ph.D., Do measures of tacit knowledge assess psychological phenomena distinct from general ability, personality, and social knowledge. Advisor: Dr. Morris.

Vanita Cecilia Misquita, Ph.D., Exploration of factors leading to organizational commitment of the subordinate in a unionized environment. Advisor: Dr. Ayman.

Sameena Mohiuddin-Noetzel, Ph.D., The effect of job title on job evaluation ratings. Advisor: Dr. Morris.

Masters Level

Jennifer Lyn Langell, M.S. The role of aptitude-treatment interactions in training evaluation. Advisor: Dr. Ayman.

Brian O'Sullivan, M.S. The effects of frame-of-reference (FOR) training and a combined FOR and observational training (FOR/OBS) program on rating and observational accuracy. Advisor: Dr. Roch.

W. Grant Peirce, IV, M.S. The relationship between work-force diversity and the strength and quality of organizational climate. Advisor: Dr. Ayman.

Michael T. Schuelke, M.S. Rating of women leaders: The moderating effects of salience of leadership, sex of subordinate, and sex of raters. Advisor: Dr. Ayman.

Eleni Speron, M.S. Agreement between rating sources on leader's performance: the role of gender, context, and self-monitoring. Advisor: Dr. Ayman.

Masters – PHRD

Melanie Anderson, M.S.

Brad Johnson, M.S.

Ming-Hong Shih (Clavin), M.S.

Rebecca Romano, M.S.

Jennifer Zieleskiewicz, M.S.

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*Alumni, *Student, and Faculty Presentations and Publications

It is always a pleasure to report the contributions of our alumni, students, and faculty. This list is complete *as far as we know*, so we must apologize to those whose work has not been mentioned.

Ayman, R., *Heatherly, L., & Korabik, K. (August, 1998). *The effect of dyad gender composition, type of organization, and the domain of leadership behavior on subordinate satisfaction*. Paper presented at Academy of Management meetings, San Diego, CA.

Ayman, R. & *Romano, R. (1998). Measures and Assessments for the Contingency Model of Leadership. In F. Yammarino and F. Dansereau, *Leadership: The Multi-level approaches*. New York: JAI Press.

*Becker, J., Ayman, R., & Korabik, K. (August, 1998). *Discrepant perceptions of leadership behavior: Gender, self-monitoring, and leadership context*. Paper presented at American Psychological Association meetings, San Francisco, CA.

Chemers, M.M., Ayman, R., & Fiedler, F. E. (1998). The contingency model of leadership effectiveness: Back to the future. In F. Yammarino and F. Dansereau, *Leadership: The Multi-level approaches*. New York: JAI Press.

Flanagan, W. J., Raju, N.S., & Haygood, J.M. (1998, April). *Impression management, measurement equivalence, and personality factors: Can IRT be used to determine the impact of faking?* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

*Groehler, L. R., & Morris, S. B. (1998, April). *Effect of performance appraisal system knowledge on rater agreement*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Presentations & Publications (continued)

*Larmore, A. & Ayman, R. (April, 1998). *The relationship between CEO empowering leadership, transformational leadership, and direct report feeling of empowerment: A multi-level analysis*. Paper presented at

Society of Industrial and Organizational Psychology meetings, Dallas, TX.

Major, D. & Ayman, R. (1998). Education and training Liaison Efforts. *TIP*, 36, 99-101.

Maurer, T.J, Raju, N.S., & Collins, W.C. (in press). Peer and subordinate performance appraisal measurement equivalence. *Journal of Applied Psychology*.

Morris, S. B., & DeShon, R. P. (April 1998). *Effect size estimates for meta-analysis with repeated-measures designs*. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Morris, S. B., & *Lobsenz, R. (1998, April). *Significance tests and confidence intervals for the Adverse Impact Ratio*. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Oshima, T.C., Raju, N.S., & Flowers, C. (1997). Development and dasis withychology

Amy Larmore is with Arthur Andersen in Seattle, Washington.

Sandra Lewis is at Ameritech

Marina Magid is at United Airlines.

Dana Moore is at Equity Office Properties.

Casey Mulqueen is at the American Institute for Research in Washington, D.C.

