



ILLINOIS INSTITUTE OF TECHNOLOGY

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

AUGUST TO AUGUST 2001

Volume 13, Issue 1

CONGRATULATIONS TO OUR 2001 GRADUATES!



We are proud to recognize the achievements of our recent graduates and wish them luck in their future endeavors.

Ph.D.

Michael Barr, Ph.D. (2001). IRT- Based Assessments of Rater Effects in Multiple Source Feedback Instruments. Advisor: Dr. Raju.

John A. Behr, Ph.D. (2001). The unstructured employment interview as a potential source of gender stereotyping in the employee selection process. Advisor: Dr. Morris.

Jennifer M. Dembowski, Ph.D. (2001). The relationship between cognitive ability and voluntary/involuntary turnover: Moderating effects of job complexity, job market and contingent pay. Advisor: Dr. Morris.

Casey Mulqueen, Ph.D. (2001). Identification of Latent Constructs and Assessment of Measurement Equivalence Across Rating Sources on a 360-Degree Performance Appraisal Instrument. Advisor: Dr. Raju.

MASTER'S LEVEL

Susan Adams, M.S. (2001) The impact of communication medium and member familiarity on decision time, satisfaction, and decision accuracy. Advisor: Dr. Roch.

Allan Fromen, M.S. (2000). Measurement Equivalence and Mean Differences on a 360- Degree Feedback Instrument. Advisor: Dr. Raju.

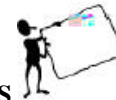
Dana Moore, M.S. (2001). Supervisor vs. Self Raters as Anchors in a Measurement Equivalence Analysis in a 360-Degree Performance Assessment. Advisor: Dr. Raju.

Jennifer L. Thompson, M.S. (2000). How Meta-Cognition Style Moderates the Use of Sex Stereotypes in Personnel Decisions. Advisor: Dr. Morris.

PHRD

Deno, Amy
Desai, Shetal P.
Davidson, Garth

PUBLICATIONS & PRESENTATIONS



As always it is a great pleasure to report the achievements of our faculty and students who have been busy year round contributing to enhance the field of I/O Psychology. This list is complete as far as we know. We apologize to those whose work has not been mentioned.

* Indicates IIT students.

Ayman, R. (April, 2001). Contribution and challenges of professional women: Recommendations for the future. The second International Conference on the

Corrigan, P., Steiner, L., McCracken, S., Blaser, B., and Barr*, M. (in press). Strategies for staff dissemination of evidence-based practices for people with serious mental illness. Psychiatric Services. [scheduled for the December issue.]

Gold, M.* & Morris, S.B. (June, 2001). SME Judgments in the Angoff Procedure: The Impact of Content Relevance and Item Format. Winner of the Best Student Paper Award at the Annual Conference of the International Personnel Management Association Assessment Council.

Korabik, K., Ayman, R., Purc-Stephenson, R. (June, 2001). Gender-role and Transformational leadership. A paper presented at the conference "Rethinking gender, work, and organization", Keele University, Staffordshire, England.

Morris, S. B. (in press). Sample size required for adverse impact analysis. Applied HRM Research.

Morris, S. B., & Collins, M.* (April, 2001). Testing for adverse impact when sample size is small. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology.

Morris, S. B., & DeShon, R. P. (in press). Effect size estimation for meta-analysis with repeated-measures designs. Psychological Methods.

Paquin, A. R. (June, 2001). The impact of culture on the effectiveness of the Productivity Measurement and Enhancement System. Paper presented at the Eastern Academy of Management meetings. San Jose, Costa Rica.

Raju, N. S. (2001). Review of the Wiesen Test of Mechanical Aptitude. In B. S. Plake and J.C. Impara (Eds.), The Fourteenth Mental Measurement Yearbook (pp. 1353-1355). Lincoln, NE: Buros Institute of Mental Measurements of the University of Nebraska.

Raju, N. S. (2001). Review of the Employment Values Inventory. In B. S. Plake and J.C. Impara (Eds.), The Fourteenth Mental Measurement Yearbook

Sebastian Laube is working at the Chicago Public Schools.

Deb Davis Lenane is working as the Senior Research Manager at Maritz Research in Southfield Michigan.

