

ILLINOIS INSTITUTE OF TECHNOLOGY

Volume 12, Issue 1

August to August 2000

CONGRATULATIONS TO OUR 2000 GRADUATES!!

Dan Derby, M.S.
Andrew Garman, M.S.
Liza Gitlin, M.S.
Chad Legal, M.S.
Rene Maciasz, M.S.
Rachel Moltz, M.S.
Ken Zlatoper, M.S.

Ayman, R. and *Connor, M.
(2000). 24th International
Congress of Applied Psychology,
San Francisco: A summary report.
Applied Psychology: An
International Review, 49, 23-28

Ayman, R., Morris, S. B., &
Korabik, K. (2000, August).
Upward conflict
management styles by men and
women subordinates: measurement
equivalence of the ROCI-II. Paper

*Fromen, A. (2000, April). Consideration and initiating structure in a 360-degree development instrument. Paper presented at the 108th annual American Psychological Association Convention, Washington, D.C.

*Gold, M. & Morris, S. B. (2000, April). SME judgements in the Angoff procedure: The impact of content relevance and item format. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

*Henry, M. S., & Morris, S. B. (2000, April). Incumbent performance level as a predictor of job analysis ratings. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

*Jones, J.A., & Raju, N.S. (2000, April). Differential item and test functioning and cutoff scores in personnel decision making. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Morris, S. B. (2000). Distribution of the standardized mean change effect size for meta-analysis on repeated measures. British Journal of Mathematical and Statistical Psychology, 53, 17-29.

Morris, S. B., & *Henry, M. S. (2000, April). Using Meta-Analysis to Estimate Adverse Impact. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Morris, S. B., & *Lobsenz, R. (2000). Significance tests and confidence intervals for the adverse impact ratio. Personnel Psychology, 53, 89-111.

Morris, S. B., & Neapolitan, R. E. (2000). Examination of a Bayesian network model of human causal reasoning. In M. H. Hamza, Applied Simulation and Modeling: Proceedings of the IASTED International Conference (pp. 239-245). Anaheim, CA: IASTED/ACTA Press.

Paquin, A.R. (May, 2000) Industrial/Organizational Psychology: A Scientist Practitioner Model. Paper presented at a symposium entitled "Alternatives to



Ph.D. Clinical and Counseling Programs" at the Midwestern Psychological Association. Chicago, IL.

Paquin, A. R. (2000). Drever, James. In A. E. Kazdin (Ed.), Encyclopedia of Psychology. New York: Oxford University Press.

Paquin, A. R., *Moore, D., & Sanchez-Ku, M. (April, 2000). Establishing Anchors: An Evaluation of the Magnitude Estimation Technique. Paper presented at the 2000 meeting of the Society for Industrial Organizational Psychology. New Orleans, LA.

Penn, D. L., Combs, D., Ritchie, M., Francis, J., Cassisi, J., & Morris, S. (in press). Emotion in schizophrenia: further investigation of specific versus generalized performance deficit models. Journal of Abnormal Psychology.

Raju, N.S. (in press). APA Council of Representatives: August Report. The Score

Raju, N.S., *Laffitte, L.J., & Byrne, B.M. (2000, April). Measurement equivalence: A comparison of methods

measure of race schematicity. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Scott*, J. Ayman, R. & Korabik, K. (2000, July). The effect of leader's gender and conflict management styles on their own and their subordinates' stress. Paper presented at the 27th International Congress of Psychology, Stockholm, Sweden.

Speron*, E., Ayman, R., Korabik, K. (April, 2000). Self and subordinate agreement about a leader's performance: Leader's gender, organization type, and leader's self-monitoring. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Tobey*, A., Ayman, R., & Chemers, M. M. (2000, July). Leader-subordinate trait composition and subordinate satisfaction with the leader: Task structure as a moderator. Paper presented at the 27th International Congress of Psychology, Stockholm, Sweden.

Quality.

Sharon Boslet is still working at Hewitt, but she has transferred to their Internal HR department.

Michael Collins is working full time at the Center for Research and Service.

Andy Day is currently working at Saville & Holdsworth, Ltd. (SHL).

Amy Deno is working at Stanard & Associates, Inc.

Shetal Desai has just finished up an internship at the Chicago Marriott in their HR department and is now currently interning at Saville & Holdsworth, Ltd. (SHL).

Allan Fromen has accepted a full time position at Unext.com and had been previously employed by Stanard & Associates, Inc.

Garth Davidson is working at Rush Medical Center.

Erica Hartman is working at the Center for Research and Service at IIT.

Sebastian Laube completed his internship this summer at Saville & Holdsworth, Ltd. (SHL).

Dana Moore is working at McDonald's Corporation.

Sandra Nelson is also working at McDonald's Corporation.

Noel Newhouse is currently teaching classes at IIT and Elmhurst College.

Chris Thompson completed his internship this summer at Bank One.

Jennifer Thompson taught at University of Memphis over the summer and she is currently teaching at Northeastern Illinois University, Chicago State University, and IIT.

Jennifer Weiss is currently working as a research associate at United Airlines.

Jennifer Zieleskiewicz, will be starting a consulting position with William M. Mercer, Inc. in their Communications Practice in Chicago.

ALUMNI PROFESSIONAL ACTIVITIES

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Here is a look at what our faculty have accomplished over the past year. Between teaching, advising, PROFESSInhching, advising1 7.8 Tf 0.0453 Tc 084tgo.

