

# Industrial/Organizational Psychology

August to August Newsletter 1999

Volume 11 Issue 1

## Congratulations To Our 1999 Graduates!

Congratulations to those who have graduated from their respective programs! We are proud to recognize their achievements.

PhD

### Larry J. Laffitte, PhD

Measurement equivalence of a 360-degree feedback assessment with confirmatory factor analysis and item response theory. Advisor: Dr. Raju.

### Agulanne, PhD

The relationship between leader match, direct report perceptions of transformational leadership and CEO effectiveness. Advisor: Dr. Ayman.

### Joseph A. Jones, PhD

Differential functioning and cutoff scores in personnel decision making. Advisor: Dr. Raju.

### Jennifer Riddle, PhD

Development and initial validation of a measure of race schematicity. Advisor: Dr. Morris.

Master's level

**Mfred Bar, MS** . The moderating effect of goal orientation on self-efficacy. Advisor: Dr. Roch.

**Mfk Egan, MS** Executive level multi-rater performance ratings: Measurement equivalence across source and gender. Advisor: Dr. Ayman.

Master's - PhD

Sandra Lewis, M.S.  
Marina Magid, M.S.  
Jana Szostek, M.S.

## Resertations & Publications

Our faculty, alumni, and students have been busy and successful in their areas of research. It is always a pleasure to report their contributions. This list is complete as far as we know, so we apologize to those whose work has not been mentioned. \* Indicates IIT student or alumni.

Ayman, R. (in press). Leadership: Past achievements and future challenges. In E. F. Borgatta and R. J. V. Montgomery (eds.) Encyclopedia of Sociology, Revised Edition.

Ayman, R., and \*Connor, M. (in press). 24th International Congress of Applied Psychology, San Francisco: A summary report. Applied Psychology: An International Review.

Ayman, R., Chemers, M. M., and Fiedler, F. E. (1999, May). Contingency Model of leadership effectiveness: A level of analysis and source variance contribution. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA

Ayman, R. and Hong, S. (July 1999). Korean and American men and women's cultural values and their schema of ideal leader's behaviors. European Congress of Psychology, Rome, Italy.

Baker, D. P., & \*Mulqueen, C. (1999, May). I/E rater training: Guidelines for development. Proceedings of the Tenth International Symposium on Aviation Psychology, Columbus, OH.

Baker, D.P., & \*Mulqueen, C. (1999, September). Training pilot instructors to assess Crew Resource Management (CRM): The utility of frame-of-reference (FOR) training. Paper presented at the International Aviation Training Symposium, Oklahoma City, OK

Baker, D. P., \*Mulqueen, C., & Dismukes, R. K. (in press). Training raters to assess resource management skills. To appear in E. Salas, C. Bowers & F. Edens (Eds.). Applying Resource Management in Organizations: A guide for training professionals. Matwah, NJ:



## Presentations &amp; Publications (cont'd)

- \*Garman, A.N., & Hellkamp, D.T. (1998). Why an issue on training and development? Consulting Psychology Journal: Practice and Research, 50, 203-206.
- \*Garman, A.N., \*Zlatoper, K., & Whiston, D.L. (1998). Graduate training and consulting psychology: A content analysis of doctoral - level programs. Consulting Psychology Journal: Practice and Research, 50, 207-216.
- Leslie, J., Raju, N. S., \*Barr, M. A., & \*Zieleskiewicz, J. (1999, May). The fidelity of the translation of the Benchmarks survey into French and UK English. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- \*Lobsenz, R. & Morris, S.B. (1999, May). Is tacit knowledge distinct from g, personality, and social knowledge? Poster presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Maurer, T. J., Raju, N. S., & Collins, W. C. (1998). Peer and subordinate performance appraisal measurement equivalence. Journal of Applied Psychology, 83, 693-702.
- McDonald-Mann, D., Raju, N. S., \*Fromen, A., & \*Shih, M. H. (1999, May). Differential functioning of the Benchmarks across African-American and Caucasian managers. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Morris, S.B. (in press). Distribution of the standardized mean change effect size for meta-analysis on repeated measures. British Journal of Mathematical and Statistical Psychology.
- Morris, S.B. (1999, April). Sample size required for adverse impact analysis. Poster presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- \*Mulqueen, C., & Baker, D. P. (1999, May). Assessing I/F training effectiveness: Issues in measurement. Proceedings of the Tenth International Symposium on Aviation Psychology, Columbus, OH.
- Oshima, T. C., Raju, N. S., Flowers, C. P., & Slinde, J. A. (1998). Differential bundle functioning using the DFIT framework: Procedures for identifying possible sources of differential functioning. Applied Measurement in Education, 11

hard work and accomplishments.  
Congrats!

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**Student Professional Activities (Cont'd)**

**Michael Collins** worked for Human Capital Management Group this summer and is currently working at the Center for Research and Services at IIT.

**Nicole Gurr** worked with Szostek and Associates this summer, the new consulting company just started by graduate Jana Szostek, M.S. She also spent a week as an assessor for PricewaterhouseCoopers, with fellow students Michael Barr and Mark Frame. She is currently working for the Center for Research and Services at IIT

**Michelle Dewart** is working at Hewitt.

**Janifer Dabosi** is a recently promoted Senior Consultant for Wonderlic, Inc.

**Emily** worked at Bridgestone/ Firestone, Inc., in Decatur, IL.

**Andrew** is working for Rush Medical College in the Health Systems Management department. Not only does he

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**Alumni Professional Activities (Cont'd)**

**Dan Lezotte** is a founding Principal at Organizational Strategies, Inc., here in Chicago. His clientele varies from insurance and financial services to government agencies.