Patrick McLinden has just finished an internship at Wonderlic, Inc and is now currently working at Advocate Health Care in the OD department.

Jason Michniewicz is working at the Chicago Public Schools.

Dana Moore is working at McDonalds.

Sandra Nelson is also working at McDonalds.

Noelle Newhouse is currently doing an internship at SBC Communications.

Nisreen Pedhiwala is currently working at Monar Consulting, Inc as a Project Assistant.

Stacey Porter is a Graduate Assistant at the Center for Research and Service. She is also a Teaching Assistant at the University of Chicago and a Consultant for Organizational Resources and Advocate Healthcare.

Jennifer Weiss is currently doing contract work for United Airlines.

recruiting and recruiting management, she also had the opportunity to work on a national HR project on capacity management. This assignment focused on building service-oriented teams with the most optimal variety of skillsets and career ranks. An example of issues they faced: "Within their Supply Chain consulting practice, what is the optimal ratio of Vice Presidents to Sr. Managers to Consultants needed to deliver value to their clients?" Her role was to act as the functional designer in the development of an on-line tool to forecast headcount need based on revenue projections.

Michael Barr is currently an Organizational Psychologist on the staff of the Center for Psychiatric Rehabilitation at the University of Chicago (www.ucpsychrehab.org). Through the Center, he is affiliated with the Illinois Training Institute for Psychosocial Rehabilitation in Long Term Care as well as the Illinois MISA Institute (www.illinoismisainstitute.org). He is also engaged in organizational research on Interactive Staff Training/ProMES, burnout, and job design. Students who may be interested in working on their thesis or dissertation in these areas are encouraged to contact Michael at mbarr@uchicago.edu. In addition he is an adjunct faculty at both Elmhurst College and Chicago School of Professional Psychology, teaching in their respective I/O Master's programs.

Garth Davidson, after completing his internship at Saville & Holdworth, Ltd. (SHL), has been re-hired as an Associate Consultant.

Amy Deno is working as a Compensation Analyst at Information Resources, Inc. in Chicago.

Nancy deLay is currently working as a consultant for Eli Lilly & Company in Indiana. She has published & presented the following articles: deLay, N., German, K., Harrison, L., Mudd, A. (2001). Virtual Work and Family Conference Work and Family Virtual Conference Call; Telecommuting: WHAT IT IS and BEST PRACTICES, Surhis, A., deLay, N., Turbe-Suetsens, N., Fortier, B., Leblance, S. (2001). Human Resources Management: Best Practices, BAIQ (Chicago) 34; Improving the Employee Experience, BAIQ (Chicago) 34; Using the 7881T 002566 W 0095 5TW 0.6Mnrcystr 106 r0aticwyskingL52 Mic328 Tc -01227 Tw T* (oggs, A., & Maztal*, JS. (2001).)Tj TD (7 Tc -0.285 Tw Drop-down,radio, bttsn,246s)Tj ET6287.84149.6902 0.6 re f B

ALUMNI PROFESSIONAL ACTIVITIES



Our alumni have been helpful in providing the I/O program with support, resources, and feedback. This list of activities of alumni is complete only as far as we know. We do apologize to those whose activities are not listed.

Melanie Anderson was recognized with a "Silver Quill" Award of Excellence from the International Association of Business Communicators for achieving the highest standards of quality in organizational communication for Peoples Energy's Human Resources Communication Strategy.

Gene Botenga last year joined Cap Gemini Ernst & Young after working for Andersen Consulting, where she had been for about 5 years. While her core responsibilities have focused on

Sethal Desai, Erica Hartman, Amy Antani, Mark Frame, Michael Barr), conducted a workshop for a division of Lucent Technology, on the topic of Women's and Men's relationships in the workplace.

Dan Lezotte was appointed Chairman of the Board of Century Place Development Corporation - a not for profit housing development company serving the poor and special needs groups, last June. He is a reviewer for the World at Work Journal (formerly the American Compensation Association) and also a reviewer of a book being written for World at Work on Recognition Programs and Practices. In addition, he is continuing consulting in the areas of Strategic Planning, Organizational Surveys and Compensation.

Scott Morris was recently promoted to Associate Professor with Tenure. He was also elected as the President of the Chicago Industrial

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