The course covered cutting-edge statistical methods for modeling the relationships among variables at multiple levels of aggregation (e.g., individuals vs. groups).

He was involved with a number of professional activities. He worked with *Jennifer Weiss on IIT's Quality of Campus Community Life Coalition to identify issues of concern to the IIT community. They developed and analyzed the results of a university-wide survey on the quality of life at IIT.

Sylvia Roch has been heavily involved in the development and implementation of an undergraduate assessment center for psychology majors in the Institute of Psychology. She is also involved in redesigning the undergraduate curriculum for psychology majors.

Nambury Raju has been recognized as one of the most published authors in Journal of Applied Psychology and Personnel Psychology in the 1990s. His research activities center on meta-analysis/validity generalization, utility of organizational interventions, and differential item functioning (item bias). He is currently serving on the following editorial boards: Journal of Applied Psychology; Journal of Educational Measurement; Educational and Psychological Measurement; Applied Psychological Measurement; Journal of Human Resource Costing and Accounting (a Swedish Journal); NCME News Letter; Journal of Applied Measurement.

He has also reviewed manuscripts for the following journals: Multivariate Behavioral Research, Psychological Methods, Personnel Psychology, British Journal of Mathematical and Statistical Psychology, and Organizational Research Methods. Psychological Report: Perceptual and Motor Skills, and Measurement Evaluation in Counseling and Development.

He is a member of the following organizations: The APA Council of Representatives (1998-2000), representing Division 5: Evaluation, Measurement, and Statistics; Research Advisory Committee, The Ball Foundation; Technical Advisory Panel, the State of Georgia Department of Testing and Assessment; PACTS National Advisory Committee, Board of Regents of the University System of Georgia.

He is currently working with *Michael Collins, *Erica Hartman, and Bruce Fisher on a test development project for the National Restaurant Association.

Anthony Paquin has been involved in a number of efforts to improve the undergraduate psychology program at IIT. The most significant was chairing the Undergraduate Assessment Subcommittee. As acting chair of this committee he was involved with all aspects of the initiative

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hear how my classes were going and how I was doing in the program so far. This really made

me feel that the people in our program really care about each other. I was introduced to many of the older students who I had not yet met, and they had some great advice to offer about my course of study. I left Roy's house that night feeling very comforted and excited (not to mention very full from all of the wonderful food!) about my future at IIT.

Notes On Orientation

Rain seems to be a common occurrence to our Orientation, as our picnic was again held inside. The rain did not spoil our fun, though. Here is what two new students thought about their experiences at orientation.

David Blitz

Orientation was a very positive experience. I got to meet my fellow first-year students, a few of the second-year students, and the faculty. Erica, Amy, Sebastian, and Andy were great in getting everything organized for us and explaining what to expect. The walking tour was helpful in pointing out the more useful buildings. Overall, I had a blast--how often do you get to drink beer and socialize with your fellow students and faculty?

Stacey Porter

The day of orientation I woke full of emotion. Today, IIT and the I/O program were going to cease to be abstract, future plans. Today I was going to officially start what I had been telling everyone since April I was going to do with my life. In a word, I was nervous, in two words I was nervous and excited.

Orientation started with welcome predictability; introductions, overview of curriculum, tour of campus. But the striking difference between this program and my past masters program was the feeling of friendship that permeated every aspect. Even beyond the call for achievement and enrichment that spans the limited parameters of undergrad, I got a true sense that faculty in this program want incoming students to dip into the most fascinating pool of knowledge they have found. Just like the salesman who believes in his/her product, I got the feeling that this I/O stuff is just truly worth the work. That kind of energy is catchy, it pervades through all-nighters, writer's

mind-numbing reading assignments, and above all the sad grad school income. I truly caught this energy that day, and am hoping it carries me right through my time at IIT and beyond.



to **Gary Morris** for his continued care and kindness. It is these acts of support that makes our program so wonderful and a source of inspiration.

Yours,
Roya

P.S. 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 achievement that makes us unique!

DATES TO REMEMBER

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This year I had the pleasure of attending the Institute of Psychology's annual gathering: Psych Nite. Thanks to **Dr. Mitchell** and **Olivia Anderson** the event was wonderful and fun. It was great to see so many alumni all gather together. I would be remiss if I would not thank our dear **George Langloi** for his dedication in spearheading the event. However, what truly was a source of pride and excitement for me was that the majority of the individuals active in that event and other fundraising efforts for the institute, are the I/O program's alumni and students. It is impressive to see that not only are our alumni successful professionally but that they also have high values. They care and help the program and the institute. For years many of alumni have taken care of their younger brothers and sisters by providing internships and coaching them to become excellent professionals. Among many, this year, I would like to recognize **Steve Stanard**, **Steve Stienhaus**, and **Linda Jeleniewski**, who have taken personal attention in developing the professional lives of our students. Every year, several alumni and friends come to our internship meetings and talk with students. Last year we had **George Langloi** from Organizational Strategies, **Marsue Durbak** from Allamerica who came to IIT and spoke with students about their career planning and future. We also want to thank United Airlines and McDonald Corporation (**Dr. Russell Scalpone**) for having us at their locations and treating us with such generosity and attention. As always, we appreciate

the support of our program's friends
who provide support to our students.
Special thanks goes

cramp, student malnutrition (i.e. The
Mountain Dew and Fritos diet),