**Sarah Lewis** is doing project work for Amen tech.

**Mimi Mjrd** is working at Arthur Andersen.

**Douglas Quartetti** is working at Human Resources Research Organization (HumRRO) as a Research Scientist. He has done work with the Social Security Administration and the Federal Law Enforcement Agency. Doug has also been very active in presentations and publications.

**Jan Szostek** has launched her own consulting company, Szostek & Associates.

**Faculty Activities**

Faculty Activities (Cont'd)



**1999-2000**

**Student Respectives**

**Teaching Assistants**

**MEMBERS..**

From year to year, the program has been able to fund at least four full-time teaching assistantships, and when available, half-time teaching assistantships. These are the students that seem to be "always there!" Having the opportunity to work with the professors and give back to the program is one that is appreciated and should not be missed. This year, there are five teaching assistants working for the program and professors. Congratulations!

**An Atari** is working with Dr. Paquin and is responsible for Orientation and the Newsletter.

**Kilo Drenant** is working with Dr. Raju and was responsible for Orientation.

**Sasha Nelson** is working with Dr. Ayman and was also involved with Orientation.

**Niketo Vhanis** is working with Dr. Morris and Dr. Roch and is also working on the Newsletter.

**Jenifer Wiss** is working with Dr. Roch and Dr. Morris and is the contact person for Comps.

**New Students**

On August 24, 1999, a new wave of future colleagues emerged. We are very excited to welcome our new students and colleagues to our program!

**INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY**

- Dana Brotman
- Brian Dausman, M.S.
- Andrew Day
- Erica Hartman
- Illiana Hevia M.S.
- Sebastian Luabe
- Maneesh Sharma
- Chris Thompson
- Adrienne Woods

**HUMAN & HUMAN RESOURCE DEVELOPMENT**

- Selim Civelek
- Garth Davidson
- Amy Deno
- Shetal Desai
- Hong Xia Li

As we know, this past year's annual Society for Industrial and Organizational Psychologists (SIOP) was held in Atlanta, GA. Going to SIOP offers a wide spectrum of opportunities for students, professionals, and practitioners. It is an opportunity to mingle with the "best of the best". Here is what two students, both new to the experience, had to say about their first SIOP

Liza Gitlin

As a first year student attending SIOP I had no idea what to expect. I was both excited and nervous as I packed a fresh tablet of paper atop my black (and only!) suit. I was ready... somewhat. As we flew to Atlanta, I tried to imagine what the next three days would involve. Well, here is a quick summary of the weekend scattered thoughts from a weekend at SIOP.

It was exciting to see so many individuals gathered together with the same background: Industrial/Organizational Psychology; everyone wearing nametags with his or her affiliation on them. Moreover, the big names were there—what an amazing concept. These names on the top of countless journal articles were now personified.. Barrett, Arvey, Hogan (times two!) and so

**STUDENT OBJECTIVES (CONT)**

From the perspective of a new student....

Adrienne Woods

Imagine arriving to unfamiliar faces and strange places. Everything is new and you're not sure what to make of it. The I/O Orientation and picnic soothed all the butterflies these new people and surroundings can bring. Professors and students introduced themselves and the program was brought to life. The TA's guided us through the dreaded process of registration. The reception that followed allowed students, new and returning, to meet each other on a more personal level. Alumni were also present to shed new light on the process we were about to begin. Ultimately, the experience made it much easier to go to that dreadful first day of classes. More importantly, I believe it welcomed all of us into our "new home."



From the desk of  
Roya Ayman...

**G**reetings! This year I start my third term as the Director of our program. I feel excited when contemplating the opportunities and all that can be achieved within the next five years. As I look back to the day I accepted to be the Director of the Program in the Fall of 1989 and the progression of our program activities since then, I see a number of encouraging developments. We have grown from a three-person faculty program to a five faculty Ph.D program. We have the addition of the Personnel and Human Resources Development master's degree. We have been systematically offering specialized short courses on topics such as Compensation. Every other year, regardless of the number of faculty present, we have been represented in national and international conferences. The student applicants have been strong and diverse. We now have four and a half teaching assistantships for second year students in the

Ph.D. program and we have given about five half-tuition scholarships to first-year students. As I look to the future, the program is well-situated with excellent faculty and students and strong support from our alumni and friends. Our student internship experiences, which have all been paid positions, are expanding in type of organizations. We are adding to our short courses to include Multi-Level Analysis (offered for the first time this Fall) and Assessment Centers (this Spring). In my experience, it is the students and alumni that make the name for the program. Therefore, I look forward to you for providing us with recommendation and support as we move into the new millennium. I would like to extend our special thanks to our dear alumni **Loren LaGren** from Towers Perrin, **Tim Jelenicki, Ph.D.** from Organizational Resources, and **Rebecca Zolinski** from Square D, for generously giving their time and presenting at the internship meetings about career issues and internship opportunities. I would like to thank all of you who have continuously and selflessly supported the program and generously given to protect and advance our excellence.

Yours,

**Roya**

PS. Don't forget your program and help us connect with all the alumni. So if you meet an alumnus through work, please get their address, phone number, and a business card and send it to me. It is our care and pride for each other and their achievements that makes us unique!

**Dates to Remember**

**1999**

September 24  
CIOP : Adaptability in the workplace

November 6  
I/O Open House party at Roya's

November 11  
CIOP Making selection decisions based on personality assessment

December 10  
CIOP Approaches for increasing employee retention

**2000**

January 14  
CIOP I/O Psychology and the law

March 17  
CIOP: Current theories about leadership

April 14-16  
SIOP Conference in New Orleans, LA

May 12  
CIOP Technology and performance assessment

June 16  
CIOP dinner meeting

The CIOP dates are tentative due to speakers and locations. Keep posted!