Rebecca Romano is at Advocate Healthcare.

Michael Schuelke is at Wonderlic.

Angela Sternburgh is at Ameritech.

Jana Szostek is at U.S. Steel in Indiana.

Jennifer Thompson is at United Airlines.

Jennifer Zieleskiewicz is at Industrial/Organizational Solutions, LLC.

Ken Zlatoper is at Dynamex.

Sehee Hong completed his Ph.D. at Ohio State Univ. His dissertation topic was "An investigation of the influence of internal test bias on test predictive validity." He is now an assistant professor at Univ. of California Santa Barbara.

Brad Johnson is the Human Resource Manager at the East Bank Club.

Pete Leddy is the Director of Executive Development at PEPSICO in New York.

Ming-Hong Shih (Clavin), M.S. is pursuing his Masters in Computer Science through the Public Administration program here at IIT.

Douglas Quartetti is at HumRRO.

Fred Rafilson is President and CEO (and owner) of Industrial/Organizational Solutions, LLC.

Steve Steinhaus is at SHL.

Bob Thomas is now the Human Resources Generalist for World Color and will be a guest lecturer for Scott's Employment Law seminar this semester.

Faculty Activities

Roya Ayman's activities last year were a continuation of her training work with Arthur Andersen conducting group dynamics and leadership development sessions. Also, she served on two working groups of the Governor's Commission on Status of Women in Illinois, the Work Family Interface and Education of Women. Roya was also re-elected to a four-year term for the International Association of Applied Psychology, executive committee of the Division of Organizational Psychology, as the newsletter editor. She is on the education and training committee and the program committee of SIOP. She was also invited to serve on two journal's editorial boards: The Leadership Quarterly and Applied Psychology: International Review. She has conducted several workshops and

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Nambury Raju recently completed his tenure as Director of the **Center for Research and Service**. Nam serves on the Research Advisory Committee of the Ball Foundation. He is a member of the Technical Advisory Panel of the State of Georgia Department of Testing and Assessment. Nam continues to serve on a

Psychology, the mission of the Center is to advance individual and organizational effectiveness through research-based solutions and consulting services. The Center's services include employee and managerial selection systems, team and leadership development strategies, organizational development and change management, and performance management systems.

Center for Research and Service (continued)

The Center has worked/is working with the following companies: D.C. Fire Department, Peoples Energy Corp., AMCO Engineering Co., Shine Brothers, Inc., JW Allen and the National Academy of Sciences.

Bruce is a 1987 graduate of IIT's Ph.D. program in Industrial/Organizational Psychology. He consulted for fourteen years with the firm Organizational Psychologists. In addition, he taught for the last ten years in the graduate program at Loyola University's Institute of Human Resources and Industrial Relations.

I/O Program News

We would like to thank particular individuals who have assisted us last year:

Dr. Ann Moeller, Senior manager, Andersen World Wide taught our training course last Spring and we appreciate her attention and care.

Dr. Linda Jeleniewski, Managing Partner, Organizational Resources, taught the compensation seminar last fall and we are very thankful for her continued support for the program and for her assistance to the Center. She is offering a short course on compensation this coming year, which starts in October.

Many thanks to **Dr. M. Ellen Mitchell**, Director of the Institute of Psychology, for her financial support of our reception at SIOP.

New Students in the I/O and PHRD Programs

Industrial/Organizational Psychology

Amy Antani
Sandra Nelson, M.A.
Sharon Boslet
Michelle Todd
Heiko Dorenwendt
Rebecca Romano, M.S.
Chad Legal
Norberto Valbuena, M.S.
Dave Waldschmidt, M.S.
Jennifer Weiss
Jennifer Zieleskiewicz, M.S.

Personnel & Human Resource Development

Dan Derby
Liza Gitlin
Renee Maciasz
Diana L. Mills
Rachel Molts
Yadika Sharma

1998-1999 Teaching Assistants

Susan Bootay - Dr. Roch (Newsletter)

Michael Collins - Dr. Morris (Comps)

Michelle Connor -Dr. Ayman (Orientation)

Allan Fromen -Center for Research and Service (Orientation)

Dana Moore -Dr. Paquin

Noelle Newhouse -Dr. Raju (Orientation)

Student Perspectives

Notes on SIOP

Michael Barr

Attending the annual SIOP conference for the second time, I came knowing what to expect. My focus my first year was collecting research around my thesis subject. This past year, being sponsored by my employer, led me to look for information directly applicable to work. As both a student and a novice practitioner, I appreciated meeting and speaking with the authors whose work I have studied. The realization that they are not distant figures but real people willing to answer my questions and share knowledge with me makes my studies and research that much more exciting. It was also gratifying to see my colleagues use the job finder service and actually get interviews and even job offers! I am looking forward to next year's conference in Atlanta and hopefully I will be attending as a presenter. Attending SIOP helpsly I will ber inf5a a

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about; the promotion of new ideas and critical thinking. When you throw in the immeasurable value of this networking opportunity, the SIOP conference had as much to offer as we had to gain.

The Annual I/O Picnic

Susan Bootay

I was told during this year's festivities that every year just keeps getting better and better. It also seems to be getting bigger and bigger! The numbers were certainly up from last year, reaching about 70 attendees. The annual picnic for alumni, faculty, students and friends of the I/O psychology program was held on August 19, 1998 and look for it to be around the same time next year. The glorious event was hosted by a new class of T.A.'s, who deviated from the norm by providing submarines (heroes, hoagies, whatever!) and not the traditional brats. The supply of food and adult beverages kept partygoers there till nearly midnight. I hope the incoming class felt welcomed and were able to witness the sense of community that the I/O program exuded that evening. The students new to the area also got a taste of what Chicago can whip up as far as winds go. All in all the evening was a success and I look forward to attending next year to see both new and old faces and to see what the next group of TA's can do to top this year's event!

Jennifer Weiss

Orientation day was a little scary for us new students. Many of us had just moved to Chicago and did not know what to expect from graduate school. The annual cook-out introduced us to warm and friendly students and faculty, who made us feel welcome and comfortable. Many graduate students, their families, and alumni attended. This impressed upon me the strong sense of community that the I/O program offers, and the many opportunities presented by its' former graduates. The food and libations were plentiful, as were the anecdotes and laughter. I had planned an hour or two for the event, but had so much fun that I stayed for four hours!

Notes from the Program Director

From the desk of Roya Ayman:

Last year we started a new fall gathering, which will take place again this year. November 7 we will have an

open house at Roya's this is a gathering for I/O program students, the alumni and supporters of the program. We hope to see you this year. Don't miss it!

Through the years, the I/O Family of IIT has always been there to support the program. The alumni and advanced students have provided our more junior students with many opportunities for internships and research. On behalf of the faculty, I would like to express my sincere appreciation to all who have been instrumental and supportive in advancing our program, and helping us to meet the goal of excellence in training and research.

Several of our alumni have helped in guiding our students to be more effective interns. These individuals sacrificed their valuable time to meet with students at our monthly internship meetings: **Margarite Kunze** (Towers Perrin), **Steven Stanard** (Stanard & Associates, Inc.), **Marsu Burbak**, **Chris Freiburger** (Numan Capital Management Group) and **Dennis Armstrong** (United Airlines).

Since last year, the Institute of Psychology, with Dr. Mitchell's initiative, formed a Board of overseers. Several of the I/O program alumni have not only been diligently serving on this board but have generously contributed to the various funds of the Institute of Psychology. We would like to express our sincere gratitude to those who have earmarked their contributions to the I/O Program: **Ivars P. Athens** and **Steve and Lee Stanard**.
THANKS TO ALL WHO CONTRIBUTED!

And on a personal note:

As in years past, this newsletter only reflects those activities, publications, and career changes that our alumni and students have told us about. To keep our "family and friends" informed and our network of professional friendships up to date, send me your new business card when you change positions. Since we are trying to locate all of our alumni and keep them informed of what is happening in the program, please get a business card for me if you meet an I/O or PHRD alumni. The I/O and PHRD programs take pride in the quality of our students and alumni. Drop me a line, or give me a call. Keep in touch.

Roya Ayman, Director
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